Board of Education Work Session
June 18, 2026 4:00 PM
Central Services Board Room

1. Call to Order/Moment of Silence/Pledge of Allegiance

2. Roll Call
3. *Approval of Agenda
4. Community Comments
5. Open Meetings
6. Consolidated Funding Application-Federal and SPED
7. 2026-2027 Meeting Dates
8. Safe Schools Report
9. Perry Weather
10. Care Portal (TICA)
11. McKinstry Update
12. Comp Time Tracking
13. AOD (Attendance on Demand)
14. Evaluations-DOS & BOE
15. Out of Zone
16. Financials

16.A. Chief Financial Officer's Report
16.A.1. Monthly Financial Report
16.A.2. Monthly Sales Tax Report
16.B. Budget Amendments
16.C. Fundraisers

17. Policies

17.A. First Reading
17.B. Second Reading

18. Regular Meeting Items
19. Questions from Media
20. Adjournment

(*) Indicates Board Approval Required

(*) Indicates Board Approval Required

June 18, 2026 at 4:00 PM - Board of Education Work Session

1. Call to Order/Moment of Silence/Pledge of Allegiance

Agenda Item Type: Procedural Item

2. Roll Call
Agenda Item Type: Procedural Item

3. *Approval of Agenda
Agenda Item Type: Action Item
Attachments: (1)

- Agenda

4. Community Comments
Agenda Item Type: Information Item

5. Open Meetings
Agenda Item Type: Action Item

6. Consolidated Funding Application-Federal and SPED
Agenda Item Type: Action Item
Attachments: (3)

- FY27 Consolidated Funding Application (CFA)
- FY27 Federal Programs Allocations 2026-2027 .docx
- Consolidated Funding-SPED

7. 2026-2027 Meeting Dates
Agenda Item Type: Action Item
Attachments: (2)

- 2026-2027 Meeting Dates For Board
- 2026-2027 Meeting Dates (Other-Graduation)

8. Safe Schools Report
Agenda Item Type: Action Item
Attachments: (2)

- Safe Schools Report
- Safe Schools Comparison Sheet

9. Perry Weather
Agenda Item Type: Action Item

10. Care Portal (TICA)
Agenda Item Type: Action Item

11. McKinstry Update
Agenda Item Type: Action Item

12. Comp Time Tracking
Agenda Item Type: Action Item
Attachments: (1)

- Procedure for Compensatory Time

13. AOD (Attendance on Demand)
Agenda Item Type: Action Item
Attachments: (1)

- AOD Notes

14. Evaluations-DOS & BOE
Agenda Item Type: Action Item
Attachments: (2)

- Cumberland County Board Evaluation Results 2026
- Cumberland County DOS Evaluation Results 2026

15. Out of Zone
Agenda Item Type: Action Item
Attachments: (4)

- 6.205 Model Policy
- 6.205 Student Assignments
- 6.206 Model Policy
- 6.206 Transfers Within the System

16. Financials
Agenda Item Type: Action Item

16.A. Chief Financial Officer's Report
Agenda Item Type: Information Item

16.A.1. Monthly Financial Report
Agenda Item Type: Information Item
Attachments: (1)

- Financial Report

16.A.2. Monthly Sales Tax Report
Agenda Item Type: Information Item
Attachments: (1)

- Sales Tax

16.B. Budget Amendments
Agenda Item Type: Action Item
Attachments: (3)

- 141 BA Maintenance
- 141 BA Transportation
- 141 BA Travel

16.C. Fundraisers
Agenda Item Type: Action Item
Attachments: (14)

- CCHS Fundraiser Crowdfunding-Pink Out Shirts-Cheer Team
- CCHS Fundraiser Crowdfuning Mums-Cheer Team
- HES Fundraiser School-Wide Book Fair
- HES Fundraiser School-Wide Candy Bars
- HES Fundraisers-Crowdfunding Amazon (x19)
- North JV & V Basketball School-Wide Fundraiser
- Pine View Fundraiser Crowdfunding
- SMHS Fundraiser Band Crowdfunding
- SMHS Fundraiser Band Crowdfunding-Amazon
- SMHS Fundraiser-HOSA Crowdfunding
- SMHS Fundraiser-School-Wide
- Stone Elem School-Wide Fundraiser
- Stone Elem School-Wide Fundraiser Yearbook & Photos
- Stone Elementary Fundraiser Crowdfunding-Book Fair

17. Policies
Agenda Item Type: Action Item

17.A. First Reading
Agenda Item Type: Action Item
Attachments: (32)

- 1.400 School Board Meetings
- 1.905 Charter School Renewal
- 2.100 Fiscal Management Goals
- 2.200 Annual Operating Budget
- 4.100 Instructional Program
- 4.213 Family Life Education
- 4.300 Extracurricular Activities
- 4.301 Interscholastic Athletics
- 4.600 Grading System

- 4.603 Promotion and Retention
- 4.605 Graduation Requirements
- 5.104 Equal Opportunity Employment
- 5.106 Application and Employment
- 5.110 Compensation Guides and Contracts
- 5.200 Separation Practices for Tenured Teachers
- 5.201 Separation Practices for Non Tenured Teachers
- 5.302 Sick Leave
- 5.303 Personal and Professional Leave
- 5.600 Staff Rights and Responsilbiites
- 5.801 Director of Schools Recruitment and Selection
- 6.100 Student Goals
- 6.200 Attendance
- 6.202 Home Schools
- 6.205 Student Assignments
- 6.303 Questioning Students and Searches
- 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation
- 6.3041 Title IX and Sexual Harrassment
- 6.306 Interference Disruption of School Activities
- 6.318 Admission of Suspended or Expelled Students
- 6.4053 Outside Applied Behavior Analysis Therapy
- 6.412 Emergency Allergy Response Plan
- 6.506 Students from Military Families

17.B. Second Reading
Agenda Item Type: Action Item
Attachments: (15)

- 1.302 School Attorney
- 1.804 Alcohol & Drugs in the Workplace
- 2.400 Revenues
- 5.114 Personnel Records
- 5.1151 Telework During Emergencies
- 5.200 Separation Practices for Tenured Teachers
- 5.201 Separation Practices for Non Tenured Teachers
- 5.202 Suspension Dismissal of Non-Certified Employees
- 5.302 Sick Leave
- 5.303 Personal and Professional Leave
- 5.400 Personnel Health Examinations Communicable Diseases
- 5.403 Drug & Alcohol Testing for Employees
- 5.606 Political Activities
- 5.800 Director of Schools

- 6.200 Attendance

18. Regular Meeting Items
Agenda Item Type: Action Item
Attachments: (39)

- 5-21-26 Work Session Minutes
- 5-28-26 Board Meeting Minutes
- Approval of DHA Board
- B&G HES Playground
- CCHS Newsletter
- CCHS Overnight Request-Football
- CCHS Overnight Request-Girls Soccer
- CCHS Retired Inventory
- CCSNP Personnel Report
- CCSNP School Nutrition Packet Approval
- Federal Programs Retired Inventory
- General, Food Service, SPED Retired Inventory
- Martin Retired Inventory
- MOU CC Schools & Cumberland County City Police SRO
- MOU Fox-Bergvin & CC Schools
- Personnel Report
- Phoenix Retired Inventory
- Phoenix Retired Inventory-Chromebooks
- Pine View Retired Inventory
- Project BASIC MOA GMES 24-27
- SBBHL 26-27 MOU
- SMHS & Five Star Food Agreement
- South Calendar
- South Newsletter
- SPED Occupational Therapy Agreement
- SPED School Psychologist Agreement
- SPED Shredding Agreement Brown
- SPED Shredding Agreement-Henry
- SPED Sidekick Therapy Agreement
- SPED Speech Language Agreement
- SPED Speech Language Pathologist MOU
- SPED Speech Language-Hamilton Agreement
- SPED Stellar Physchologist Agreement
- SPED Stellar Physical Therapy Agreement
- SPED TNTP Agreement
- Stellar Therapy SPED Agreement
- Stone Elem & Legends Photo Agreement
- Stone Elem Retired Inventory

- Substitute Board List

19. Questions from Media
Agenda Item Type: Information Item

20. Adjournment
Agenda Item Type: Action Item
Comments:

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Checklist

This checklist is a means of communication between TDOE and LEAs regarding the allowability and allocability of the items submitted in the funding application. Please follow the steps below to ensure that the funding application contains items that are in compliance with program requirements.

- After the LEA submits the application, TDOE will review the application and mark each section as OK, Not Applicable, or Attention Needed. If the application contains no items that are marked as Attention Needed, the application will be approved.
- If the application contains items that are marked as Attention Needed, the application will be returned to the LEA with a status of not approved. The LEA will review the checklist for items that are marked Attention Needed and make the necessary changes to those items. Only the checked items in the sections marked Attention Needed are to be corrected and/or explained. Each section marked Attention Needed also has a place where TDOE may provide notes to explain those items. The LEA should check for notes and additional comments.
- Once the LEA has made the necessary adjustments, the LEA will resubmit the application for approval. If TDOE determines that the item has been corrected, Attention Needed will be changed to OK by the TDOE Reviewer. If the items that were marked Attention Needed still have not been corrected, the application will be returned again to the LEA with a status of not approved.
- Applications that contain no items that are marked Attention Needed will be approved.

General Checklist Comment		
5/5/26-Note: Cumberland County Schools has requested to transfer the Title I, Part A-Neglected allocation adjustment to Title I, A. - Leslie Watson	Leslie Watson	5/5/2026 8:09:43 AM

Checklist Description (Collapse All Expand All)			
1. Allocations	OK	Debby Thompson	5/20/2026 8:30:13 AM
1.01 ESEA Consolidated Administration			
1.02 School-wide Pool			
2. Cover Page, Contacts, and District Assessment URL	OK	Julia Hudson	5/13/2026 12:05:05 PM
2.01 Cover Page			
2.02 Contact Page			
2.03 District Assessment URL			
3. ESEA Requirements	OK	Brinn Obermiller	5/15/2026 3:06:22 PM
3.01 Consolidated Administration			
3.02 Administration			
3.03 State or Local Funds			
4. Consolidated Administration	OK	Debby Thompson	5/20/2026 8:30:13 AM
4.01 Budget & Budget Narratives			
4.02 Program Details			
5. Title I-A	OK	Debby Thompson	5/20/2026 8:42:32 AM
5.01 Budget & Budget Narratives			
5.02 Program Details			
5.03 Student Eligibility (Targeted Assistance Programs)			
5.04 Personnel Details			
5.05 Preschool Counts			
5.06 School Eligibility			
5.07 District Set Asides & Overview			
5.08 Allocation Designations			
5.09 PPA List			
5.10 Related Documents			
6. Homeless Students	OK	Vanessa Waters	5/18/2026 11:33:51 AM
6.01 Homeless Students			
7. Title I Family Engagement	OK	Vanessa Waters	5/18/2026 11:33:51 AM
7.01 Family Engagement			
8. Foster Care Students	OK	Jackie Jacobson	5/15/2026 11:09:29 AM
8.01 Foster Care Students			
9. Title I CSR Teachers	OK	Debby Thompson	5/20/2026 8:42:32 AM
9.01 If the LEA has indicated a number for # of CSR Teachers on the Program Details page.			
10. Title I-A Neglected	OK	Scott Indermuehle	5/14/2026 7:03:24 AM
10.01 Budget & Budget Narratives			
10.02 Program Details			
11. Title II-A	OK	Michelle Harless	5/18/2026 9:40:44 AM

11.01 Budget & Budget Narratives			
11.02 Program Details			
11.03 Personnel Details			
11.04 Related Documents			
12. Title II-A CSR Teachers	Not Applicable	Alisha Gilmore	5/5/2026 1:39:33 PM
12.01 If the LEA has indicated a number for # of CSR Teachers on the Program Details page.			
13. English Learner Requirements	OK	Hannah Gribble	5/15/2026 2:34:58 PM
13.01 Program Details - include comparing the ratio to the EL October Count number			
13.02 Consortia Budget Review			
13.03 Program Details - Title III			
13.04 Personnel Details			
13.05 Related Documents			
13.06 Other			
14. Title III Consortium	Not Applicable	Alisha Gilmore	5/5/2026 1:39:33 PM
14.01 Budget & Budget Narratives			
15. Title III	OK	Hannah Gribble	5/15/2026 2:34:58 PM
15.01 Budget & Budget Narratives			
16. Title V	OK	Brinn Obermiller	5/15/2026 3:06:22 PM
16.01 Budget & Budget Narratives			
16.02 Program Details			
16.03 Personnel Details			
16.04 Related Documents			
17. Title V CSR Teachers	Not Applicable	Alisha Gilmore	5/5/2026 1:39:33 PM
17.01 If the LEA has indicated a number for # of CSR Teachers in a budget narrative.			
18. Equitable Services	OK	Michelle Harless	5/18/2026 9:41:14 AM
18.01 Private Schools			
18.02 Program Details			
18.03 Related Documents			
19. IDEA Requirements	OK	Julia Hudson	5/13/2026 12:38:11 PM
19.01 System-Wide Personnel Page			
19.02 Personnel Details (6-21)			
19.03 Personnel Details (3-5)			
19.04 Private School Details (IDEA)			
19.05 General Purpose Special Education Budget			
19.06 Special Transportation			
19.07 State Special Education Expenditure Report			
19.08 Non-supplanting/Maintenance of Effort			
20. IDEA Part B	OK	Jerri Beth Nave	5/26/2026 10:10:30 AM
20.01 Budget & Budget Narratives			
20.02 Equipment Purchases			
20.03 Adjustment to Local Effort			
20.04 School-wide Program			
20.05 Coordinated Early Intervention Services			
21. IDEA Preschool	OK	Julia Hudson	5/13/2026 12:38:11 PM
21.01 Budget & Budget Narratives			
21.02 Equipment Purchases			
21.03 Adjustment to Local Effort			
21.04 School-wide Program			
21.05 Coordinated Early Intervention Services			

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Overview, Cover Page, and Contacts

Application Contacts and Consolidated Funding Application (CFA) Roles.

Contacts are names that are selected on the CFA Contacts page; the *LEA Data View* role allows a name to be selected.

The following Roles allow individuals to answer application questions and/or change the application status: the *LEA Authorized Representative, LEA Fiscal Representative, Consolidated Update,* and *Consolidated Director.*

User Access

The *Consolidated* roles or *Data View* roles can be assigned by the district user access administrators or the ePlan.Help@tn.gov team.

Click here to access the LEA user access form.

Workflow and Notifications

Not Started	The application cannot be edited until the draft is started. *LEA Consolidated Update, LEA Consolidated Director, LEA Fiscal Representative,* or *LEA Authorized Representative* roles can move the application into *Draft Started* status.
Draft Started	*LEA Consolidated Update, LEA Consolidated Director, LEA Fiscal Representative,* or *LEA Authorized Representative* roles can edit the CFA in the *Draft Started* status (or *Revision Started* for revisions).
Draft Completed	The *LEA Consolidated Director* role can click *Draft Completed* (or *Revision Completed for revisions).*
LEA Fiscal Representative Approved or Not Approved	The *LEA Fiscal Representative* can click *Approved* or *Not Approved.*
LEA Authorized Representative Approved or Not Approved	The *LEA Authorized Representative* can click *Approved* or *Not Approved.*
TDOE FPO Divisional Coordinator Reviewed or Returned	The *TDOE FPO Divisional Coordinator* can click *Reviewed* or *Returned.*
TDOE FPO Director Approved or Not Approved	The *TDOE FPO Director* can click *Approved* or *Not Approved.*

Reimbursement Requests

LEAs can complete reimbursement requests after the *TDOE FPO Director* has approved the application.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

TDOE Contacts

ESSA Coordinator	Alisha.Gilmore@tn.gov
IDEA Coordinator	Megan.Mysinger@tn.gov
Fiscal Consultant	Brian.Trisdale@tn.gov
Single Sign On (SSO)	DT.Support@tn.gov

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Overview, Cover Page, and Contacts

LEA Information

* LEA ID#	* LEA Name
00180	Cumberland County Schools

LEA Official Address

* Street	* City
368 Fourth St.	Crossville
* Zip Code	* Last Four Digits from the ZIP+4 Digit Postal Code
38555	4309
Phone	LEA Website
931-484-6135	ccschools.k12tn.net

Director of Schools

* Name	* Email	* Phone
Rebecca Farley	rfarley@ccschools.k12tn.net	931-484-6135

ESEA Director

* Name	* Email	* Phone
Justin Whittenbarger	whittenbarj@ccschools.k12tn.net	931-484-6135

IDEA Director

* Name	* Email	* Phone
Marlene Holton	mholton@ccschools.k12tn.net	931-484-6135

SAM.GOV Information

* SAM Registration Expiration Date
01/05/2027

* Address Listed under SAM Registration Including **ZIP+4 Postal Code**
CUMBERLAND COUNTY SCHOOLS
368 FOURTH ST.
CROSSVILLE, TN 38555-4309

* UEI (Unique Entity Identification)
SXTNU919LHN6

* Cage Code for SAM Registration
509A7

* Contact Personnel Name for SAM Registration
Kim Bray

* SAM Contact Email Address
kbray@ccschools.k12tn.net

* Backup personnel assigned for SAM registration
Justin Whittenbarger

Federal Funds Question

* Will you spend $1,000,000 or more in federal funds in this fiscal year?
Yes

Assurance

* The information provided above is accurate as of the date of submission of the consolidated funding application.

Consolidated Project

Consolidated Project begins July 1, 2026 and ends Sept. 30, 2027*

*Tydings Amendment: Section 421(b) of the General Education Provisions Act states that any funds that are not obligated at the end of the federal funding period shall remain available for an additional 12 months.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Overview, Cover Page, and Contacts

Required Contacts

Type	Contact(s)
Director of Schools [Select at least 1 contact(s)]	Rebecca Farley - 1-2
ESEA Bookkeeper [Select at least 1 contact(s)]	Penny Phipps - 7-10
ESEA Director [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Family Engagement Liaison [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Foster Care Point of Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4 Emilee Breeding - 3-4 Michael Brady - 3-4
Homeless Children Liaison [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4 Emilee Breeding - 3-4 Michael Brady - 3-4
Homeschool Coordinator [Select at least 1 contact(s)]	Stephanie Wheat - 1-2
IDEA Bookkeeper [Select at least 1 contact(s)]	Cassie Mathews - 5-6
IDEA Director [Select at least 1 contact(s)]	Dorothy Holton - 5-6
IDEA, Part B Contact [Select at least 1 contact(s)]	Dorothy Holton - 5-6
IDEA Preschool Contact [Select at least 1 contact(s)]	Dorothy Holton - 5-6
Justice-Involved Youth Contact (Attendance Officer unless otherwise noted) [Select at least 1 contact(s)]	Bo Magnusson - 11-15
Migrant Liaison [Select at least 1 contact(s)]	Sandy Helton - 5-6
Private Schools Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4 Dorothy Holton - 5-6
Relief Funding Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Title I-A Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Title I: N & D Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Title II-A Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Title III-EL Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4 Sandy Helton - 5-6
Title IV Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Title V Contact [Select at least 1 contact(s)]	Justin Whittenbarger - 3-4
Treasurer or CFO [Select at least 1 contact(s)]	Sonya Delk - Less than one year

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - History Log

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
	5/26/2026 10:10:58 AM	Jerri Beth Nave	Status changed to 'TDOE FPO Director Approved'.	S
	5/26/2026 9:29:14 AM	Megan Mysinger	Status changed to 'TDOE FPO Divisional Coordinator Reviewed'.	S
	5/21/2026 2:47:30 PM	Rebecca Farley	Status changed to 'LEA Authorized Representative Approved'.	S
	5/20/2026 5:46:10 PM	Sonya Delk	Status changed to 'LEA Fiscal Representative Approved'.	S
	5/20/2026 5:40:25 PM	Dorothy Holton	Status changed to 'Draft Completed'.	S
	5/20/2026 8:42:41 AM	Debby Thompson	Status changed to 'TDOE FPO Director Returned Not Approved'.	S

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
☐	5/14/2026 3:19:46 PM	Brett Printz	FY27 CFA IDEA Parentally Placed Set-Aside Amount for Placeholder Allocations Good morning, Directors, The allocations currently loaded for budgeting purposes for the FY27 Consolidated Funding Application (CFA) applications utilize the final FY26 allocation as a placeholder amount for IDEA Part B 611 and IDEA 619 Preschool grants. These placeholder allocations are to be used for parentally placed set-aside calculations for LEAs until FY27 allocations are finalized and calculated. When allocations are loaded into ePlan, a parentally placed set-aside amount is also posted in ePlan in the TDOE Resource folder and linked on the IDEA Private School Details page of the Consolidated funding application. Under 34 C.F.R. § 300.133(a), each LEA is required to spend this minimum amount of its subgrants under IDEA Part B and IDEA Preschool on children with disabilities placed by their parents in private schools, including religious, elementary, and secondary schools. In the CFA, LEAs indicate where they budget for this using their federal funds and state in the narratives. The IDEA Private School Proportionate Amounts Calculation document posted in the FY27 CFA uses the placeholder allocations in the set-aside calculation. LEAs will receive a new, revised parentally placed set-aside amount for IDEA Part B and IDEA Preschool allocations and will re-budget when the FY27 allocations are updated. For questions about the placeholder FY27 CFA parentally-placed set-aside amounts, please reach out to Brett Printz Brett.Printz@tn.gov. Respectfully Yours, Brett Printz	C
	5/13/2026 11:45:44 AM	Alisha Gilmore	Status changed to 'TDOE FPO Divisional Coordinator Reviewed'.	S
	5/13/2026 11:38:59 AM	Rebecca Farley	Status changed to 'LEA Authorized Representative Approved'.	S
	5/13/2026 10:29:45 AM	Sonya Delk	Status changed to 'LEA Fiscal Representative Approved'.	S
	5/13/2026 10:24:55 AM	Dorothy Holton	Status changed to 'Draft Completed'.	S
	5/11/2026 7:53:51 AM	Megan Mysinger	Status changed to 'TDOE FPO Divisional Coordinator Returned – Revisions Needed'.	S
	5/5/2026 7:57:36 AM	Rebecca Farley	Status changed to 'LEA Authorized Representative Approved'.	S
	5/5/2026 7:52:24 AM	Kim Bray	Status changed to 'LEA Fiscal Representative Approved'.	S

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
	5/5/2026 7:47:46 AM	Justin Whittenbarger	Status changed to 'Draft Completed'.	S
☐	4/27/2026 12:10:18 PM	ePlan Help	Allocation Update for FY27 CFA	C

Good afternoon,

To ensure local educational agencies (LEAs) have adequate time to plan for the 2026-27 school year, the Division of Federal Programs and Oversight (FPO) will extend the CFA deadline to **May 15** and will load ESSA and IDEA allocations by **close of business today** in the FY27 Consolidated Funding Application (CFA), as noted below:

Historically, the ESSA and IDEA initial allocations loaded into the CFA are for *planning purposes* and are adjusted to reflect new data or preliminary amounts from the U.S. Department of Education (ED). Like in years past, all LEAs will be required to revise program budgets and resubmit the CFA to FPO once FY27 allocations are received from ED. By providing allocations, LEAs can ensure federal grant funds are available on **July 1, 2026**, to serve students and staff, as well as order instructional materials and supplies. The allocations loaded in the FY27 CFA include the required allocation adjustments for Title I, Part A, and Title I, Part A—Neglected as ED requires in the signed Memorandum of Agreement (MOA).

FY26 final allocation amounts have been loaded to the FY27 CFA for the following programs: Title I Part A; Title I, Part A-Neglected; Title I, Part D; Title II, Part A; Title III, Part A; Title IV, Part A; IDEA, Part B; and IDEA Preschool.

Please review the following program-specific information:

- Title I, Part C:
  - FY27 planning allocations have been loaded for LEAs that indicated an intent to accept funds on the recent Title I, Part C Intent to Apply survey.
  - If the LEA plans to release Title I, Part C funds, please check the N/A release box at the top of the Title I, Part C *Program Details* page.
- Title III, Part A:
  - FY26 allocations have been loaded. Additional information regarding consortia groupings will be shared as soon as it becomes available.
  - LEAs interested in serving as a consortia fiscal lead should contact Hannah.Gribble@tn.gov.
- Title V, Part B:
  - FY27 planning allocations have been loaded based on information from the U.S. Department of Education. LEAs that are no longer eligible for Title V were notified by the Tennessee Department of Education in March.
  - LEAs no longer eligible in FY27 will have access to FY26 carryover funds once the FY26 Final Expenditure Report (FER) has been submitted and approved.

Since these amounts are for **planning purposes** and **do not reflect FY27 data**, FPO encourages LEAs to plan with these reminders:

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
			▪ Federal funds are supplemental to state and local funds. ▪ As always, LEAs must spend funds on the students generating the funds. ▪ Divide preliminary allocations into 12 months and plan to spend as close to 1/12th of funds each month as possible. ▪ For returning positions, consider how positions are funded with federal funds, their benefit, necessity, and prioritization. ▪ Before hiring new positions, consider other funding sources if allocations decrease from planning amounts. ▪ As new contracts or multi-year contracts with vendors are considered, ensure multiple funding sources, including state and local funds to remit payment. Our team has planned FY27 ESSA and IDEA CFA Work Sessions to assist LEAs with budgeting strategically. These sessions are intended to provide hands-on assistance for the planning and development to use funds withing the CFA effectively and assist LEAs with the above considerations. To make these workshops beneficial, participants should bring their laptops and other necessary resources. As additional resources, LEAs may reference the FY27 CFA ESEA Training Presentation, FY27 CFA IDEA Training Presentation, What's New: FY27 CFA, and the Technical Application Guide: FY27 CFA. The CFA review team will begin reviewing applications as they are submitted, and LEAs are encouraged to submit the FY27 CFA before **May 15**, where possible. If you need additional support, please contact me. Debby  **Deborah A. Thompson** | Assistant Commissioner Federal Programs and Oversight Andrew Johnson Tower 710 James Robertson Parkway, Nashville, TN 37243 (615) 864-5162 Deborah.Thompson@tn.gov tn.gov/education	
	3/3/2026 10:40:00 AM	Justin Whittenbarger	Status changed to 'Draft Started'.	S
	2/27/2026 1:26:36 PM	Melissa Brown	Status changed to 'Not Started'.	S

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Allocations

Allocation Type	(1) ESEA Con. Admin	(2) Title I-A CFDA: 84.010A	(3) Title I-A Neglected CFDA: 84.010A	(4) Title I-C	(5) Title I-D LEA CFDA: 84.010A	(6) Title I-D SA CFDA: 84.013A	(7) Title II-A CFDA: 84.367A	(8) Title III CFDA: 84.365A	(9) Title IV CFDA: 84.424A	(10) Title V CFDA: 84.358A	(11) School-wide Pool	(12) IDEA, Part B CFDA: 84.027A	(13) IDEA Preschool CFDA: 84.173A	Total
Original	$0.00	$2,478,720.39	$0.00	$0.00	$0.00	$0.00	$399,099.57	$25,586.68	$150,992.81	$240,634.70	$0.00	$1,667,873.00	$57,669.00	$5,020,576.15
Incoming Carryover	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Outgoing Carryover	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Reallocated	$0.00	$1,389.89	$4,368.03	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$5,757.92
Additional	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Released	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Consortium	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Special Award	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
FER Released	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total	$0.00	$2,480,110.28	$4,368.03	$0.00	$0.00	$0.00	$399,099.57	$25,586.68	$150,992.81	$240,634.70	$0.00	$1,667,873.00	$57,669.00	$5,026,334.07

Allocation Transfers	(1) ESEA Con. Admin	(2) Title I-A CFDA: 84.010A	(3) Title I-A Neglected CFDA: 84.010A	(4) Title I-C	(5) Title I-D LEA CFDA: 84.010A	(6) Title I-D SA CFDA: 84.013A	(7) Title II-A CFDA: 84.367A	(8) Title III CFDA: 84.365A	(9) Title IV CFDA: 84.424A	(10) Title V CFDA: 84.358A	(11) School-wide Pool	(12) IDEA, Part B CFDA: 84.027A	(13) IDEA Preschool CFDA: 84.173A	Total
From Title I-A	$315,000.00	($315,000.00)									$0.00			$0.00
From Title I-A Neglected	$0.00		$0.00											$0.00
From Title I-C	$0.00			$0.00							$0.00			$0.00
From Title I-D LEA	$0.00				$0.00									$0.00
From Title II-A	$50,000.00	Original $0.00 Carryover $0.00		Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	($50,000.00)	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	$0.00			$0.00
From Title III	$0.00							$0.00			$0.00			$0.00
From Title IV	$0.00	Original $150,992.81 Carryover $0.00		Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	Original $0.00 Carryover $0.00	($150,992.81)	Original $0.00 Carryover $0.00	$0.00			$0.00
From Title V	$28,000.00									($28,000.00)	$0.00			$0.00
From IDEA, Part B											$0.00	$0.00		$0.00
Total	$393,000.00	$2,316,103.09	$4,368.03	$0.00	$0.00	$0.00	$349,099.57	$25,586.68	$0.00	$212,634.70	$0.00	$1,667,873.00	$57,669.00	$5,026,334.07

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - ESEA Requirements

Hovering on a column header will display additional information about that column's data. Note that the combined limitation for indirect costs and direct administration costs does not apply to Title III, Part A and Title IV, Part A. LEAs may budget up to 2% direct administration costs as well as the applicable indirect cost rate for these two programs.

Grant	Original Allocation	Con Admin Contribution	Con Admin %	Direct Admin	Direct %	Indirect	Indirect %	Total Admin	Total Admin %	Max Allowed Admin %
Title I, Part A	$2,631,103.09	$315,000.00	11.97 %	$0.00	0.00 %	$22,000.00	0.84 %	$337,000.00	12.81 %	20.00 %
Title I, Part A-Neglected	$4,368.03	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	20.00 %
Title I, Part C	$0.00	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	20.00 %
Title I, Part D LEA	$0.00	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	20.00 %
Title II, Part A	$399,099.57	$50,000.00	12.53 %	$0.00	0.00 %	$0.00	0.00 %	$50,000.00	12.53 %	20.00 %
Title III	$25,586.68	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	2.00 %
Title IV	$0.00	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	$0.00	0.00 %	2.00 %
Title V	$240,634.70	$28,000.00	11.64 %	$0.00	0.00 %	$0.00	0.00 %	$28,000.00	11.64 %	20.00 %

ESEA Shared Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - ESEA Requirements

Required Documents

This page is currently not accepting Related Documents.

ESEA Evidence

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - ESEA Requirements

The Every Student Succeeds Act (ESSA) requires that, to the extent practicable, federal education funds be used to support activities, strategies, and interventions that are evidence-based. This requirement applies across all ESSA programs, including:

- Title I, Part A
- Title I, Part C
- Title II, Part A
- Title III, Part A
- Title IV, Part A
- Title V, Part A

Under ESSA § 8102(21)(B), the term evidence-based, when used with respect to a State, LEA, or school activity, means an activity, strategy, or intervention that is supported by one of the following: strong evidence (Tier 1), moderate evidence (Teir 2), promising evidence (Teir 3), or evidence that demonstrates a rationale (Tier 4).

Please describe the process the LEA uses to ensure that ESSA program funds are used, to the greatest extent possible, for evidence-based activities. Please include the following information in the response:

* a) How do you identify and select evidence-based strategies or programs for ESSA programs and activities?

Each Title I school in the district must complete a comprehensive needs assessment by addressing and answering the following:

-Describe how the school has completed a comprehensive needs assessment of the entire school based on information including the achievement of children in relation to the state academic content standards. The data should be cross-analyzed to identify the needs of educationally disadvantaged students [ESSA Section 1114(b)(6)]. Please describe methods and instructional strategies that will be used in the school to strengthen the academic program, increase the quality and amount of learning time, and provide opportunities for enriched and/or accelerated learning [ESSA Section 1114(b)(7)(A)(i)].

-Describe strategies used by the school to provide all students with opportunities to meet challenging state academic standards. Include strategies to reach economically disadvantaged students, students from major racial and ethnic groups, children with disabilities, and English learners. [ESSA Section 1111(c)(2); ESSA Section 1114 (b)(7)(A)(i)].

-Based on the school's needs assessment, what are the identified priorities/goals that the school will be focusing on this year?

There are multiple considerations before a Title I school is permitted to expend federal funds. In addition to addressing each of the above questions, each school that identifies potential instructional programming needs for the upcoming year must list the tier of evidence to support the purchase, the approximate amount of funding to purchase, explain the justification, and describe how this purchase is linked to a school improvement plan goal. The Tiers of Evidence resource provided by the TDOE is heavily utilized during this evidence-examining process.

Expenditures for Title II, Title III, Title IV, and Title V follow a similar process at the district level and are rooted in evidence and approved prior to the expenditure of federal funds.

For example, regarding professional development funded via Title II, there is Tier 1-Strong evidence so support expending funds for professional development in Cumberland County. Professional development is needed to ensure teachers, interventionists, and educational assistants receive training needed in order to: increase student achievement consistent with the challenging state academic standards; improve the quality and effectiveness of teachers, principals, and

other school leaders; increase the number of teachers, principals, and other school leaders who are effective in improving student academic achievement in schools; provide low-income and minority students greater access to effective teachers, principals, and other school leaders.

Leadership within the Cumberland County School District will emphasize a mindset of continuous improvement with all faculty and staff in order to facilitate greater participation and mindfulness of professional learning opportunities. Current practices have indicated that students are struggling to achieve at the desired levels of proficiency; consequently, a greater focus on standards-aligned instruction, standards-aligned tasks, and standards-aligned assessments will be present through specific professional learning opportunities and support.

Implementation:
The principal will collaborate with district-level leadership to ensure that all possibilities for focused professional development are explored and participated in. The district supervisory team will review this data each semester.

Effectiveness:
By spring 2027, all students in grades 3-11, including subgroups (ED, EL, SWD, and BHN), will increase academic achievement in all core subject areas as evidenced by state assessments.

Responsibility:
The building principal is responsible for monitoring the effectiveness metrics. The district's PreK-8 and 9-12 supervisors will follow-up with building principals to ensure effective implementation.

During data analysis of all benchmarking/assessment data, success plans, graduation plans, and supplemental instructional programs data, if it is determined that progress is not being made, then the professional development plans for each school may change based on the deficit area(s).
Changes made will include, but not be limited to:
-Change academic plans to include different interventions
-Change in instructional programs funded
-Create capacity in general classroom teachers to dive into the data and use effective interventions during core instruction
-Additional Coaching Support

* b) How do you determine the level of evidence (1-Strong, 2-Moderate,3- Promising, or 4-Demonstrates a Rationale) associated with selected activities?

The Tennessee Department of Education (TDOE) ESSA Tiers of Evidence document is shared with administrators and utilized heavily during the level of evidence determination process. The evidence provisions of ESSA are examined and documented for the following Federal Programs: Title I, Title II, Title III, Title IV, and Title V. When determining the appropriate level of evidence, Cumberland County prioritizes What Works Clearinghouse (WWC) as those evidence standards are indicative of Tier 1-Strong evidence. For evidence that does not meet the stringent criteria of Tier 1, the other tiers of evidence per ESSA are explored to determine if the activity meets an allowable measure of evidence.

* c) What systems or tools do you use to document, monitor, and evaluate the implementation of evidence-based practices?

As stated above, all Title I schools in Cumberland County are required to complete an annual comprehensive needs assessment to document prior and current data, monitor the effectiveness of expenditures, and evaluate the implementation of evidence-based practices by exploring the return-on-investment (ROI). Below are the questions that each school must address.

-Describe how the school has completed a comprehensive needs assessment of the entire school based on information including the achievement of children in relation to the state academic content standards. The data should be cross-analyzed to identify the needs of educationally disadvantaged students [ESSA Section 1114(b)(6)]. Please describe methods and instructional strategies that will be used in the school to strengthen the academic program, increase the quality and amount of learning time, and provide opportunities for enriched and/or accelerated learning [ESSA Section 1114(b)(7)(A)(i)].

-Describe strategies used by the school to provide all students with opportunities to meet challenging state academic standards. Include strategies to reach economically disadvantaged students, students from major racial and ethnic groups, children with disabilities, and English learners. [ESSA Section 1111(c)(2); ESSA Section 1114 (b)(7)(A)(i)].

-Based on the school's needs assessment, what are the identified priorities/goals that the school will be focusing on this year?

* d) How do you support staff and stakeholders in understanding and applying evidence-based requirements?

Each school's needs assessment is closely reviewed to ensure all sections of the needs assessment are addressed. The proposed expenditures are then reviewed to ensure they are reasonable, allowable, allocable, and necessary prior to approval by the Federal Programs Supervisor. The Federal Programs Supervisor communicates clearly, regularly, and promptly with principals in the district to ensure allowability and efficient expending of federal funds.

More information about the ESSA Tiers of Evidence may be found here and here.

Resources

Click here to open the application guidance document.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide	
Total Allocation	$393,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	$2,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$391,000.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$387,013.76
Max Indirect Cost	$3,986.24

Account Number		Total
72210 - Support Services/Regular Instruction Program		$389,420.26
82130 - Principal		$0.00
99100 - Transfers Out		$3,579.74
	Total	$393,000.00
	Adjusted Allocation	$393,000.00
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

72210 - Support Services/Regular Instruction Program - $389,420.26

Budget Detail		Narrative Description
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-105 Supervisor/Director provides salary funding for (1.0 FTE) Federal Programs Supervisor to implement, manage, monitor and oversee all federal programs. This line item also provides salary funding for a (0.55 FTE) Title III Director to implement, manage, monitor and oversee ESL Programs (ESL, migrant, immigrant).
Line Item Number:	105 - Supervisor / Director	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$175,800.00	
Line Item Total:	$175,800.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-161 Secretary(s) provides salary funding for 3 headcount (1.8 FTE) secretary/bookkeepers for all federal programs.
Line Item Number:	161 - Secretary(s)	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$96,300.00	
Line Item Total:	$96,300.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-201 Social Security provides funding for Social Security and Medicare benefits for the salaries of 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount

Line Item Number:	201 - Social Security	(0.55 FTE) Title III Director, and 3 headcount secretary/bookkeepers (1.8 FTE). *Please note: The Cumberland County Finance Office has requested that Social Security and Medicare benefits not be separated.
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$21,000.00	
Line Item Total:	$21,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-204 Pensions provides funding for retirement benefits for the salaries of 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 1 headcount secretary/bookkeeper (0.8 FTE).
Line Item Number:	204 - Pensions	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$15,000.00	
Line Item Total:	$15,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-206 Life Insurance provides funding for life insurance benefits for 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 1 headcount secretary/bookkeeper (0.8 FTE).
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Educators	
Optional Program Code:		

Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$190.50	
Line Item Total:	$190.50	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-207 Medical Insurance provides funding for medical insurance benefits for 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 1 headcount secretary/bookkeeper (0.8 FTE).
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$39,000.00	
Line Item Total:	$39,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-208 Dental Insurance provides funding for dental insurance benefits for 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 1 headcount secretary/bookkeeper (0.8 FTE).
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$900.00	
Line Item Total:	$900.00	

Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-210 Unemployment Compensation provides funding for unemployment benefits for 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 3 headcount secretary/bookkeepers (1.8 FTE).
Line Item Number:	210 - Unemployment Compensation	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$367.50	
Line Item Total:	$367.50	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-299 Other Fringe Benefits provides funding for workman's compensation benefits for 1 headcount (1.0 FTE) Federal Programs Supervisor, 1 headcount (0.55 FTE) Title III Director, and 3 headcount secretary/bookkeepers (1.8 FTE).
Line Item Number:	299 - Other Fringe Benefits	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,062.26	
Line Item Total:	$1,062.26	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-336 Maintenance & Repair Services-Equipment provides funding for Federal Programs Office equipment repair (including but not limited to laptops, printers, etc.) and maintenance of equipment and service agreements.
Line Item Number:	336 - Maintenance & Repair Services - Equipment	
Strategic Plan:	Educators	
Optional		

Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$1,000.00
Line Item Total:	$1,000.00

Account Number:	72210 - Support Services/Regular Instruction Program
Line Item Number:	355 - Travel
Strategic Plan:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$2,500.00
Line Item Total:	$2,500.00

Line item 72210-355 Travel provides travel expenditures funding for federal programs staff (Federal Programs Supervisor, Title III Director, secretary/bookkeepers) to make on-site visits to monitor compliance and provide technical assistance to the ten Title I schools and all ESL programs within the Cumberland County School District.

Account Number:	72210 - Support Services/Regular Instruction Program
Line Item Number:	399 - Other Contracted Services
Strategic Plan:	Academics, Educators, Student Readiness
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$7,800.00

Line item 72210-399 Other Contracted Services provides funding for Title I Crate, which will secure an online document management system for the school district to collect, organize, and validate all Federal Programs and documentation.

Line Item Total:	$7,800.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-499 Other Supplies and Materials provides funding to cover related operational office expenses including but not limited to Adobe Acrobat Pro, Microsoft 365 (Office Suite), Dropbox Business Plan, paper, folders, three-ring binders, highlighters, post-it notes, markers, pens, etc. Approximately $8,500.00 of this line will be spent for HP and Elite printer toner (replaced approximately 5 times per year).
Line Item Number:	499 - Other Supplies and Materials	
Strategic Plan:	Educators	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$12,500.00	
Line Item Total:	$12,500.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-524 In-Service/Staff Development provides funding for training and travel expenditures for the Federal Programs Supervisor, the Title III Director, and the (1.8 FTE) secretaries/bookkeepers to attend training, workshops, and conferences germane to Federal Programs. These conferences/trainings may include but are not limited to: TAFPA Membership, the UC Federal Programs Study Council, the ESSA Directors Institute, the TDOE Annual Fiscal Workshop, the TASBO Conference, the TNTESOL Conference, and the East Tennessee Federal Programs Conference.
Line Item Number:	524 - In-Service / Staff Development	
Strategic Plan:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$14,000.00	
Line Item Total:	$14,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-790 Other Equipment provides funding to purchase equipment needed to operate the Federal Programs Office including but not limited to: Apple MacBook Pro laptops (approximately $2,000.00 each), Apple iMac desktop computers (approximately $1700.00 each), printers (approximately $800.00 each), monitors (approximately $200.00 each), and other related items as the need arises.
Line Item Number:	790 - Other Equipment	
Strategic	Educators	

Plan:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$2,000.00
Line Item Total:	$2,000.00

Total for 72210 - Support Services/Regular Instruction Program:	$389,420.26
Total for all other Account Numbers:	$3,579.74
Total for all Account Numbers:	$393,000.00
Adjusted Allocation:	$393,000.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

99100 - Transfers Out - $3,579.74

Budget Detail		Narrative Description
Account Number:	99100 - Transfers Out	Line item 99100-504 Indirect Cost provides funding for an allowable amount of indirect cost to be transferred to the district's general purpose budget.
Line Item Number:	504 - Indirect Cost	
Strategic Plan:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,579.74	
Line Item Total:	$3,579.74	

Total for 99100 - Transfers Out:	$3,579.74
Total for all other Account Numbers:	$389,420.26
Total for all Account Numbers:	$393,000.00
Adjusted Allocation:	$393,000.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide	
Total Allocation	$393,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	$2,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$391,000.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$387,013.76
Max Indirect Cost	$3,986.24

Filter by Location: All - $393,000.00

Account Number Line Item Number	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
105 - Supervisor / Director	175,800.00		175,800.00
161 - Secretary(s)	96,300.00		96,300.00
201 - Social Security	21,000.00		21,000.00
204 - Pensions	15,000.00		15,000.00
206 - Life Insurance	190.50		190.50
207 - Medical Insurance	39,000.00		39,000.00
208 - Dental Insurance	900.00		900.00
210 - Unemployment Compensation	367.50		367.50
299 - Other Fringe Benefits	1,062.26		1,062.26
336 - Maintenance & Repair Services - Equipment	1,000.00		1,000.00
355 - Travel	2,500.00		2,500.00
399 - Other Contracted Services	7,800.00		7,800.00
499 - Other Supplies and Materials	12,500.00		12,500.00

Account Number Line Item Number	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
504 - Indirect Cost		3,579.74	3,579.74
524 - In-Service / Staff Development	14,000.00		14,000.00
790 - Other Equipment	2,000.00		2,000.00
Total	389,420.26	3,579.74	393,000.00
		Adjusted Allocation	393,000.00
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$7,800.00
Strategic Plan	Educators	$372,920.26
Strategic Plan	Student Readiness	$7,800.00

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Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Consolidated Admin Pool

*** Provide a description of the reasonable and necessary administrative activities and personnel (including travel, supplies, and equipment used to administer the grant programs included). All programs contributing funds to the consolidated administration pool must be administered with these funds. Funds in this pool may NOT be used to administer grant programs that have not contributed to the pool. All information described must match information in the consolidated administration budget and personnel table.**

All of Cumberland County's Title programs (Title I-A, Title I-C, Title II-A, Title III, Title IV, and Title V) are administered through Consolidated Administration. Title IV funds for FY27 have been transferred into Title I, Part A to further support students in those ten Title I schools. Reasonable, allowable, and necessary portions of the Title I allocation, Title II allocation, and Title V allocation are transferred to Consolidated Administration for the salaries and benefits for the Cumberland County Schools Federal Programs Supervisor (1.0 FTE), Title III Director (0.55 FTE), and secretary/bookkeepers (1.8 FTE). The Federal Programs Supervisor and the secretary/bookkeepers (full & part-time) are funded 100% from Consolidated Administration while the Title III Director has the remaining portion of salary and benefits funded via Title II. The CCS Federal Programs Supervisor prepares the CFA, oversees, monitors and provides technical assistance for the proper implementation of all of the listed programs in the district's ten Title I schools plus submits required reports to the Federal Programs and Oversight Office in a timely manner. The Federal Programs Supervisor monitors student academic achievement, teacher and program effectiveness, and oversees program upgrades to maximize the delivery of effective instruction and to ensure that struggling students are afforded individual and small group learning settings which will result in long-term, sustained academic progress and success. The Federal Programs Supervisor also provides professional development to the Cumberland County School System's supervisors, administrators and community partners with respect to compliance with all related federal, state and local laws, regulatory and non-regulatory guidance, and policies. The (0.55 FTE) Title III Director assumes full responsibility for all ESL, immigrant and migrant students, federal, state and local compliance issues, will oversee and implement ELPA21 testing, prepare and submit all related, required documents, plus schedule and present professional development in ESL-related areas for teachers and administrators. The Title III Director will evaluate program effectiveness, ensure the district's ESL student data is correct, current, and is regularly updated with recent Home Language and Migrant Occupational Survey results, plus make regular visits to the district's schools where English Language Learners are enrolled. The full and part-time secretary/bookkeepers (1.8 FTE) oversee the financial aspects of these programs, assist the CCS Federal Programs Supervisor in preparing the Consolidated Funding Application and perform required bookkeeping/secretarial duties. They assist with the budgeting details of our Consolidated Funding Application and make regular reimbursement requests through ePlan, while also ensuring inventory control.

Systemwide Administration - (Usually personnel working in the central office)

	Headcount	FTE
Administration	2.00	1.55
Resource Specialist		
Program / Project Director		
Other (specify) Secretary/Bookkeeper	3.00	1.80
Total	5.00	3.35

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Indirect Cost Guide	
Total Allocation	$2,316,103.09
Existing Budget In Categories Not Eligible for Indirect Cost	$75,115.85
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$2,240,987.24
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$2,218,140.40
Max Indirect Cost	$22,846.84

Account Number	Total
71100 - Regular Instruction Program	$2,114,442.54
71150 - Alternative Instruction Program	$0.00
71200 - Special Education Program	$0.00
72120 - Health Services	$0.00
72130 - Other Student Support	$117,510.55
72210 - Support Services/Regular Instruction Program	$47,150.00
72250 - Education Technology	$0.00
72410 - Office of the Principal	$0.00
72520 - Human Resources/Personnel	$0.00
72610 - Operation of Plant	$0.00
72710 - Transportation	$15,000.00
73100 - Food Service	$0.00
73400 - Early Childhood Education	$0.00
82130 - Principal	$0.00
99100 - Transfers Out	$22,000.00
Total	$2,316,103.09
Adjusted Allocation	$2,316,103.09
Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

71100 - Regular Instruction Program - $2,114,442.54

Budget Detail		Narrative Description
Account Number:	71100 - Regular Instruction Program	Line item 71100-116 Teachers provides salary funding for (6.85 FTE) interventionists, (1.0 FTE) class size reduction teacher, and (2.38 FTE) instructional facilitators for a total of (10.23 FTE) certified personnel at Cumberland County's ten Title I schools. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	116 - Teachers	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$684,000.00	
Line Item Total:	$684,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-163 Educational Assistants provides funding in the form of wages for (25.40 FTE) supplemental Title I educational assistants. The assistants will work under the direct supervision of a certified teacher and are supplemental, reasonable, allowable, and necessary positions over and above similar positions funded by state and local funds. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	163 - Educational Assistants	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	

Quantity: 1.00 **Cost:** $525,000.00 **Line Item Total:** $525,000.00	
Account Number: 71100 - Regular Instruction Program **Line Item Number:** 201 - Social Security **Strategic Plan:** Academics **LEA Set Asides:** **Admin Costs:** **Optional Program Code:** **Location Code:** Cumberland County (180) **Quantity:** 1.00 **Cost:** $93,000.00 **Line Item Total:** $93,000.00	Line item 71100-201 Social Security provides funding for required Social Security and Medicare benefits (7.65%) for the salaries and wages of (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law. *Please note: The Cumberland County Finance Office has requested the district not separate Social Security and Medicare benefits.
Account Number: 71100 - Regular Instruction Program **Line Item Number:** 204 - Pensions **Strategic Plan:** Academics **LEA Set Asides:** **Admin Costs:** **Optional Program Code:** **Location** Cumberland County (180)	Line item 71100-204 Pensions provides funding for required state retirement benefits for the salaries and wages of (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.

Code:		
Quantity:	1.00	
Cost:	$73,000.00	
Line Item Total:	$73,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-206 Life Insurance provides funding for life insurance benefits for (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,800.00	
Line Item Total:	$1,800.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-207 Medical Insurance provides funding for required medical insurance benefits for (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location	Cumberland County (180)	

Code:		
Quantity:	1.00	
Cost:	$493,000.00	
Line Item Total:	$493,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-208 Dental Insurance provides funding for dental insurance benefits for (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$11,000.00	
Line Item Total:	$11,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-210 Unemployment Compensation provides funding for required unemployment compensation benefits for (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	210 - Unemployment Compensation	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		

Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,801.25	
Line Item Total:	$3,801.25	
Account Number:	71100 - Regular Instruction Program	Line item 71100-299 Other Fringe Benefits provides funding for required workman's compensation benefits for of (10.23 FTE) total certified personnel and (25.40 FTE) supplemental Title I educational assistants. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	299 - Other Fringe Benefits	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$4,725.44	
Line Item Total:	$4,725.44	
Account Number:	71100 - Regular Instruction Program	Line item 71100-429 Instructional Supplies & Materials provides funding for supplemental instructional supplies and materials including but not limited to: classroom subscriptions for Accelerated Reader, Accelerated Math, Amplify Knowledge, iReady Math, Moby Max, Mosa Mack, Power Reading, Pro Reading, Reading Eggs, Reading EggsPress, Reflex Math, Write Bright Station, IXL Math, IXL Science, IXL Social Studies, IXL Reading, Read 360, Brain Pop, Brain Pop Jr., Brain Pop ESL, Study Island, NewsELA, Edgenuity-Compass, Education Galaxy, ABC Mouse, Freckle, Fast Forward, Flocabulary, Kesler, Lexia, Math Facts in a Flash, Social Studies Weekly, Science Studies Weekly, Math Seeds, Scholastic News, TN History Books, Encase-TE21, Heggerty Reading/Language materials, and other related items as needed that are used for student instruction and remediation. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This
Line Item Number:	429 - Instructional Supplies & Materials	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		

Location Code:	Cumberland County (180)	allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Quantity:	1.00	
Cost:	$150,000.00	
Line Item Total:	$150,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-722 Regular Instruction Equipment provides funding for supplemental equipment including but not limited to: iPad Pros/Apple Pencils @ approx. $1120/each to supplement instruction with classroom interactive panels; document cameras for instructional projections @ approximately $300.00 each; Chromebooks @ approximately $375.00 each; classroom projectors @ approximately $800.00 each; classroom printers @ approximately $275.00 each; classroom interactive panels @ approximately $2100.00 each, and other related items used to facilitate instruction in Title I classrooms are funded from this line item. All expenditures from this line are aligned to the goals within individual school plans. Cumberland County's Title I schools are: Brown Elementary School (TSI), Crab Orchard Elementary School (Reward), Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School (Reward), and Stone Elementary School (TSI). This allocation is reasonable, allowable, allocable, and necessary as codified in the Every Student Succeeds Act (ESSA) Federal law.
Line Item Number:	722 - Regular Instruction Equipment	
Strategic Plan:	Academics	
LEA Set Asides:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$75,115.85	
Line Item Total:	$75,115.85	

Total for 71100 - Regular Instruction Program:	$2,114,442.54
Total for all other Account Numbers:	$201,660.55
Total for all Account Numbers:	$2,316,103.09
Adjusted Allocation:	$2,316,103.09
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

72130 - Other Student Support - $117,510.55

Budget Detail		Narrative Description
Account Number:	72130 - Other Student Support	Line item 72130-499 Other Supplies and Materials provides funding for required school materials/supplies for homeless students such as clothing, paper, pencils, pens, folders, hand-held calculators, and other allowable items as needed; this 499 line item is a required district set aside (see the Title I set asides page in the FY26 CFA). Collaboration and cooperation with community partners will further support Cumberland County's identified homeless students.
Line Item Number:	499 - Other Supplies and Materials	
Strategic Plan:	Student Readiness	
LEA Set Asides:	Students Experiencing Homelessness	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,000.00	
Line Item Total:	$2,000.00	
Account Number:	72130 - Other Student Support	Line item 72130-599 provides allowable carryover funds for the 2027-2028 school year (FY28). This amount is listed on the District Set Aside page, Additional District-wide Instructional Initiatives, Reservation of funds for FY28.
Line Item Number:	599 - Other Charges	
Strategic Plan:		
LEA Set Asides:	Reservation of Funds	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	

Quantity:	1.00	
Cost:	$90,000.00	
Line Item Total:	$90,000.00	
Account Number:	72130 - Other Student Support	Line item 72130-599 provides funding the required (1%) Family Engagement set aside (see the Title I set aside page in CFA). This full set-aside (100%) for family engagement is allocated to the district's ten Title I schools. Parent and family engagement funds will be used but not be limited to purchase supplies and/or materials for open libraries and computer labs, literacy nights, parenting classes, and parent communication tools such as handbooks, planners, take home folders, agendas, communication notes to families recognizing student achievement, family resource booklets, and notifications.
Line Item Number:	599 - Other Charges	
Strategic Plan:		
LEA Set Asides:	Required Parent and Family Engageme...	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$23,161.03	
Line Item Total:	$23,161.03	
Account Number:	72130 - Other Student Support	Line item 72130-599 provides funding an additional Family Engagement set aside amount. Additional parent and family engagement funds will be used but not be limited to purchase supplies and/or materials for open libraries and computer labs, literacy nights, parenting classes, and parent communication tools such as handbooks, planners, take home folders, agendas, communication notes to families recognizing student achievement, family resource booklets, and notifications.
Line Item Number:	599 - Other Charges	
Strategic Plan:		
LEA Set Asides:	Additional Parent and Family Engage...	
Admin Costs:		
Optional Program Code:		
Location	Cumberland County (180)	

Code:	
Quantity:	1.00
Cost:	$2,349.52
Line Item Total:	$2,349.52

Total for 72130 - Other Student Support:	$117,510.55
Total for all other Account Numbers:	$2,198,592.54
Total for all Account Numbers:	$2,316,103.09
Adjusted Allocation:	$2,316,103.09
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

72210 - Support Services/Regular Instruction Program - $47,150.00

Budget Detail		Narrative Description
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-189 Support Services/Regular Instruction Program provides PD set aside funding for Federal Programs Liaison Stipends @ $100/month for 10 months per school. There are ten (10) Title I schools, so the total is $10,000.00. Title I Liaisons will be responsible for the following: Oversee the school's three Title I committee meetings (arrange dates/times, provide minutes, agendas and voting sheets as applicable). School improvement plan and budget input. Oversee school-level Federal Programs expenditures, inventory, and other duties associated with Federal Programs. In addition, this line item provides funding for each Title I school to have a Family Engagement Liaison at the same stipend rate of $100/month for ten months per school totaling $10,000.00. Family engagement liaisons will be responsible for the following: Oversee each school's family engagement committee meetings (arrange dates/times, provide minutes, agendas and voting sheets as applicable). Coordinate school-level FE plan, school-level FE policy, school/parent compacts, and budget. Oversee family engagement expenditures, coordinating school-level family engagement events, and other duties associated with family engagement activities.
Line Item Number:	189 - Other Salaries & Wages	
Strategic Plan:	Academics, Educators	
LEA Set Asides:	Professional Development	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$20,000.00	
Line Item Total:	$20,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-201 provides PD set aside funding for the Social Security and Medicare benefits for the Title I Liaisons and Family Engagement Liaisons at the ten Title I schools in the school district. *Please note: The Cumberland County Finance Office has requested that we not separate the cost of Social Security and Medicare benefits.
Line Item Number:	201 - Social Security	
Strategic Plan:	Academics, Educators	
LEA Set Asides:	Professional Development	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	

Quantity: 1.00 **Cost:** $1,550.00 **Line Item Total:** $1,550.00	
Account Number: 72210 - Support Services/Regular Instruction Program **Line Item Number:** 204 - Pensions **Strategic Plan:** Academics, Educators **LEA Set Asides:** Professional Development **Admin Costs:** **Optional Program Code:** **Location Code:** Cumberland County (180) **Quantity:** 1.00 **Cost:** $1,300.00 **Line Item Total:** $1,300.00	Line item 72210-204 Pensions provides PD set aside funding for the retirement benefits for the Title I Liaisons and Family Engagement Liaisons at the ten Title I schools in the school district.
Account Number: 72210 - Support Services/Regular Instruction Program **Line Item Number:** 399 - Other Contracted Services **Strategic Plan:** Student Readiness **LEA Set Asides:** English as a Second Language Progra... **Admin Costs:** **Optional Program Code:** **Location** Cumberland County (180)	Line item 72210-399 Other Contracted Services provides ESL set aside funding for the allowable 58% TransAct Parent Notices (~$10,300.00), which is supplemental to the required communications (the communication that general purpose sends along with general purpose funding (42%) of the EL portion).

Code:		
Quantity:	1.00	
Cost:	$10,300.00	
Line Item Total:	$10,300.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-499 Other Supplies and Materials provides funding to support the ESL program via the purchase of Summit K12 supplemental curriculum to be used with English learners, Learning A to Z Subscriptions to be used by 8.0 ESL teachers and their students, the Parent Institute renewal in order to enhance and support education-related communications with EL families in the district, and the purchase of toner for printers used by ESL personnel to support EL students' learning.
Line Item Number:	499 - Other Supplies and Materials	
Strategic Plan:	Academics	
LEA Set Asides:	English as a Second Language Progra...	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$12,000.00	
Line Item Total:	$12,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-524 In-service/Staff Development provides PD set aside funding related to professional development registration fees for ESL personnel including but not limited to: state, district, and national conferences, professional development mileage and travel, hotel, and meal reimbursements for school-level and district initiatives.
Line Item Number:	524 - In-Service / Staff Development	
Strategic Plan:	Educators	
LEA Set Asides:	English as a Second Language Progra...	
Admin Costs:		
Optional Program Code:		
Location	Cumberland County (180)	

Code:	
Quantity:	1.00
Cost:	$2,000.00
Line Item Total:	$2,000.00

Total for 72210 - Support Services/Regular Instruction Program:	$47,150.00
Total for all other Account Numbers:	$2,268,953.09
Total for all Account Numbers:	$2,316,103.09
Adjusted Allocation:	$2,316,103.09
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

72710 - Transportation - $15,000.00

Budget Detail		Narrative Description
Account Number:	72710 - Transportation	Line item 72710-599 provides funding to transport homeless students to their school of origin as needed and defined by the Cumberland County School System's Homeless Transportation procedure, and is noted in Cumberland County's CFA District Set Asides and Overview page.
Line Item Number:	599 - Other Charges	
Strategic Plan:	Student Readiness	
LEA Set Asides:	Students Experiencing Homelessness	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$9,000.00	
Line Item Total:	$9,000.00	
Account Number:	72710 - Transportation	Line item 72710-599 provides funding to transport students in foster care to their school of origin as needed and defined by the Cumberland County School System's Foster Care Administrative Procedures and is noted in Cumberland County's CFA District Set Asides and Overview page.
Line Item Number:	599 - Other Charges	
Strategic Plan:	Student Readiness	
LEA Set Asides:	Foster Student Transportation	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	

Quantity:	1.00
Cost:	$6,000.00
Line Item Total:	$6,000.00

Total for 72710 - Transportation:	$15,000.00
Total for all other Account Numbers:	$2,301,103.09
Total for all Account Numbers:	$2,316,103.09
Adjusted Allocation:	$2,316,103.09
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

99100 - Transfers Out - $22,000.00

Budget Detail		Narrative Description
Account Number:	99100 - Transfers Out	Line 99100-504 Indirect Cost provides funding for allowable indirect cost to be given to the general purpose school funds.
Line Item Number:	504 - Indirect Cost	
Strategic Plan:		
LEA Set Asides:		
Admin Costs:	Indirect Cost	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$22,000.00	
Line Item Total:	$22,000.00	

Total for 99100 - Transfers Out:	$22,000.00
Total for all other Account Numbers:	$2,294,103.09
Total for all Account Numbers:	$2,316,103.09
Adjusted Allocation:	$2,316,103.09
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Indirect Cost Guide	
Total Allocation	$2,316,103.09
Existing Budget In Categories Not Eligible for Indirect Cost	$75,115.85
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$2,240,987.24
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$2,218,140.40
Max Indirect Cost	$22,846.84

Filter by Location: All - $2,316,103.09

Account Number / Line Item Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	99100 - Transfers Out	Total
116 - Teachers	684,000.00					684,000.00
163 - Educational Assistants	525,000.00		0.00			525,000.00
189 - Other Salaries & Wages	0.00	0.00	20,000.00	0.00		20,000.00
201 - Social Security	93,000.00	0.00	1,550.00	0.00		94,550.00
204 - Pensions	73,000.00	0.00	1,300.00	0.00		74,300.00
206 - Life Insurance	1,800.00	0.00	0.00	0.00		1,800.00
207 - Medical Insurance	493,000.00	0.00	0.00	0.00		493,000.00
208 - Dental Insurance	11,000.00	0.00	0.00	0.00		11,000.00
210 - Unemployment Compensation	3,801.25	0.00	0.00	0.00		3,801.25
299 - Other Fringe Benefits	4,725.44	0.00	0.00	0.00		4,725.44

Account Number / Line Item Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	99100 - Transfers Out	Total
399 - Other Contracted Services	0.00	0.00	10,300.00	0.00		10,300.00
429 - Instructional Supplies & Materials	150,000.00					150,000.00
499 - Other Supplies and Materials	0.00	2,000.00	12,000.00	0.00		14,000.00
504 - Indirect Cost					22,000.00	22,000.00
524 - In-Service / Staff Development		0.00	2,000.00	0.00		2,000.00
599 - Other Charges	0.00	115,510.55	0.00	15,000.00		130,510.55
722 - Regular Instruction Equipment	75,115.85					75,115.85
Total	2,114,442.54	117,510.55	47,150.00	15,000.00	22,000.00	2,316,103.09
					Adjusted Allocation	2,316,103.09
					Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$2,149,292.54
Strategic Plan	Educators	$24,850.00
Strategic Plan	Student Readiness	$27,300.00
LEA Set Asides	Students Experiencing Homelessness	$11,000.00
LEA Set Asides	Required Parent and Family Engagement	$23,161.03
LEA Set Asides	Private School Instructional Funds	$0.00
LEA Set Asides	Private School Parent and Family Engagement	$0.00
LEA Set Asides	Additional Parent and Family Engagement	$2,349.52
LEA Set Asides	Reservation of Funds	$90,000.00
LEA Set Asides	Professional Development	$22,850.00
LEA Set Asides	Salary Equalization	$0.00
LEA Set Asides	Extended School Day or Year	$0.00
LEA Set Asides	English as a Second Language Programs	$24,300.00
LEA Set Asides	Foster Student Transportation	$6,000.00
LEA Set Asides	Preschool	$0.00
LEA Set Asides	Supplemental Funds for Services to Neglected Youth	$0.00
LEA Set Asides	Support for Focus and Priority Schools	$0.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$22,000.00

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Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Program Administration: The reasonable and necessary costs to manage Title I in a compliant and effective manner.

☑ **The LEA is utilizing consolidated administration to administer Title I.** Information regarding the administration of the grant can be found in the Consolidated Administration Program Details page of the consolidated funding application.

☐ **The LEA is not utilizing consolidated administration to administer Title I.** Provide a summary of how the Title I program will be administered, including the title of the staff responsible for the grant administration, the FTE(s) to be supported by Title I funds, and all other funding sources that will contribute to Title I administrative staff salaries/benefits.

Use of Funds for PreK: For purposes of federal funding, "elementary schools" are schools serving any combination of pre-kindergarten through grade six (PreK-6) (TCA §49-6-301(a)). Indicate below whether funds from this grant will be directed to PreK students and/or instructional staff (i.e., teachers, coaches, paraprofessionals).

☐ Check the box if the LEA uses grant funds from this program to support pre-K.

School-wide Planning: Each year districts are required to work with and support Title I schools in the development of school plans that align with identified priority needs, contain all required plan components, and budget school-level Title I funds. Districts are also required to review and approve Title I school-wide plans to ensure that all required components are included.

Describe how the school actively and consistently involves all planning team members and other stakeholders in the development, implementation, and revision of the school plan throughout the year.

School-wide plans are reviewed and updated throughout the year at each of the ten Title I schools by several entities, including parents and families, who ensure the accountability of this grant. Administrators, faculty, and staff review and update their program at the beginning of each school year with input from each school's data team and stakeholders, which includes families, parents and community members. School leadership teams further adjust and refine this work as school improvement plans are updated during the InformTN planning process. Annual Title I meetings, family engagement events, and parent conferences provide opportunities to present copies of the school's compact along with the school's parent and family engagement plan. Recommendations for changes and input regarding reinforcement and refinement areas are considered at these meetings. Additionally, each school's Title I Parent Advisory Council meets regularly, at different times of the day during the year, to accommodate family schedules and to provide feedback on areas of strength and areas to strengthen.

Describe the process for reviewing the effectiveness of school-wide programs.

The effectiveness of the school-wide program is evaluated through benchmark testing, noting improved academic achievement of students in all subgroups as identified in the district plan. Student progress is monitored through ongoing formative and summative (including TCAP) assessments and is documented by school and district level data team findings. Benchmark testing data is reviewed every four and one-half weeks by administrators, teachers, and school data teams to inform and differentiate instruction based on individual student needs. Title I resources are paired with high poverty schools and fund supplemental positions to provide small group intervention instruction in reading, language arts, and math. Tennessee School Report Card data determines accountability status as the district strives to place the most effective teachers with struggling students. Title I teachers are regularly evaluated by administrators using the TEAM rubric. The effectiveness of Title I educational assistants/paraprofessionals is evaluated yearly by the principal and certified teachers with whom they work to provide supplemental support.

School-wide & Targeted Assistance Programs

* Identify the type(s) of services and supports to be provided for students with Title I funding.

- [x] Academic interventions (RTI support)
- [ ] Guidance services
- [x] Social services
- [ ] Behavioral services
- [ ] Nursing services
- [ ] Extended year services
- [ ] Extended day services
- [x] Academic enrichment
- [ ] Early post-secondary opportunities
- [x] Instructional technology
- [x] Instructional software
- [x] Instructional supplies & materials
- [x] Class-size reduction
  - 1.00 # of CSR Teachers
- [ ] Other - (please specify)

* Provide a general description of the programs, services and supports selected above to be supported with Title I funds in participating schools. - (If implementing both school-wide and targeted assistance programs, include a separate description for each program type.)

Title I funds supplement the regular instructional program in ten Title I schools (Brown Elementary School, Crab Orchard Elementary School, Homestead Elementary School, Martin Elementary School, North Cumberland Elementary School, The Phoenix School, Pine View Elementary School, Pleasant Hill Elementary School, South Cumberland Elementary School, and Stone Elementary School) by providing reasonable, necessary, allowable, and allocable supplemental teacher salaries and benefits for reading and math instructional facilitators and interventionists. Funding these professionals in the Cumberland County School System would not be possible absent this grant. Wages for supplemental instructional facilitators and interventionists are funded via the Title I 71100-116 line item, and wages for supplemental educational assistants are funded from the Title I 71100-163 line item. Title I schools also have the opportunity to utilize CSR teachers as appropriate and justifiable for the applicable grade span.

Title I funding allows for supplemental supports as identified in each Title I school's individualized needs assessment. A variety of school stakeholders offer valuable input, and then all expenditures at the school level stem from the needs assessment (personnel, instructional supplies and programming, equipment).

Title I, Part A Parent and Family Engagement

As required under ESSA Title I, Part A §1112(b)(7), describe the strategies the LEA will use to implement effective parent and family engagement under ESEA§1116, including the barriers that exist to greater engagement by families and how the district is addressing those barriers. How does the district ensure

schools are implementing effective family engagement activities that are (1) meaningful and (2) aligned with student academic achievement in the district? Also address activities specifically designed to engage the families of historically underserved student groups (i.e. economically disadvantaged students; black, Hispanic, Native American students; English learners; migratory students; students with disabilities). Include in the response:

a) a description of the barriers that exist to greater engagement by families and how the district is addressing those barriers;

Parents are often busy with their everyday lives and may not think they have the knowledge or time to help their children. It is crucial to educate and inform parents as they are a significant component leading to their child's well-rounded education. Collaborating together as a team will enable all students to reach their full potential and will create a culture conducive to student success.

Some of the barriers that impede greater family engagement are universal across the country. Families feel unable to help, so they do not attend meetings. Families are often working to take care of their families and do not have time to become engaged; cultural and socioeconomic differences make them feel uncomfortable or unwanted; language differences cause lack of engagement; and a lack of trust sometimes exists within families toward the school. The schools help break down the barriers by communicating through automated calls, messages on websites, newsletters, and methods that the teachers have chosen for contact to let the parents know that they are a vital part of their child's learning experience. Schools can also survey parents to determine better times for meetings and the best way to communicate with them to not waste time or set meetings that are unable to be attended. Schools must express that all parents are needed, useful, and welcome. Teachers can also communicate in verbiage that is common and not specific to teachers so that the parents have a better understanding of the ideas the teacher is trying to communicate. Also, providing communication in a family's home language is a must. Personal phone calls to parents who are not engaged to reassure them that everyone is working toward the best interest of their child would be a great addition to our efforts to make parents feel more comfortable with schools and becoming involved.

b) the strategies being used to implement effective family and community engagement activities that are (1) meaningful and (2) aligned with student academic achievement in the district; and

Parent engagement requirements are met through Title I Parent Engagement Meetings, Annual Title I Meetings, and Parent Advisory Council Meetings, which are components of Title I Federal Funding. Cumberland County Schools desire to foster and cultivate relationships with as many families in as many ways as possible. The school district agrees with Dr. James Comer that, "No significant learning occurs without a significant relationship."

Currently, the principals send home newsletters at least monthly to keep parents abreast of happenings at their schools. These newsletters are also posted on the schools' websites. The teachers send home newsletters weekly to inform parents of homework, tests, and happenings within the classroom. Grade reports are sent home each nine weeks with mid-term reports in between so that parents are aware of academic progress. Parents also have access to Skyward where they can check grades daily, and ParentSquare is utilized district-wide as an effective communication platform. Students in RTI receive reports on achievement progress.

The CCS Office of Federal Programs conducts an annual Parent and Family Engagement Survey that is part of the annual review of BOE Policy 4.502. The purpose of the survey, administered via a Google Form, is to assess the views and perspectives of parents/guardians toward individual schools and opportunities for involvement in the applicable school(s). Schools also engage parents and families through annually updating school-parent compacts.

c) a description of the activities specifically designed to engage the families of historically underserved student groups as applicable (i.e. economically disadvantaged students; black, Hispanic, Native American students; English learners; migratory students; students with disabilities).

Cumberland County provides parent and family engagement opportunities for our special populations. Families of English Language Learners (ELLs) are offered a back to school registration with translation services available to assist them in completing important documents needed for school registration. Translation services are also provided to families during parent teacher conferences and IEP/504 meetings. School information is also provided to families in their home language. Helping Children Learn is a monthly newsletter sent home to families of English Language Learners to assist them with ready-to-use school success ideas for parents in their home language. Our elementary schools with the largest population of ELL students host Family Literacy Nights for our ELL students and their families.

The CCS Voluntary PreK program offers many opportunities for families to be involved in their students' education. At the end of each year, the families complete a VPK survey based on their students' educational experiences.

Special Education teachers encourage parent participation during IEP meetings. Meetings are flexibly scheduled and can occur over the phone, via online

platforms, or at the home to increase parent participation. Special Education teachers are working diligently to build relationships with families to create a partnership in their child's education. Parent participation in IEP meetings is improving, and we continue to emphasize the importance of this collaboration. Some barriers include work schedules and parents' lack of understanding of the importance of the IEP process. Another barrier is the lack of education of some parents and their own personal school experiences that may have been negative. Building positive relationships with parents and families increases parent participation.

Opportunities for informed participation of all families (including but not limited to: migrant, ESL, foster, homeless, and families of students with disabilities) in Title I Schools consist of open houses, back to school nights, annual Title I meetings, school improvement meetings, advisory council meetings, and family engagement nights. Parents are encouraged to become actively involved by attending literacy nights and reading with their child(ren), and attending high-interaction and participation engagement events since students whose parents participate in school activities and functions are more likely to succeed in school and in life. Student academic achievement is directly correlated to positive family engagement. Lines of communication between school employees and parents are improved through family engagement activities. Barriers are reduced by offering a variety of communication modes which include in-person meetings, social media platforms, ParentSquare messages, phone calls, and emails. Meetings scheduled at different times during the day also reduces barriers. TransAct is used to provide communication support and information to limited English-proficient families. Informational meetings/support meetings are also provided with an emphasis on reducing language barriers and informing parents of important information.

Funding Coordination

Check all funding sources the LEA receives and coordinates with Title I funding in support of the district plan.

* Title I, Part C (Education of Migratory Children)
No

* Title II, Part A (Teacher & Principal Training and Recruitment)
Yes

* Title III, Part A (English Language Acquisition)
Yes

* Title IV, Part A (Student Support & Academic Enrichment)
Yes

* Title IV, Part B (21st Century Community Learning Centers)
No

* Title V, Part B, Subpart 1 (Small, Rural School Achievement)
No

* Title V, Part B, Subpart 2 (Rural & Low Income Schools)
Yes

* Title IX, Part C (McKinney-Vento Homeless Assistance)
Yes

* IDEA Part B (Individuals with Disabilities Act)
Yes

* IDEA Preschool
Yes

* Carl D. Perkins (Vocational Technical Education Act)
Yes

Education Service Coordination & Integration:

Identify the instructional programs that are coordinated and integrated with Title I services to: ensure increased program effectiveness, reduce fragmentation, and eliminate duplication.

* Head Start
No

* Even Start
No

* Other preschool programs
No

* Services for youth at risk of dropping out
No

* Career & technical education programs
No

* English as a second language programs
Yes

* Services for migrant or formerly migrant students
No

If Yes, enter the district's projected migrant student population for the current application year

* Services for children & youth in neglected & delinquent facilities
No

* Services for children & youth experiencing homelessness
Yes

Needs Assessment

1. Describe how the district is identifying and supporting schools and student groups with the most room for improvement as required under ESSA Title I, Part A §1112(b)(1)(B) and (C).

All identified students in Cumberland County Schools are provided access to Response To Intervention Squared (RTI2) time during the school day based on their individual needs. If students score below the 25th percentile on the composite score and show deficits in fifty percent or more of the grade-appropriate subtests (AIMSWeb Reading or AIMSWeb Math) then they are enrolled in RTI2. Tier II and Tier III services and placement are based on individual needs.

Tier II Intervention is targeted, research based intervention that will help correct specific, identified deficiencies. Tier III is the most intensive, research based intervention targeted to help correct specific, identified deficiencies. Students in the Tier II and Tier III RTI program are progress monitored bi-weekly using AIMSWeb or Easy CBM progress monitoring. Progress monitoring assesses the student's progress in their deficit area. It includes formal and informal assessments and helps to determine if the intervention is successful or needs to be changed. When progress monitoring indicates the intervention is no longer needed, the child continues to receive support from Tier I instruction. If a child is not responding to the intervention, then a higher level of support is needed through intense intervention on specific skills or the student may be referred for special education services. Progress monitoring reports for students who are in Tier II and Tier III interventions are sent home on a regular basis.

In addition to interventions provided during RTI2, students in third and fourth grade who are identified as struggling in reading or math according to their performance on the Tennessee Comprehensive Assessment Program (TCAP) receive additional support throughout the school day. The majority of these students performed in the "Approaching Prociency" category, which means they need a little targeted instruction in order to push them into the "Meeting" or "Exceeding" categories on the next assessment. Students identified as needing additional support have tutoring sessions two to three times a week, and in some cases up to five times a week. Each session lasts 30 to 45 minutes. Elementary school students (K-8) have the opportunity for additional tutoring in ELA and math either before or after school, and the high schools offer intensive ACT prep during the school day.

The district purchased Mastery Connect for the current school year. Students in grades three through eleven take benchmark assessments two times per year based on standards and pacing guides. Data analysis of these benchmarks is used to determine not only struggling students, but also the standards in which students are struggling. Plans to address deficits are developed by teachers and school administrators. With the exception of mandatory Mastery Connect benchmarks, each principal has the autonomy to develop a Mastery Connect assessment implementation plan for their school. Assessments are analyzed to determine mastery of standards, and students not achieving mastery receive remediation within the week.

2. As required under ESSA Title I, Part A §1112(b)(2), describe how the district will review and analyze student discipline data and take steps to reduce lost instructional time and/or disparate impact due to student discipline.

In order to reduce lost instructional time due to student discipline, data is gathered from all schools in the county to help identify students' behavioral trends impacting instructional time. Central Office staff work with site administrators to gather discipline reports and compile data. Once this data is collected, data is disaggregated, and specific discipline issues can be isolated to allow for collaborative problem solving. Once key behavioral trends have been identied, specic goals and action plans will be implemented to reduce the amount of time classroom instruction is impacted due to negative student behaviors across all student populations. Data will be reviewed monthly and revisions made as needed. Cumberland County Schools employs a regular education behavior specialist. This individual's approach is proactive instead of reactive. He works individually with students that are referred by school personnel. If behavioral interventions prove unsuccessful in alleviating the behaviors, the district-wide behavior specialist will work with school personnel to complete a functional behavior assessment and develop a behavior plan as needed.

Cumberland County Schools (CCS) holds data team meetings monthly. During these meetings, students' academic progress is monitored, and attendance and behavior are discussed. A computer program, Insights to Behavior, is utilized to assist in the development of behavior plans. Once a behavior plan is developed, it is monitored and adjusted accordingly.

Cumberland County Schools (CCS) offers behavior support for students with disabilities (SWDs). Cumberland County's approach to behavior is proactive instead of reactive. The schools have support in place to increase positive student behavior for all students. Cumberland County offers consultation services from the Special Education department and/or a Behavior Specialist if the positive behavior supports are not sufficient. During the consultation services, the Special Education district team provides feedback to the school administrators and teachers and offers positive behavior strategies to deter specific behaviors. The Special Education Department helps conduct functional behavior assessments and behavior plans if needed. If a SWD displays behaviors which result in disciplinary action, services are continued to ensure the student's instructional time is not interrupted. This ensures that instructional discrepancies do not occur within student subgroups. Cumberland County Schools (CCS) implement positive behavior strategies in every classroom. Cumberland County works diligently to foster a learning environment where every child feels safe. One of the priorities of CCS is to build positive relationships with every student. Each classroom has established routines and procedures to enable all students to be successful at school. The Director of Special Education reviews and analyzes student with disabilities (SWD) discipline data throughout the year. Cumberland County ensures that all students receive FAPE. Tier 2 and 3 behavior support and services are provided for SWD based on individual student needs. This support and services are provided by the Special Education Behavior Specialists and/or Special Education Department. The Special Education Department conducts functional behavior assessments and behavior plans utilizing a computer program, Insights to Behavior, to assist in the development of behavior plans. Once a behavior plan is developed, it is monitored and adjusted accordingly. If a SWD displays behaviors which result in disciplinary action, services are continued to ensure the student's instructional time is not interrupted and instructional discrepancies do not occur within student subgroups.

3. As required under ESSA Title I, Part A?§1112(b)(8) and (10), describe how the district facilitates effective student transitions from early childhood to elementary school, elementary to middle school, and middle to high school. What steps is the district taking to address transition challenges and meet the needs of students? Include in the response.

As school transitions occur in Cumberland County Schools (CCS), all stakeholders work together to make the situation as smooth as possible for all students. Stakeholders model, guide, and monitor these transitions from early childhood education, elementary to middle school, and middle school to high school.

Students transitioning from early childhood education to elementary school are transitioned gradually through phase-in days. During phase-in days, small groups of students attend school to learn about their new environment. A transition program for our Pre-K students is called On My Way to K! This program is delivered to the parents of Pre-K students to assist them in properly preparing their students for kindergarten. Parents are not only given the tools to use in the preparation, but also instruction on how to use the tools. The program is often taught by current kindergarten teachers.

Cumberland County Schools work with the local LBJ&C Head Start Programs to transition four year old students into the county school system. Families are invited to tour the schools and meet a kindergarten teacher. A teacher from the school system will often visit the Head Start Centers to meet with parents and share information with them to enhance their students' kindergarten experience as well. The Pre-K Director of Cumberland County Schools will work with the local Head Start office to develop a family handbook. The handbook contains information that parents will need to know as their students begin their educational journey in the Cumberland County School System.

At the age of three (3), SWD transition planning occurs for students who are already being provided services through Tennessee Early Intervention System (TEIS). A transition meeting is scheduled with TEIS to determine the needs of each student. During the transition meeting, CCS Special Education staff explain safeguard procedures and the continuum of services that are offered and could be provided for students in Cumberland County Schools. If parents decide to have their child evaluated for IDEA part B services, the team then sets up a consent meeting for the family. The school district schedules a meeting to gain consent for the evaluation for eligibility for IDEA part B services. Once consent is obtained, the evaluation process begins, and the evaluation is completed within the 60-day timeline. When results are available, CCS schedules an eligibility determination meeting to discuss the results with the parents and to determine eligibility based on the TN State Disability Criteria. If the team determines that a student is eligible for IDEA part B services, an IEP meeting is scheduled within a 30-day timeline and prior to the child's third birthday. During the IEP meeting, an individualized education plan is developed for the student to determine the least restrictive placement and services.

Since CCS includes nine elementary schools that house Pre-K through eighth grade, the transition plan from elementary to middle school is a little less formal since the students are already familiar with the building, school-level behavioral expectations, etc. One significant challenge for students moving from elementary to middle school is adjusting to a middle school schedule. Other challenges for middle school students include a shift in instructional requirements, larger class sizes, as well as social and/or emotional pressures. All students are provided an orientation, parent informational meetings, and resources to ease this transition. When further issues arise, students may be referred to a school counselor or safe schools counselor for more intense support.

As students in the district shift from middle school to high school, students are required to learn a new school. Some challenges this shift can cause are learning new faculty and staff, instructional requirements, larger class sizes, and social and/or emotional pressures of being in a new school building for high school. The transition plan for middle to high school involves planning, visiting, and meetings with students and families. Each eighth grade student works with the elementary school counselor and career coach to develop their academic plan for high school classes. Once the plans are developed, the student, counselor, and parent/guardian meet to discuss and document agreement on the plan.

The school district provides 8th-grade students with access to a comprehensive career fair each year during the fall semester where students are exposed to many businesses, colleges, industries, and public services.

Each year during the fall semester and prior to student registration, CCS schedules "8th Grade Tours" where 8th-grade students go to their respective high schools. During their visit, students will be given an overview of school expectations, extra curricular opportunities, and CCTE classroom presentations. They also visit TCAT- Upper Cumberland to learn more about the programs offered.

To assist in the transition as students enter the 9th grade, each high school operates a freshman academy where students are less likely to experience issues related to time, space, grades, and behavior. The freshman academy also helps build student relationships and establishes a positive culture for future years.

Transition planning also takes place for Students with Disabilities (SWD) at the annual IEP meeting when a student is turning 14 years of age during the current IEP year. Students complete transition assessments to help determine individual student needs and identify interest and strengths. The assessments are also used to inform the Post Secondary Transition Plan, which includes post secondary goals, the course of study and transition services. During the annual IEP meeting, the special education teacher, general education teacher, guidance counselor, student, parent, paraprofessionals as applicable,

occupational therapists, physical therapists, speech therapists, community partners, and LEA develop and discuss the student's secondary transition plan and needed services. Post Secondary Transition Planning provides specific, individualized support for students to enable them to reach their goals. The plan is reviewed annually to ensure students meet their full potential in high school and beyond. Some valuable resources and personnel Cumberland County Schools use during transition planning include Vocational Rehabilitation, Hilltoppers, and the Transition Academy teacher to share post secondary opportunities available to the student as well as in helping determine and create a purposeful transition for our low incidence students. Community partners also provide opportunities for the district's low incidence students to practice post-school and adult living objectives. Special education teachers ensure goals and objectives, accommodations, transition plans, services, and supplemental aides are in place for student success.

4. As required under ESSA Title I, Part A §1112(b)(10), describe how the district facilitates effective student transitions from high school to postsecondary and career. What steps is the district taking to address postsecondary transition challenges and meet the needs of all students?

By the time students are seniors in high school, they have been exposed to a variety of opportunities, watched hundreds of videos, and explored their interests and options. Cumberland County Schools (CCS) provides, per policy, "excused" days (1 day per year for a total of 2 days) for junior and senior level students to make official visits to colleges, schools, and training facilities.

CCS has implemented an early warning tracking system to ensure that all students, including students with disabilities (SWD), have course progress tracked every nine weeks. This system monitors credit acquisition and if students are in need of support/interventions. The system assists in ensuring that students are enrolled and completing needed courses.

The district will continue partnerships with local colleges and universities for local dual credit and dual enrollment opportunities for high school students. The district team will lead this initiative and work with principals and surrounding institutions of higher learning (i.e., Roane State Community College, TTU, South College, MTSU, UTM, and TCAT-Crossville). Partnership information will be shared with schools and the community via course registration meetings.

Another factor in providing students with a smooth transition to college and/or careers is through high school course offerings. Students have a number of options related to postsecondary education while being high school students. For example, Advanced Placement, dual credit, and dual enrollment at both colleges, universities, and TCAT centers help prepare students for life after high school. Additionally, through CCS College, Career, and Technical Education Department, students are provided and encouraged to attain an industry certification within each CCTE class where offered. The number of industry certifications continues to increase each year and is funded for all students through a highly competitive grant, Perkins Reserve.

One of the most prominent challenges faced is the current retention rate for first-year students. With formal research and empirical evidence, students who receive some type of postsecondary credentials, such as college credit and industry credentials, have a much higher probability of returning to their respective institutions for a second year. CCS's goal is to provide students with abundant opportunities while attending high school regardless of a student's career path.

Transition planning also takes place for Students with Disabilities (SWD) at the annual IEP meeting when a student is turning 14 years of age during the current IEP year. Students complete transition assessments to help determine individual student needs and identify interest and strengths. The assessments are also used to inform the Post Secondary Transition Plan, which includes post secondary goals, the course of study, and transition services. During the annual IEP meeting, the special education teacher, general education teacher, guidance counselor, student, parent, paraprofessionals as applicable, occupational therapists, physical therapists, speech therapists, community partners, and LEA develop and discuss the student's secondary transition plan and needed services. Post Secondary Transition Planning provides specific, individualized support for students to enable them to reach their goals. The plan is reviewed annually to ensure students meet their full potential in high school and beyond. Some valuable resources and personnel Cumberland County Schools use during transition planning include Vocational Rehabilitation, Hilltoppers, and the Transition Academy teacher to share post secondary opportunities available to the student as well as in helping determine and create a purposeful transition for our low incidence students. Community partners also provide opportunities for our low incidence students to practice post-school and adult living objectives. Special education teachers ensure goals and objectives, accommodations, transition plans, services, and supplemental aides are in place for student success. Students with Disabilities (SWD) are ensured access to CCTE courses, work based learning, and experiential learning opportunities commensurate with their peers. Based on individual needs, the IEP Team works diligently to develop an effective Post Secondary Transition plan which includes creating individual goals, a course of study, and Transition Services for SWD. To ensure SWD is on track for graduation, individual transition goals are developed with credit checks and transcript audits completed during the annual IEP meeting. The Director of Special Education completes transcript audits, grade verifications, and schedule audits each grading period. Transcript and schedule audits ensure SWD are in the required courses needed for graduation and monitor credit acquisition. The grade verifications ensure SWD are passing their

required courses or if supports/interventions are needed. These procedures are in place to actively promote planning for SWD to graduate on time. It is imperative that all students are given access to a variety of courses and curriculum during high school to enable students to determine future plans for career or post-secondary education.

Students have the opportunity to participate in Work Based Learning, and CCS has seen tremendous success in students learning crucial work-based skills. All students are given the opportunity to participate in CCTE classes with needed support provided as students accomplish specific career or post-secondary goals. Exposing students to multiple opportunities is key to helping students experience success. The Special Education Director and CCTE Director will conduct quarterly checks to ensure SWD are enrolled in CCTE courses. The Special Education case managers confirm transition plans are being followed, the student is on track to graduate, and the student has access to all courses.

5. Describe how the district is supporting programs that coordinate and integrate academic and career and technical education content; these may incorporate work-based learning opportunities, experiential learning opportunities, and/or courses aimed at promoting skills attainment important to in-demand occupations or industries.

Cumberland County's CCTE Department has extensive course offerings in multiple programs of study in all 16 clusters with an emphasis on student concentrator/completer status, industry certifications, dual enrollment, and career exploration. With the assistance of high school counselors, elementary school counselors, career coaches, the CCTE school counselor, CCTE coach, graduation coach, CCTE work based learning coordinators, building principals, and the CCTE Director, students are advised to be completers in a CCTE program as it relates to their career assessments, interest inventories, and post-secondary plans.

Although Cumberland County has experienced an interest and need in Work Based Learning (WBL) over the last few years, an organized effort is being made to introduce a new concept of reverse planning as it relates to WBL. For example, in previous years, students who were currently employed would register for WBL in order to continue working during school hours. With the assistance of the career platform and career assessments, job opportunities are actively pursued and student applicants are identified through interest surveys and course requests as it relates to a CCTE pathway. It is the goal of Cumberland County's CCTE Department to increase WBL opportunities, including apprenticeships, job shadowing, paid and unpaid placements through high-quality advisement. Business and Industry partnerships will also be incorporated to expand these WBL opportunities for students.

Cumberland County CCTE has qualified high school staff with credentials to teach TCAT courses on high school campuses during a student's freshman year. This eliminates barriers for students with disabilities and economically disadvantaged students when it comes to scheduling needs and dual enrollment availability.

All CCTE programs of study offer industry credential opportunities for students at various levels. Industry credentials offered to students are strategically aligned within each program to ensure they are earned when they have reached various skill levels to set them up for successful completion of the available credentials. All industry credentials are funded through the highly competitive grant, Perkins Reserve.

Students with Disabilities (SWD) are ensured access to CCTE courses, work based learning, and experiential learning opportunities commensurate with their peers. Based on individual needs, the IEP team works diligently to develop an effective post secondary transition plan which includes creating individual goals, a course of study, and transition services for SWDs. To ensure SWDs are on track for graduation, individual transition goals are developed with credit checks and transcript audits completed during the annual IEP meeting. The Director of Special Education completes transcript audits, grade verifications, and schedule audits each grading period. Transcript and schedule audits ensure SWD are in the required courses needed for graduation and monitor credit acquisition. The grade verifications ensure SWD are passing their required courses or if supports/interventions are needed. These procedures are in place to actively promote planning for SWD to graduate on time. It is imperative that all students are given access to a variety of courses and curriculum during high school to enable students to determine future plans for career or post-secondary education.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

N/A (or check areas as appropriate)

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

	2025-26	2026-27
Total number of homeless students enrolled in the LEA	92	112 - *FY26 estimate based on Feb. 2025. Student Count.* 120 - *Homeless Student Count*
Title I, Part A homeless set aside amount	$11,000.00	$ 11,000.00
Title I, Part A homeless set aside per pupil amount	$119.57	$ 91.67

*** Describe how the LEA determined Title I, Part A homeless set-aside amount. In the description, explain how the LEA used its needs assessment, per-pupil ratio, and data trends to determine the amount. Also, provide detailed information on how the LEA also considers the availability and utilization of community-based organizations (CBOs) (i.e., churches, services clubs, food banks, etc).**

The CCS Federal Programs Supervisor collaborates with the school system's Homeless Liaisons and the Student Information System Coordinator to determine the Title I-A homeless set-aside amount based on the following:

-Number of homeless students enrolled in the school system.

-Ages of the homeless students enrolled in the school system.

-Housing status of the homeless students enrolled in the school system (doubled up, shelters, campgrounds, etc.).

-Previous three year average of the amount of money spent from this budget line item.

-Predicted needs of the homeless student population including but not limited to transportation to the school of origin.

The school district also considers the availability and utilization of community-based organizations (i.e. churches, services clubs, food banks, etc), per pupil ratios, and data trends in the determination of the amount. The homeless liaisons work with community partners throughout the year in soliciting donations and support for the homeless student population. In addition, benchmark data, demographic data, TCAP data, and eligibility data of the homeless student population is tracked at the district level via a secure Google sheet in order to monitor and track progress.

*** Describe how the LEA prevents barriers to enrollment.**

CCS works diligently to monitor student registrations, communicate with school leadership (principals), school counselors, and attendance clerks to ensure barriers to enrollment in the school district are prevented. **For any items missing during the enrollment process, the LEA will work with the family/student to produce as many items as possible after admission.**

Per BOE Policy 6.503, "Homeless students shall be immediately enrolled, even if the student is unable to produce records normally required for enrollment (i.e. academic records, immunization records, health records, proof of residency), or missed the district's application or enrollment deadlines. Parents/guardians are required to submit contact information to the district's homeless liaison.

Any student enrolling in CCS should provide the following information:

- Tennessee Immunization Form (Any student transferring from out of state must provide a Tennessee Immunization Form. One may obtain this form at the local health department.)
- Proof of legal guardianship (If parents are divorced, a copy of the divorce agreement with the judge's signature must be provided showing which parent has legal guardianship. If someone other than the birth parent(s) or legal guardian(s) is enrolling a student, one must speak to the principal. The principal will decide if the power of attorney will be acceptable.)
- Proof of residency (Parent(s) or legal guardian(s) must provide proof of residency. The correct name and address must be on a document such as a water bill, phone bill, gas or electric bill, or a rent or mortgage receipt. Miscellaneous mail is unacceptable, as it does not show a stationary address.)
- Name, address, and phone number of the school transferring from, a withdrawal form, unofficial copy of school transcript, or the student's last report card
- Birth certificate (optional)
- Social Security card (optional)
- Bus number (if applicable)

*** Describe what services, resources, and supports are provided to help close the achievement gap between homeless and non-homeless students.**

CCS works diligently to meet students' academic needs while also ensuring their social and emotional well-being is addressed as needed. The district works to ensure all students, regardless of circumstances, receive a high-quality education that prepares them for future success. CCS will address the specific educational needs and address barriers of homeless students by:

- Ensuring homeless students are immediately identified at enrollment, thereby facilitating access to education and elimination of that barrier.
- Ensuring homeless students are identified when extraordinary life situations beyond their control present themselves and remove their fixed, regular, and adequate nighttime residence.
- Ensuring the district provides no-cost school meals during the week and backpack food supplies for the weekend.
- Ensuring the district provides for the needs of homeless children to get through the school day and during the summer months (clothing, meals, school supplies, and health care as warranted) to eliminate that need and the stigma associated with not having these essential items.
- Ensuring the district encourages daily attendance and tracks daily homeless participation within each school and during summer school.
- Ensuring the district makes regular, current living situation visits throughout the year and during the summer months to the current residence of homeless children to foster positive relationships and to provide information about upcoming events.
- Ensuring the district encourages all students to participate in extracurricular activities while sharing and reinforcing the academic and social benefits of such participation.
- Ensuring the district provides special education and other related services to homeless students who qualify for those services.
- Ensuring the district provides family engagement activities at each school to develop positive relationships and training opportunities for families.
- Ensuring that the homeless population and their families are aware of and connected to Cumberland County resources throughout the school year and during the summer months who partner with the school system as needed and when extraordinary life situations present themselves; these resources

include but are not limited to: Bread Of Life, Crossville Housing Authority, Avalon Domestic Abuse Shelter, and the Cumberland County Juvenile Court.

*** Describe what student-centered factors the LEA uses to determine the best interest of the student attending the school of origin or the local attendance area school requested by the parent, guardian, or unaccompanied youth.**

CCS will educate, to the extent feasible, a homeless child or youth in his or her school of origin, unless doing so is contrary to the wishes of the parent or guardian and is not in the best interest of the student. The placement determination is a student-centered, individualized determination.

Factors that may be considered include but are not limited to:

- the age of the child or youth
- previous academic, attendance, athletic, extracurricular and/or behavioral history
- the distance of a commute and the impact it may have on the student's education
- personal safety issues
- a student's need for special instruction (e.g., special education and related services)
- the length of anticipated stay in a temporary shelter or other temporary location
- the time remaining in the school year

*** Describe the transportation services that are available to homeless students and how the LEA ensures that there is no delay in getting required transportation services to students within 1-2 days of enrollment. Enrollment is defined as "attending classes and participating fully in school activities" [42 U.S.C. § 11434a(1)].**

A homeless student shall have equal access to the same free, appropriate, public education as provided to other children and youths. Homeless students are individuals who lack a fixed, regular, and adequate nighttime residence. The Director of Schools shall ensure that each homeless student is provided services comparable to those offered to other students within the district, including transportation, special education services, programs in college, career, and technical education (CCTE), programs for gifted and talented students, and school nutrition.

The CCS Homeless Liaisons will ensure:

- Homeless students are quickly identified and have access to education and support services, including Head Start and district Pre-K programs.
- Coordination with local social service agencies and other entities providing services to homeless students.
- Transportation, transfer of records, and other inter-district activities with other school districts.
- Transportation to the school of origin for homeless students.

Funding Coordination

Check the boxes to indicate which funding sources will be coordinated with Title I, Part A Homeless set-aside funds.

- [x] Title IX McKinney-Vento Subgrant
- [ ] Title IX McKinney-Vento Subgrant Hurricane Emergency Relief
- [ ] Other - (Please specify all additional funding sources)

Homeless Liaison

The McKinney-Vento Education for Homeless Children and Youth program requires LEAs to designate a liaison and carry out required duties and requirements under Section 722(g)(3) and (6) of the McKinney-Vento Act. This position can be supported by Title I, Part A Set Aside Funds or other funding.

Homeless Liaison -
(1) Enter the LEA homeless liaison Head Count and number of Full-Time Equivalent Staff in the Homeless Liaison fields and
(2) Enter the number of other staff supporting the homeless program by position in additional rows. Click "Add Row" to add additional lines. This information may be duplicated on the Systemwide Personnel page if the Liaison position or other staff positions are supported by Title I, Part A funding.

	Headcount	FTE - The number of full-time equivalent LEA homeless liaisons and staff carrying out the duties of the liaison and LEA requirements under Section 722(g)(3) and (6) of the McKinney-Vento Act.
Homeless liaison	* 2	* 0.40
Other Position:		

*** The LEA is utilizing a portion of the Title I, Part A homeless set aside to support the district homeless liaison.**

- ( ) Yes
- (•) No

% **If yes, identify the percentage of funds to be used**

- [x] *** Assurances**

The LEA has developed and implemented a clear, written transportation policy and dispute resolution process for students experiencing homelessness.

FY27 CFA Resources

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Documents

Type	Document Template	Document/Link
(CFA TI) Foster Care Transportation Procedures [Upload at least 1 document(s)]	N/A	CCS Students in Foster Care Administrative Procedure BOE Policy 6.505 CCS DCS Transportation Agreement CCS BOE Policy 6.505 Students in Foster Care

BID Meetings

	2024-25	2025-26
Total number of students in foster care enrolled in the LEA	145	99
Total number of BID meetings held in the school year.	58	38
How many of the BID meetings resulted in students remaining in their school of origin?	0	0
Title I, Part A foster care transportation set aside (for the following Fiscal Year) This field will auto-populate from the District Set-Aside page.	$6,000.00	$ 6,000.00

The LEA is utilizing Title I funds to transport children in foster care to their school of origin. (NOTE: Title I funds used for these transportation costs cannot come from the set aside for homeless students.)

- (●) Yes
- ( ) No

*** Assurances**

The LEA has developed and implemented clear written procedures for transporting youth in foster care to their school of origin. The transportation plan includes the following components: 1) best interest determination (BID) meeting must occur within five days of the district being notified that a child has entered foster care; 2) transportation must be in place within five days of the BID meeting; 3) process has been developed for disputing transportation and how interim transportation will be provided in the event of a dispute along with how costs will be covered in the interim; 4) plan addresses how the district will provide transportation when there is minimal or no additional cost (i.e., method, responsible party); 5) plan describes how additional costs will be addressed (Title I set-aside, general purpose fund, etc.) and 6) plan is agreed upon and signed by the LEA and DCS.

The LEA provides training to building level administrators and enrollment personnel on foster care and education stability.

In order to facilitate the educational stability of children receiving foster care services, the LEA is providing for the immediate and appropriate enrollment of each eligible student.

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Systemwide Instruction & Support - Staff in this table are those who are supported with district-wide set aside funds (i.e. professional development, preschool, extended day) and work across multiple school sites as needed, but still report to central office. Staff assigned to one or more schools for a set period of time must be supported with funds spiraled to schools and should appear in the school-level personnel table.

	Headcount	FTE
Coaches / Consulting Teachers		
Instructional Paraprofessionals		
Non-Instructional Paraprofessionals		
Interventionists		
Parent and Family Engagement		
Other (specify)		
Total	0.00	0.00

Systemwide Administration for Districts NOT Consolidating - Staff in this table are those who work in the central office on the direct administration of the grant. If the district is consolidating funds for grant administration, no staff can be entered in this table.

	Headcount	FTE
Administration		
Resource Specialist		
Program / Project Director		
Other (specify)		
Total	0.00	0.00

FY27 CFA Resources

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Personnel Details (Regular School-Year - K-12 School-level)

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Instructions

1. LEAs may report Title I, Part A - Personnel Details via the table below OR the optional excel template.
2. If the LEA elects to report using the table, update the table columns below. **Do not use the Template column in the table and do not upload a template document.**
3. If the LEA elects to use the template, enter the total number of Headcount and FTE included in the template into the Template column of the table. **Do not use the other table columns.**

Title I, Part A - Personnel Details (Regular School-Year - K-12 School-level) Optional Uploads

Documents		
Type	**Document Template**	**Document/Link**
(CFA Title I, Part A) Personnel Details (Regular School Year - K-12 School Level)	CFA Title I, Part A Personnel Details (Regular School Year - K-12 School Level)	

Regular School-Year - Staff in this table are those who work in Title I schools and are supported with funds spiraled to schools.

School Name	LEA ID - School Number	Teachers		Paraprofessionals		Interventionists		School Counselors		Parent and Family Engagement		Other 1 - Specify: Instr. Facil.		Other 2 - Specify		Other 3 - Specify		☐ Check here if the LEA is reporting Headcount and FTE via the uploaded template. - Enter total FTE and HC included in the Template in the columns below. **Do not use the other table columns.**		Grand Total	
		Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
Crab Orchard Elementary	180-0015	0	0.00	0	0.00	3	1.80	0	0.00	0	0.00	0	0.00							3	1.80
Cumberland County High School	180-0025	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00							0	0.00
Frank P. Brown Elementary	180-0008	0	0.00	3	2.40	5	2.45	0	0.00	0	0.00	0	0.00							8	4.85
Glenn Martin Elementary	180-0033	1	1.00	5	5.00	2	1.40	0	0.00	0	0.00	1	0.45							9	7.85
Homestead Elementary School	180-0010	0	0.00	2	2.00	1	0.40	0	0.00	0	0.00	1	0.45							4	2.85
North Cumberland Elementary	180-0053	0	0.00	5	5.00	1	0.40	0	0.00	0	0.00	0	0.00							6	5.40
Pine View Elementary	180-0055	0	0.00	2	1.00	0	0.00	0	0.00	0	0.00	1	0.25							3	1.25
Pleasant Hill Elementary	180-0060	0	0.00	5	4.00	0	0.00	0	0.00	0	0.00	1	0.40							6	4.40
South Cumberland Elementary	180-0073	0	0.00	3	2.50	1	0.40	0	0.00	0	0.00	0	0.00							4	2.90
Stone Elementary	180-0074	0	0.00	3	3.00	0	0.00	0	0.00	0	0.00	2	0.83							5	3.83
Stone Memorial High School	180-0079	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00							0	0.00
The Phoenix School	180-0085	0	0.00	1	0.50	0	0.00	0	0.00	0	0.00	0	0.00							1	0.50
Total		1	1.00	29	25.40	13	6.85	0	0.00	0	0.00	6	2.38	0	0.00	0	0.00	0	0.00	49	35.63

FY27 CFA Resources

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Personnel Details (Summary School - K-12 School-level)

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N/A

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Preschool Personnel Details (School-level)

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N/A

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Preschool Counts

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

This page is to collect information on schools within the district using Title I, Part A funds either as a district set-aside or part of a school allocation to provide services to preschool program(s).

If the district has a preschool program within a K-12 Title I school where funds are utilized (I.e. local/state/VPK) to fund the preschool program, do not complete this page.

If Title I funds are not used after funds to provide services to any of the preschools, check N/A.

N/A

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

☐ **N/A - If your district is not using funds for class size reduction select N/A.**

School Name	Grade CSR Teacher Will Serve	Projected Grade Enrollment	Actual Grade Enrollment - *Available Sept. 2026.*	State/Local Funded Teachers	Title I CSR Teachers	Projected State and Local Teacher to Student Ratio	Actual State and Local Student to Teacher Ratio	Grade Span CSR Teacher Will Serve	Grade Span Projected Enrollment	Grade Span State/Local Funded Teachers	Grade Span Title I CSR Teachers	Grade Span Projected State and Local Teacher to Student Ratio
Glenn Martin Elementary - 180-0033	K	60		3.00	1.00	20.00	0	K-3	266	14.00	1.00	19.00

*** 1. Describe the district's use of funds for Class Size Reduction (CSR), the evidence upon which the district is relying for its use, and how CSR is in support of one or more of the strategies in the district plan.**

Cumberland County Schools work diligently to ensure a quality education for all students. It is particularly important to ensure students in the lower grades receive the foundational skills necessary for sustained success throughout their educational career. Reducing class size in the lower grades is a proactive measure to assist in reducing the number of students within the lower grades who slip through the cracks and risk becoming marginalized.

Reducing class size in the lower grades can ultimately lead to increased ELA and math proficiency on TCAP (as desired in the district plan) and other district-level performance measurements. One of the reasons for this potential proficiency increase resulting from implementing a CSR is the lower student:teacher ratio that allows for more explicit instruction of core foundational pieces of the curriculum.

See research link below:
The Tennessee Study of Class Size in the Early School Grades

*** 2. What level of evidence does the district's use of CSR meet?**

- ○ STRONG EVIDENCE from at least one well-designed and well-implemented experimental study.
- ◉ MODERATE EVIDENCE from at least one well-designed and well-implemented quasi-experimental study.
- ○ PROMISING EVIDENCE from at least one well-designed and well-implemented correlational study.
- ○ DEMONSTRATES A RATIONALE for using the intervention (the study suggests that the intervention is likely to improve a relevant outcome.)

*** 3. Was there a favorable effect on the use of CSR?**

- ◉ Yes
- ○ No

*** 4. Was the use of CSR implemented in a setting similar to your district (e.g., rural, urban, grade span, etc.)?**

- ◉ Very Much
- ○ Somewhat
- ○ A little
- ○ Not at all

*** 5. Was the use of CSR implemented with populations similar to your district (e.g., English language learners, low socioeconomic status, specific ethnicity)?**

- ◉ Very Much
- ○ Somewhat
- ○ A little
- ○ Not at all

Using ESEA Funds for Class-Size Reduction

LEAs utilizing ESEA funds for class size reduction teachers must also submit documentation that the teacher(s) hired are highly-effective by Oct. 1 each year. More information can be found here.

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Identifying and Ranking Schools Documents

Documents		
Type	**Document Template**	**Document/Link**
(CFA TI) Identifying and Ranking Schools Supporting Documentation [Upload at least 1 document(s)]	N/A	FY27 Cumberland County_Eligibility & Identification Documentation_March 2026
(CFA TI) Title I Skipped Schools Letter	N/A	
(CFA) Title I School-wide Waiver Approval Letter [Upload up to 1 document(s)]	N/A	

Low Income Data Sources - Dates of data used cannot be changed once the original CFA is approved.

Identify the method(s) the LEA will use to identify low income students.

☐ Free/Reduced Lunch	Month & Year of Date Used
☑ Direct Certification (for CEP and/or non-CEP schools)	Month & Year of Date Used: March 2026
☑ TANF Eligibility	Month & Year of Date Used: March 2026
☑ Medicaid	Month & Year of Date Used: March 2026
☐ Census	Month & Year of Date Used

Ranking & Identifying Title I Schools

☐ Check if the LEA has a single attendance area (only one school in each grade span).

☐ Check if the LEA has less than 1,000 students enrolled.

NOTE: If any of the above are checked, all schools in the LEA are eligible for Title I services.

* Identify the ranking the LEA will use to group schools in order to make eligibility determinations:

○ District-wide ranking

◉ Grade-span ranking

Identify the method the LEA will use to identify Title I eligible schools:

☐ District-wide poverty percentage (total district poverty/total district enrollment)

☑ Grade-span poverty percentages (for each grade span, total grade span poverty/total grade span enrollment)

List the districtwide grade span poverty averages for each grade span group served

Grade Span	Poverty Average
1. K-8	54 %
2. 9-12	44 %
3.	%

Check all that apply:

☑ 35% rule (all schools at or above 35% poverty are eligible)

☐ The LEA will prioritize high schools with 50% or more poverty

☐ The LEA has received a waiver to implement school-wide programs in one or more schools with less than 40% poverty and waiver approval is uploaded to Related Documents.

Schools "Skipped" in Rank Order

For any school not served with Title I-A funds (marked as "skip school" on the School Eligibility page), indicate the amount and source of state or local supplemental funds that are used to provide services to low-achieving students in lieu of the funds that would have been provided by Title I-A. A "Skipped Schools Letter" providing justification must be uploaded to the Title I Related Documents page of this application.

School Name	Funding Source	Amount
		$

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

The underlined items in the column headings on this page can be clicked for sorting. For example, to sort your schools alphabetically by school name, click on "School Name"

School Name (12 Buildings)	LEA ID - School Number	First Year of Operation	School Type	Grade Span	Service	K-12 Public Enrollment	K-12 Private Attendance Area	All Students (K-12 Public Enrollment + Private Attendance Area)	Poverty Factor	K-12 Low Income Students						Sort Order (Asc)	Eligibility For Service	Eligibility by Other Factors	School Designation
										Public Count	Adjusted Public Count	Private Count	Total Low-Income L+M	Percent (K+M)/I	Adjusted Percent N/I				
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
The Phoenix School	180-0085	2008	Public School	9,10,11,12	SW	72	0	72	DC x 1.6 Multiplier	51	72		72	70.83%	100.00%	1	☑	☐	None
Stone Elementary	180-0074	1999	Public School	PK,K,1,2,3,4,5,6,7,8	SW	557	0	557	DC x 1.6 Multiplier	342	547		547	61.40%	98.20%	1	☑	☐	TSI
Glenn Martin Elementary	180-0033	1977	Public School	PK,K,1,2,3,4,5,6,7,8	SW	620	0	620	DC x 1.6 Multiplier	377	603		603	60.81%	97.26%	1	☑	☐	None
Pleasant Hill Elementary	180-0060	1961	Public School	PK,K,1,2,3,4,5,6,7,8	SW	513	0	513	DC x 1.6 Multiplier	306	490		490	59.65%	95.52%	1	☑	☐	None
Crab Orchard Elementary	180-0015	1972	Public School	PK,K,1,2,3,4,5,6,7,8	SW	379	0	379	DC x 1.6 Multiplier	222	355		355	58.58%	93.67%	1	☑	☐	Reward
North Cumberland Elementary	180-0053	1981	Public School	PK,K,1,2,3,4,5,6,7,8	SW	456	0	456	DC x 1.6 Multiplier	234	374		374	51.32%	82.02%	1	☑	☐	None
Pine View Elementary	180-0055	1955	Public School	PK,K,1,2,3,4,5,6,7,8	SW	164	0	164	DC x 1.6 Multiplier	82	131		131	50.00%	79.88%	1	☑	☐	None
Frank P. Brown Elementary	180-0008	2003	Public School	PK,K,1,2,3,4,5,6,7,8	SW	532	0	532	DC x 1.6 Multiplier	264	422		422	49.62%	79.32%	1	☑	☐	TSI
Homestead Elementary School	180-0010	1939	Public School	PK,K,1,2,3,4,5,6,7,8	SW	591	0	591	DC x 1.6 Multiplier	265	424		424	44.84%	71.74%	2	☑	☐	None
South Cumberland Elementary	180-0073	1980	Public School	PK,K,1,2,3,4,5,6,7,8	SW	528	0	528	DC x 1.6 Multiplier	230	368		368	43.56%	69.70%	2	☑	☐	Reward
Cumberland County High School	180-0025	1962	Public School	9,10,11,12	None	863	0	863	DC x 1.6 Multiplier	401	642		642	46.47%	74.39%		☑	☐	None
Stone Memorial High School	180-0079	2006	Public School	9,10,11,12	None	872	0	872	DC x 1.6 Multiplier	341	546		546	39.11%	62.61%		☑	☐	None
Totals:						6,147	0	6,147		3,115	4,974	0	4,974	50.68%	80.92%				

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Required Set-Asides	Amount
***Students Experiencing Homelessness:** (Add further details about the Homeless Set-Aside on the Homeless Students page of the application.)	11,000.00
***Required Parent and Family Engagement for Public Schools:** For LEAs receiving $500,000 or more in Title I allocations: • 1% of your Title I allocation is $23,161.03. Enter this amount as the required family engagement set-aside. • Note that 90% of the public school amount (number above) is $20,844.93 and must be distributed to your schools for Parent and Family Engagement activities. **1. Provide a clear description of how the parent and family engagement set-aside will be utilized including district- and school-level purchases, programming, instructional materials, and professional development.** The set-aside for parent and family engagement (1% of the Title I allocation) will be used to provide and enhance high-quality and effective family engagement opportunities. Parent and family engagement funds will be used but not be limited to purchase supplies and/or materials for open libraries, literacy nights, and parent communication tools such as handbooks, planners, take home folders, agendas, communication notes to families recognizing student achievement, family resource booklets, and notifications. These funds are allocated to schools on a per pupil allocation based on the number of economically disadvantaged (ED) students. Guest speakers and presenters may lead activities for literacy nights. Parents will be actively involved by attending literacy nights and reading with their child(ren); students whose parents participate in school activities and functions are more likely to succeed in school and in life. Student academic achievement is directly correlated to positive family engagement. Lines of communication between school employees and parents are improved through family engagement activities. No personnel salary or benefits will be supported by this set-aside. 100% of the required family engagement set-aside is allocated to Cumberland County's ten Title I school-wide schools. Private schools in the district do not participate in the Title I Equitable Services Program. This required set aside is budgeted in the Consolidated Funding Application Title I line item 72130-599 Other Charges. **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):** Crab Orchard Elementary, Title I, Reward Frank Brown Elementary, Title I, TSI Glenn Martin Elementary, Title I Homestead Elementary, Title I	23,161.03

North Cumberland Elementary, Title I

Phoenix High School, Title I

Pine View Elementary, Title I

Pleasant Hill Elementary, Title I

South Cumberland Elementary, Title I, Reward

Stone Elementary, Title I, TSI

Additional Parent and Family Engagement for Public Schools: (for districts with allocations less than $500,000 electing to set aside funds for FE OR districts reserving amounts above the required 1%)

2,349.52

1. Provide a clear description of this Parent and Family Engagement initiative including a justification for personnel, instructional materials, professional development, and other narratives.

Additional parent and family engagement funds will be used but not be limited to purchase supplies and/or materials for open libraries, literacy nights, and parent communication tools such as handbooks, planners, take home folders, agendas, communication notes to families recognizing student achievement, family resource booklets, and notifications.

2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):

Crab Orchard Elementary, Title I, Reward

Frank Brown Elementary, Title I, TSI

Glenn Martin Elementary, Title I

Homestead Elementary, Title I

North Cumberland Elementary, Title I

Phoenix High School, Title I

Pine View Elementary, Title I

Pleasant Hill Elementary, Title I

South Cumberland Elementary, Title I, Reward

Stone Elementary, Title I, TSI

Set Asides for Services to Students in Private Schools	Amount
***Private Schools Instructional Funds:** (line I from the Equitable Services page) Your total Private Schools Instructional Funds Amount from Budget Tags is $0.00. **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I Focus, Title I Priority, Title I Reward):**	0.00
****Private Schools Parent and Family Engagement:** (line E from the Equitable Services Program Details- Title I, Part A page for LEAs receiving over $500,000 in Title I Allocations) **1. Provide a clear description of how the parent and family engagement set-aside will be utilized including district- and school-level purchases, programming, instructional materials, and professional development.**	0.00

Additional District-wide Instructional Initiatives	Amount
English as a Second Language Programs: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** The ESL set aside initiative is to provide language intervention that is inclusive to other content areas to assist in closing achievement gaps. ESL programs are monitored/assessed by the Title III Director in collaboration with administrators, classroom teachers, parents, and students with adjustments as needed. Line item 72210-399 Other Contracted Services provides funding for the allowable 58% TransAct Parent Notices (~$10,300.00), which is supplemental to the required communications (the communication that general purpose sends along with general purpose funding (42%) of the EL portion). Line item 72210-499 Other Supplies and Materials provides funding to support the ESL program via the purchase of Summit K12 supplemental curriculum (~$9100.00) to be used with English learners, Learning A-Z subscriptions for 8.0 ESL teachers to use with ELLs (~$3500.00), the Parent Institute renewal in order to enhance and support education-related communications with EL families in the district, and the purchase of toner for printers used by ESL personnel to support EL students' learning (~$1400.00). Line item 72210-524 provides funding for supplemental professional development opportunities ($2,000.00) including but not limited to the TNTESOL Conference for 8.0 FTE ESL personnel. **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):** Crab Orchard Elementary, Title I, Reward	24,300.00

Frank Brown Elementary, Title I, TSI Glenn Martin Elementary, Title I Homestead Elementary, Title I North Cumberland Elementary, Title I Phoenix High School, Title I Pine View Elementary, Title I Pleasant Hill Elementary, Title I South Cumberland Elementary, Title I, Reward Stone Elementary, Title I, TSI	
Extended School Day & School Year Programs: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):**	0.00
Foster Student Transportation: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** This set-aside initiative supports the transportation of students in foster care to their school of origin following a best interest determination meeting within five days of notification from the Department of Children's Services and ensures student transportation will be in place five days thereafter. This line item is located in the CFA Title I account number 72710-599. **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):** Crab Orchard Elementary, Title I, Reward Frank Brown Elementary, Title I, TSI Glenn Martin Elementary, Title I	6,000.00

Homestead Elementary, Title I North Cumberland Elementary, Title I Phoenix High School, Title I Pine View Elementary, Title I Pleasant Hill Elementary, Title I South Cumberland Elementary, Title I, Reward Stone Elementary, Title I, TSI	
Preschool Programs: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):**	0.00
Professional Development Initiative: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** Line item 72210-189 Support Services/Regular Instruction Program provides PD set aside funding for Federal Programs Liaison Stipends @ $100/month for 10 months per school. There are ten (10) Title I schools, so the total is $10,000.00 for the stipends prior to required benefit deductions. Title I Liaisons will be responsible for the following: ▪ Oversee the school's three Title I committee meetings (arrange dates/times, provide minutes, agendas and voting sheets as applicable). ▪ School improvement plan and budget input. ▪ Oversee school-level Federal Programs expenditures, inventory, and other duties associated with Federal Programs. In addition, line item 72210-189 provides funding for each Title I school to have a Family Engagement Liaison at the same stipend rate of $100/month for ten months per school totaling $10,000.00. Family engagement liaisons will be responsible for the following: ▪ Oversee each school's family engagement committee meetings (arrange dates/times, provide minutes, agendas and voting sheets as applicable). ▪ Coordinate school-level FE plan, school-level FE policy, school/parent compacts, and budget. ▪ Oversee family engagement expenditures, coordinating school-level family engagement events, and other duties associated with family engagement activities.	22,850.00

2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):

Crab Orchard Elementary, Title I, Reward

Frank Brown Elementary, Title I, TSI

Glenn Martin Elementary, Title I

Homestead Elementary, Title I

North Cumberland Elementary, Title I

Phoenix High School, Title I

Pine View Elementary, Title I

Pleasant Hill Elementary, Title I

South Cumberland Elementary, Title I, Reward

Stone Elementary, Title I, TSI

Reservation of funds for FY28 (not to exceed 15%): Reservation of funds for FY28 (not to exceed 15%)

90,000.00

1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.

This line provides funding for an allowable percentage of carryover funds for the 2027-2028 (FY28) school year.

2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):

Crab Orchard Elementary, Title I, Reward

Frank Brown Elementary, Title I, TSI

Glenn Martin Elementary, Title I

Homestead Elementary, Title I

North Cumberland Elementary, Title I

Phoenix High School, Title I

Pine View Elementary, Title I Pleasant Hill Elementary, Title I South Cumberland Elementary, Title I, Reward Stone Elementary, Title I, TSI	
Salary Equalization: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):**	0.00
Supplemental Funds for Services to Neglected Youth: **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):**	0.00
***Support for Focus and Priority Schools:** **1. Provide a clear description of this initiative including a justification for personnel, instructional materials, professional development, and other narratives.** **2. Please list the schools to be impacted along with the category(ies) of each of these schools (all Title I schools, Elementary, Middle, High, Title I ATSI and Title I CSI, Title I Priority, Title I Reward):**	0.00
Total:	179,660.55

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Allocation Amounts		Amount
Title I-A Regular Allocation (Includes funds transferred in)		2,631,103.09
Carryover/Additional funds	+	0.00
Total Allocation Amount	$	2,631,103.09

School Allocations		Amount
Total Allocation Amount		2,631,103.09
Subtract Total Set Asides	-	179,660.55
Total Indirect Costs	-	22,000.00
Total Amount Contributed to Consolidated Administration (public and private schools)	-	315,000.00
Total Amount reserved for District Administration-if not using Consolidated Administration (public and private schools)	-	0.00
Total Available for School Allocations	$	2,114,442.54

Per Pupil Amount (PPA) for 100% Factor		Amount
Total Available for School Allocations		2,114,442.54
Divide by total number of low-income students in Title I served schools (public schools)	÷	3,786.00
100% Factor	x	1.00
FINAL PPA	$	558.49

PPA List

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A
School/Attendance Area Allocation

Average Per Pupil Amount (PPA) $ 558.49

School/ Attendance Area	Sort Order	Poverty Factor	Poverty %	# of Public Low Income Students	PPA Per Low Income Student	Total PPA Amount E X F	Family Engagement	Total G + H	Include In School-Wide Pool
A	B	C	D	E	F	G	H	I	
The Phoenix School	1	DC x 1.6 Multiplier	100.00	72	560.07	40,325.04	441.03	40,766.07	☐
Stone Elementary	1	DC x 1.6 Multiplier	98.20	547	558.49	305,494.03	3,347.00	308,841.03	☐
Glenn Martin Elementary	1	DC x 1.6 Multiplier	97.26	603	558.49	336,769.47	3,689.00	340,458.47	☐
Pleasant Hill Elementary	1	DC x 1.6 Multiplier	95.52	490	558.49	273,660.10	2,998.00	276,658.10	☐
Crab Orchard Elementary	1	DC x 1.6 Multiplier	93.67	355	558.49	198,263.95	2,172.00	200,435.95	☐
North Cumberland Elementary	1	DC x 1.6 Multiplier	82.02	374	558.49	208,875.26	2,288.00	211,163.26	☐
Pine View Elementary	1	DC x 1.6 Multiplier	79.88	131	558.49	73,162.19	801.00	73,963.19	☐
Frank P. Brown Elementary	1	DC x 1.6 Multiplier	79.32	422	558.49	235,682.78	2,582.00	238,264.78	☐
Homestead Elementary School	2	DC x 1.6 Multiplier	71.74	424	558.35	236,740.40	2,593.00	239,333.40	☐
South Cumberland Elementary	2	DC x 1.6 Multiplier	69.70	368	558.34	205,469.12	2,250.00	207,719.12	☐
		Total Low Income		3,786	**Total Allocations**	2,114,442.34	23,161.03	2,137,603.37	
					Remaining	0.20			

Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

Required Documents		
Type	**Document Template**	**Document/Link**
(CFA TI) Foster Care Transportation Procedures [Upload at least 1 document(s)]	N/A	CCS Students in Foster Care Administrative Procedure BOE Policy 6.505 CCS DCS Transportation Agreement CCS BOE Policy 6.505 Students in Foster Care
(CFA TI) Identifying and Ranking Schools Supporting Documentation [Upload at least 1 document(s)]	N/A	FY27 Cumberland County_ Eligibility & Identification Documentation_ March 2026

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA TI) Title I Skipped Schools Letter	N/A	
(CFA) Title I School-wide Waiver Approval Letter [Upload up to 1 document(s)]	N/A	
(CFA) Additional Supporting Documents	N/A	
(CFA Title I, Part A) Personnel Details (Regular School Year - K-12 School Level)	CFA Title I, Part A Personnel Details (Regular School Year - K-12 School Level)	

Program Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable for Title I-A, including those outlined below.**

1.	Ensure that migratory children and formerly migratory children who are eligible to receive Title I service are selected to receive services on the same basis as other children selected to receive Title I services. (1112(c)(1))
2.	Provide services to eligible children attending private elementary schools and secondary schools in accordance with section 1117, and timely and meaningful consultation with private school officials regarding Title I services. (1112(c)(2))
3.	Participate, if selected in the National Assessment of Education Progress in reading and mathematics in grades 4 and 8. (1112(c)(3))
4.	Coordinate and integrate services with other educational services at the local educational agency or individual school level, such as services for English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths, in order to increase program effectiveness, eliminate duplication and reduce fragmentation of the instructional program. (1112(c)(4))
5.	Provide for the educational stability of children in foster care by designating a foster care liaison and adhering to the guidelines, policies and procedures set forth in 14 Del. C, §202A, 14 Del. Admin. C. §903, 14 Del. Admin. C. §505 and the MOU Between the DOE, LEAs and DSCYF (effective 7/1/18) which expands upon the Title I provisions related to foster care including, but not limited to best interest decisions and transportation
6.	Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin when in their best interest will be provided, arranged, and funded for the duration of the time in foster care. (1112(c)(5)(B))
7.	Ensure that all teachers and paraprofessionals working a program supported with funds under this part meet applicable state certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification. (1112(c)(6))
8.	Ensure that services to provide early childhood education services to low-income children below the age of compulsory school attendance comply with performance standards established under 641A(a) of the Head Start Act (42 U.S.C. 9836a(a)).
9.	Establish and implement a district-wide salary schedule, a policy to ensure equivalence among schools in teachers, administrators and other staff, and policy to ensure equivalence among schools in the provision of curriculum materials and instructional supplies. (1118(c)(2)(A)(iii))
10.	Demonstrate that the methodology used to allocate state and local funds to each school receiving Title I funds ensures that such schools receive all of the state and local funds it would otherwise receive if it were not receiving Title I funds. (1118(b)(2))
11.	Conduct outreach to all parents and family members and implement programs, activities, and procedures for the involvement of parents and family members in Title I programs with meaningful consultation with parents. (1116(a)(1))
12.	Jointly develop with, agree on with, and distribute to, parents and family members of Title I participating children a written parent and family engagement policy. (1116(a)(2))
13.	Conduct, with meaningful parent and family involvement, an annual revision of the content and evaluation of the effectiveness of the parent and family engagement policy in improving the academic quality of Title I schools. Use the evaluation findings to design evidence-based strategies for more effective parent involvement. (1116(a)(2)(D);1116(a)(2)(E))
14.	Involve parents and family members of Title I participating children in the decisions regarding how funds reserved for parent and family engagement are allotted for parental involvement activities. (1116(a)(3)(B))

15.	Notify parents of students attending Title I school at the beginning of each school year of the parents' right to request and receive in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following: (i) whether the student's teacher-(I)has met state qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction; (II) is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived; and (III) is teaching in the field of discipline of the certification of the teacher; (ii) whether the child is provided services by paraprofessionals and their qualifications. (1112(e)(1)(A))
16.	Provide to each individual parent of a child in a Title I school, information on the level of achievement and academic growth of the student, if applicable and available, on each of the state academic assessments required under this part; and timely notice that the student has been assigned, or has been taught for four or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements at the grade level and subject area in which the teacher has been assigned. (1112(e)(1)(B))
17.	Notify, by the beginning of each school year, parents of students attending Title I schools of their right to request and receive in a timely manner, information regarding any state or local educational agency policy regarding student participation in any assessments mandated by section 1111(b)(2) and by the state or local educational agency, which shall include a policy, procedure, or parental right to opt the child out of such assessment, where applicable. (1112(e)(2)A))
18.	Post on the local educational agency's website and, where practicable, on the website of each school serviced by the local educational agency, for each grade served by the local educational agency, information on each assessment required by the state to comply with section 1111, other assessments required by the state, and where such information is available and feasible to report, assessments required districtwide by the local educational agency, including: (i) subject matter to be assessed; (ii) purpose for which the assessment is designed and used; (iii) the source of the requirement for the assessment; and (iv) where such information is available. (1112(e)(2)(B))
19.	Use Title I funds to supplement the funds that would, in the absence of such federal funds, be made available from state and local funds to each school receiving Title I funds. (1118(b)(1))
20.	Demonstrate compliance with Section 1118(b)(1), within two years of the enactment of the Every Student Succeeds Act, through a methodology used to allocate state and local funds to each school receiving Title I funds to ensure that each school receives all of the state and local funds it would otherwise receive if it were not receiving Title I funds. (1118(b)(2), 1118(b)(5))
21.	Maintain the local educational agency's fiscal effort in accordance with Section 8521. (1118(a))
22.	Provide services to Title I schools that, taken as a whole, are at least comparable to services in schools that are not receiving Title I funds. (1118(c)(1)(A))
23.	Develop a written assurance that the local education agency has established and implemented an agency-wide salary schedule, a policy to ensure equivalence among schools in teachers, administrators and other staff, and a policy to ensure equivalence among schools in the provision of curriculum materials and instructional supplies. (1118(c)(2))
24.	Review all expenditures from the previous year's Consolidated Funding Application (CFA) and review the effectiveness level of each expenditure.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

Indirect Cost Guide	
Total Allocation	$4,368.03
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$4,368.03
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$4,323.50
Max Indirect Cost	$44.53

Account Number		Total
71100 - Regular Instruction Program		$0.00
71150 - Alternative Instruction Program		$0.00
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72210 - Support Services/Regular Instruction Program		$0.00
72610 - Operation of Plant		$0.00
72710 - Transportation		$0.00
73100 - Food Service		$0.00
99100 - Transfers Out		$0.00
	Total	$0.00
	Adjusted Allocation	$4,368.03
	Remaining	$4,368.03

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

Indirect Cost Guide	
Total Allocation	$4,368.03
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$4,368.03
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$4,323.50
Max Indirect Cost	$44.53

Filter by Location: All - $0.00

Line Item Number	Account Number	Total
Total		0.00
	Adjusted Allocation	4,368.03
	Remaining	4,368.03

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$0.00
Strategic Plan	Educators	$0.00
Strategic Plan	Student Readiness	$0.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$0.00

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Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

Documents		
Type	**Document Template**	**Document/Link**
(CFA) MOU/Formal Agreement [Upload at least 1 document(s)]	N/A	
(CFA) Needs Assessment for Neglected & Delinquent Facilities [Upload between 1 and 5 document(s)]	Needs Assessment for Neglected & Delinquent Facilities Template	

Name of Facility	Grades Served	Number of Classrooms	Current Facility Enrollment (Number of Students)	Personnel (FTE) To Be Hired w/Title I, Part A-Neglected LEA Funds - (do not list contracted/reimbursed services)		
				Teachers	Educational Assistants	Other (Specify)

* 1. Provide a description of the facility (facilities) to receive Title I, Part A-Neglected funds.

* 2. Describe how the Title I, Part A-Neglected funds will be used in each facility to support the educational programs for students in the facility (facilities). - *(Please be sure this narrative aligns with personnel listed above)*

* 3. Describe the process the LEA will utilize to evaluate and monitor the facility (facilities) participating in the Title I, Part A-Neglected program.

☐ 4. The LEA monitors the facility/facilities at least every three years.

* If the LEA does not monitor the facility/facilities at least every three years, please explain why

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

Required Documents		
Type	**Document Template**	**Document/Link**
(CFA) Needs Assessment for Neglected & Delinquent Facilities [Upload between 1 and 5 document(s)]	Needs Assessment for Neglected & Delinquent Facilities Template	
(CFA) MOU/Formal Agreement [Upload at least 1 document(s)]	N/A	

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA) Additional Supporting Documents	N/A	

Program Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title I, Part A-Neglected

☐ *** The LEA assures that it will:**

1.	Monitor all facilities that receive Title I, Part A-Neglected funding to ensure that the facility is complying with all applicable statutory and regulatory requirements.	
2.	Maintain all formal agreements it has made with all facilities that receive Title I, Part A-Neglected funding.	
3.	Evaluate the program, disaggregating Consolidated State Performance Report (CSPR) data on participating by gender, race, ethnicity, and age annually to determine the program's effect on the ability of participants to:	
	a.	Maintain and improve educational achievement:
	b.	Accrue school credits that meet State requirements for grade promotion and secondary school graduation;
	c.	Complete secondary school (or secondary school equivalency requirements), and obtain employment after leaving the correctional facility or institution; and,
	d.	As appropriate, participate in postsecondary education and job training. In conducting each evaluation, the LEA agrees to use multiple and appropriate measures of student progress
4.	Submit the Consolidated State Performance Report (CSPR) evaluation results to the TN Department of Education and/or the U.S. Department of Education and use the results of these evaluations to plan and improve subsequent programs for participating children and youth.	
5.	Use Title I, Part A-Neglected to supplement the program.	
6.	Assess student needs through testing and surveys and include in needs assessment.	
7.	The LEA provides assurance that if the facility is working with students with disabilities, the facility staff is made aware of the student's individualized education programs (IEP) and their responsibility for serving this group of students under state and federal law.	
8.	Submit the Annual Child Count data to the TN Department of Education.	
9.	Review all expenditures from the previous year's Consolidated Funding Application (CFA) and review the effectiveness level of each expenditure.	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide	
Total Allocation	$349,099.57
Existing Budget In Categories Not Eligible for Indirect Cost	$2,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$347,099.57
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$343,560.90
Max Indirect Cost	$3,538.67

Account Number		Total
71100 - Regular Instruction Program		$7,442.21
71150 - Alternative Instruction Program		$0.00
71200 - Special Education Program		$0.00
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72210 - Support Services/Regular Instruction Program		$341,657.36
72250 - Education Technology		$0.00
72410 - Office of the Principal		$0.00
72520 - Human Resources/Personnel		$0.00
72610 - Operation of Plant		$0.00
72710 - Transportation		$0.00
73100 - Food Service		$0.00
99100 - Transfers Out		$0.00
	Total	$349,099.57
	Adjusted Allocation	$349,099.57
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

71100 - Regular Instruction Program - $7,442.21

Budget Detail		Narrative Description
Account Number:	71100 - Regular Instruction Program	Line item 71100-195 Certified Substitute Teachers provides funding which will be used to fund the cost of certified substitute teachers (~30 headcount) for certified personnel attending professional development in core academic subject areas and to support the effective instructional model across schools in the district. *Additional funding may be added to this FY27 line item when FY26 carryover loads upon completion of the FY26 FER.
Line Item Number:	195 - Certified Substitute Teachers	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,000.00	
Line Item Total:	$3,000.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-198 Non-certified Substitute Teachers provides funding for the cost of non-certified substitute teachers (~130 headcount) for personnel attending professional development in core academic subject areas and to support the effective instructional model across schools in the district. *Additional funding may be added to this FY27 line item when FY26 carryover loads upon completion of the FY26 FER.
Line Item Number:	198 - Non-certified Substitute Teachers	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		

Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$3,983.21
Line Item Total:	$3,983.21

Account Number:	71100 - Regular Instruction Program
Line Item Number:	201 - Social Security
Strategic Plan:	Educators
Admin Costs:	
Private School Funds:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$459.00
Line Item Total:	$459.00

Line item 71100-201 Social Security provides funding to assure required Social Security and Medicare benefits (7.65%) for certified and non-certified substitutes who teach students while regular classroom instructors attend and actively participate in professional development training during the school day.

*Please note: The Cumberland County Finance Office has requested that we not separate Social Security and Medicare benefits.

Total for 71100 - Regular Instruction Program:	$7,442.21
Total for all other Account Numbers:	$341,657.36
Total for all Account Numbers:	$349,099.57
Adjusted Allocation:	$349,099.57
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

72210 - Support Services/Regular Instruction Program - $341,657.36

Budget Detail		Narrative Description
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-172 Instructional Coaches provides salary funding for four contracted instructional coach positions within the school system up to 120 days per coach (2.40 FTE). Instructional coaches will be assigned to provide coaching support to teachers within elementary schools (grades PreK-8); additionally, one contracted coach will provide support at the high schools within the school district (grades 9-12).
Line Item Number:	172 - Instructional Coaches	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$223,500.00	
Line Item Total:	$223,500.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-189 provides salary funding for a teacher induction specialist/student supports & intervention coach (0.45 FTE) who will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and evaluate. Because this professional also serves as the Title III Director, the remaining portion of the salary and benefits (0.55 FTE) is paid from Consolidated Administration.
Line Item Number:	189 - Other Salaries & Wages	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		

Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$45,900.00	
Line Item Total:	$45,900.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-201 Social Security provides funding for required Social Security and Medicare benefits for (2.4 FTE) district-wide instructional coaches and a (0.45 FTE) teacher induction specialist/support & intervention coach. *Please note: The Cumberland County Finance Office has requested that we not separate Social Security and Medicare benefits.
Line Item Number:	201 - Social Security	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$20,580.00	
Line Item Total:	$20,580.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-204 Pensions provides funding for required retirement benefits for a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	204 - Pensions	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional		

Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,920.00	
Line Item Total:	$2,920.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-206 Life Insurance provides funding for required life insurance benefits for a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$47.50	
Line Item Total:	$47.50	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-207 Medical Insurance provides funding for required medical insurance benefits for a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School		

Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$9,662.52	
Line Item Total:	$9,662.52	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-208 Dental Insurance provides funding for dental insurance benefits for a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$180.00	
Line Item Total:	$180.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-210 Unemployment Compensation provides funding for unemployment compensation benefits for (2.4 FTE) district-wide instructional coaches and a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	210 - Unemployment Compensation	
Strategic Plan:	Academics Educators	

Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$315.00	
Line Item Total:	$315.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-299 Other Fringe Benefits provides funding for required workman's compensation benefits for (2.4 FTE) district-wide instructional coaches and a (0.45 FTE) teacher induction specialist/support & intervention coach.
Line Item Number:	299 - Other Fringe Benefits	
Strategic Plan:	Academics Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,052.34	
Line Item Total:	$1,052.34	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-336 Maintenance & Repair Services-Equipment provides funding the maintenance and repair for the printer/copier and service agreements machine costs in the office of the teacher induction specialist/support & intervention coach.
Line Item Number:	336 - Maintenance & Repair Services - Equipment	

Strategic Plan:	Academics	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,000.00	
Line Item Total:	$1,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-355 Travel provides funding for district-wide travel expenditures for a (0.45 FTE) teacher induction specialist/student support & intervention coach.
Line Item Number:	355 - Travel	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,000.00	
Line Item Total:	$1,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-399 Other Contracted Services provides funding to enter into agreements with educational consulting firms, including but not limited to: The New Teacher Project

Line Item Number:	399 - Other Contracted Services	(TNTP), Leverage Education, and/or the National Institute for Excellence in Teaching (NIET) in order to support the effective instructional model across nine elementary schools and three high schools in Cumberland County. These agreements will serve the need of specific instructional model supports for both ELA, mathematics, and other academic subjects during FY27. *Additional funding may be added to this FY27 line item when FY26 carryover loads upon completion of the FY26 FER.
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$5,000.00	
Line Item Total:	$5,000.00	

Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-499 provides funding to cover related Title II operational office expenses including but not limited to Adobe Acrobat Pro, paper, folders, pens, and other office supplies as needed.
Line Item Number:	499 - Other Supplies and Materials	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,000.00	
Line Item Total:	$1,000.00	

Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-524 In-Service/Staff Development provides funding related to expenditures such as speakers, travel, lodging, food, and registration for professional development activities in/out of county that may include, but not be limited to NIET Trainings, Google Trainings, TDOE Trainings, and Todd Whitaker Trainings. This line item includes professional development materials such as texts, training workbooks, etc. This line item also provides funding as needed to send 4.0 instructional coaches, 1.5 instructional facilitators, 12 principals, 16 assistant principals, and approximately 50 teachers to some of the following staff development and professional learning opportunities including but not limited to: CORE Office ELA and math trainings, the East Tennessee Title I Conference, the SETESOL Conference, the TN TESOL Conference, the Tennessee Reading Association Conference, Greg Tang Trainings in TN, Middle Tennessee Math Teachers Conference (MTMT2), Middle Cumberland Math Collaborations, TOSS Content Specific Events, EdCamps, TETC in Murfreesboro, Teach Like a Champion (if offered in TN), TDOE sponsored trainings and workshops, TAMS- TN Association of Middle Level Educators, Kindergarten and First grade SDE Conferences, and core academic subject training yet to be announced will be funded by this 524 line item. Attendance for these conferences will be based on the individual needs of schools and school improvement strategies and goals. *Additional funding may be added to this FY27 line item when FY26 carryover loads upon completion of the FY26 FER.
Line Item Number:	524 - In-Service / Staff Development	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$20,000.00	
Line Item Total:	$20,000.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-599 Other Charges provides funding for anticipated Praxis test fees plus tuition and fees for classes attended by teachers (as needed) to become highly effective and qualified in high-need, hard-to-staff areas of employment (including but not limited to: mathematics, science, ESL, advanced placement English, and special education teachers). This line item also provides funding reimbursement for Educational Testing Service para-pro test fees for educational assistants who successfully complete this assessment. *Additional funding may be added to this FY27 line item when FY26 carryover loads upon completion of the FY26 FER.
Line Item Number:	599 - Other Charges	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$7,500.00	
Line Item		

Total:	$7,500.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-790 provides funding to be used to purchase equipment needed to support the Federal Programs Instructional Coaches including but not limited to: one Apple desktop computer ($1900.00), one MacBook Pro laptop ($1300.00), one HP printer ($600.00), one Apple iPad with Apple Pencil ($1100.00), one monitor ($220.00), and other related items as the need arises.
Line Item Number:	790 - Other Equipment	
Strategic Plan:	Educators	
Admin Costs:		
Private School Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,000.00	
Line Item Total:	$2,000.00	

Total for 72210 - Support Services/Regular Instruction Program:	$341,657.36
Total for all other Account Numbers:	$7,442.21
Total for all Account Numbers:	$349,099.57
Adjusted Allocation:	$349,099.57
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide	
Total Allocation	$349,099.57
Existing Budget In Categories Not Eligible for Indirect Cost	$2,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$347,099.57
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$343,560.90
Max Indirect Cost	$3,538.67

Filter by Location: All - $349,099.57

Account Number Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
172 - Instructional Coaches		223,500.00	223,500.00
189 - Other Salaries & Wages	0.00	45,900.00	45,900.00
195 - Certified Substitute Teachers	3,000.00	0.00	3,000.00
198 - Non-certified Substitute Teachers	3,983.21	0.00	3,983.21
201 - Social Security	459.00	20,580.00	21,039.00
204 - Pensions	0.00	2,920.00	2,920.00
206 - Life Insurance	0.00	47.50	47.50
207 - Medical Insurance	0.00	9,662.52	9,662.52
208 - Dental Insurance	0.00	180.00	180.00
210 - Unemployment Compensation	0.00	315.00	315.00
299 - Other Fringe Benefits	0.00	1,052.34	1,052.34
336 - Maintenance & Repair Services - Equipment	0.00	1,000.00	1,000.00

Account Number Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
355 - Travel		1,000.00	1,000.00
399 - Other Contracted Services	0.00	5,000.00	5,000.00
499 - Other Supplies and Materials	0.00	1,000.00	1,000.00
524 - In-Service / Staff Development		20,000.00	20,000.00
599 - Other Charges	0.00	7,500.00	7,500.00
790 - Other Equipment		2,000.00	2,000.00
Total	7,442.21	341,657.36	349,099.57
		Adjusted Allocation	349,099.57
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$81,657.36
Strategic Plan	Educators	$348,099.57
Strategic Plan	Student Readiness	$0.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$0.00
Private School Funds	Private Schools Funds	$0.00

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Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

☐ **Check here if the page below is blank and the LEA plans to transfer these funds into other grant programs, school-wide pool, or consolidated when these funds become available. (See page name above)**

ESSA § 8101(42) defines professional development, as activities that are sustained (not stand-alone, 1-day, or short term workshops), intensive, collaborative, job-embedded, data-driven, and classroom-focused.

Program Administration: The reasonable and necessary costs to manage Title II-A in a compliant and effective manner.

☑ **The district is utilizing consolidated administration to administer Title II-A.** Information regarding the administration of the grant can be found in the Consolidated Administration section of the consolidated funding application.

☐ **The district is not utilizing consolidated administration to administer Title II-A.** Provide a summary of how the Title II-A program will be administered, the staff responsible for the grant administration, the FTE(s) to be supported by Title II-A funds, and all other funding sources that will contribute to Title II-A administrative staff salaries/benefits.

Use of Funds for pre-K: For purposes of federal funding, "elementary schools" are schools serving any combination of pre-kindergarten through grade six (pre-K-6) (TCA §49-6-301(a)). Indicate below whether funds from this grant will be directed to pre-K students and/or instructional staff (i.e., teachers, coaches, paraprofessionals).

☐ Does the LEA utilize grant funds from this program for PreK?

Program Description

Identify the activities to be supported with Title II A funding.	Number of Staff Impacted (Headcount)				Provide a concise summary of the activities to be supported.
	Teachers	Principals	Paraprofessionals	Other School Leaders	
☑ High-quality, personalized, evidence-based professional learning for teachers, paraprofessionals, instructional leadership teams, principals, or other school leaders that is focused on improving teaching and student learning.	600	31			High-quality, experienced 120-day contract instructional coaches (funded via Title II) will provide professional development and coaching for teachers district wide. A district-wide (0.45 FTE funded via Title II) teacher induction specialist/student supports & intervention coach will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders

						follow up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and evaluate. Instructional coaches will be scheduled and placed within the district to maximize impact and prioritize the highest need schools with intensity of services. The goal of the Cumberland County Schools (CCS) instructional coaching program is to remove any barriers obstructing implementation of instructional best practices that positively impact student success. The program supports the transformation of adults, schools, and the lives of the children within the CCS community. Title II funding will also support professional development (PD) that may include but not be limited to: The New Teacher Project (TNTP) support, Merideth Myers with Ignite Literacy Services, inviting highly-qualified and renowned education-related experts to the district for PD, and sending administrators, teachers, instructional coaches, and instructional facilitators to high-quality learning opportunities. Some of the aforementioned professional learning opportunities include but will not be limited to: CORE Office ELA and math training sessions, the East Tennessee Title I Conference, and the Leadership Training Institute at the Tennessee Interscholastic Athletic Administrators Association (TIAA) Conference. Personnel who attend professional development supported with Title II funding will be required to disseminate information learned

						to disseminate information learned during the training(s) to appropriate and applicable staff in the school district.
☑	Effective Teaching of English Language Learners	600				High-quality, experienced 120-day contract instructional coaches (funded via Title II) will provide professional development and coaching for teachers district wide. A district-wide (0.45 FTE funded via Title II) teacher induction specialist/student supports & intervention coach will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and evaluate. Instructional coaches will be scheduled and placed within the district to maximize impact and prioritize the highest need schools with intensity of services. The goal of the Cumberland County Schools (CCS) instructional coaching program is to remove any barriers obstructing implementation of instructional best practices that positively impact student success. The program supports the transformation of adults, schools, and the lives of the children within the CCS community. Title II funding will also support professional development (PD) that may include but not be limited to: The New Teacher Project (TNTP) support, Meridith Myers with Ignite Literacy

						Meredith Myers with Ignite Literacy Services, inviting highly-qualified and renowned education-related experts to the district for PD, and sending administrators, teachers, instructional coaches, and instructional facilitators to high-quality learning opportunities. Some of the aforementioned professional learning opportunities include but will not be limited to: CORE Office ELA and math training sessions, the East Tennessee Title I Conference, and the Leadership Training Institute at the Tennessee Interscholastic Athletic Administrators Association (TIAA) Conference. Personnel who attend professional development supported with Title II funding will be required to disseminate information learned during the training(s) to appropriate and applicable staff in the school district.
☑	Effective Teaching of Children with Disabilities	600				High-quality, experienced 120-day contract instructional coaches (funded via Title II) will provide professional development and coaching for teachers district wide. A district-wide (0.45 FTE funded via Title II) teacher induction specialist/student supports & intervention coach will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and

						apply, reflect, refine or extend, and evaluate. Instructional coaches will be scheduled and placed within the district to maximize impact and prioritize the highest need schools with intensity of services. The goal of the Cumberland County Schools (CCS) instructional coaching program is to remove any barriers obstructing implementation of instructional best practices that positively impact student success. The program supports the transformation of adults, schools, and the lives of the children within the CCS community. Title II funding will also support professional development (PD) that may include but not be limited to: The New Teacher Project (TNTP) support, Merideth Myers with Ignite Literacy Services, inviting highly-qualified and renowned education-related experts to the district for PD, and sending administrators, teachers, instructional coaches, and instructional facilitators to high-quality learning opportunities. Some of the aforementioned professional learning opportunities include but will not be limited to: CORE Office ELA and math training sessions, the East Tennessee Title I Conference, and the Leadership Training Institute at the Tennessee Interscholastic Athletic Administrators Association (TIAA) Conference. Personnel who attend professional development supported with Title II funding will be required to disseminate information learned during the training(s) to appropriate and applicable staff in the school district.
☐	Increased Knowledge/Ability to Teach Early Childhood					

☐	Effective Instruction of Science, Technology, Engineering, and Math (STEM)					
☑	Implementation of Formative Assessments	600				High-quality, experienced 120-day contract instructional coaches (funded via Title II) will provide professional development and coaching for teachers district wide. A district-wide (0.45 FTE funded via Title II) teacher induction specialist/student supports & intervention coach will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and evaluate. Instructional coaches will be scheduled and placed within the district to maximize impact and prioritize the highest need schools with intensity of services. The goal of the Cumberland County Schools (CCS) instructional coaching program is to remove any barriers obstructing implementation of instructional best practices that positively impact student success. The program supports the transformation of adults, schools, and the lives of the children within the CCS community. Title II funding will also support professional development (PD) that may include but not be limited to: The New Teacher Project (TNTP) support, Merideth Myers with Ignite Literacy

						Services, inviting highly-qualified and renowned education-related experts to the district for PD, and sending administrators, teachers, instructional coaches, and instructional facilitators to high-quality learning opportunities. Some of the aforementioned professional learning opportunities include but will not be limited to CORE Office ELA and math training sessions, and the East Tennessee Title I Conference. Personnel who attend professional development supported with Title II funding will be required to disseminate information learned during the training(s) to appropriate and applicable staff in the school district.
☐	Supporting Students Affected by Trauma and/or Mental Illness					
☐	Identification and Support of Gifted Students					
☐	Instructional Services Provided by Libraries					
☐	Career Readiness Education					
☐	Recruitment, Placement, and Retention of Effective Educators					
☐	Class-size reduction teachers					

☑	Teacher testing for hard-to-staff areas	20				Teachers who need certification for hard-to-staff areas will follow instructions from the Tennessee Department of Education-Office of Licensure to determine steps that need to be taken to obtain certification. If this is a hard-to-staff area for the district, a plan will be developed in collaboration between the Office of Licensure, the Director of Schools, the Human Resource Supervisor, the Federal Programs Supervisor, and the teacher to accurately plan for reimbursement of fees. Anticipated Praxis test fees plus tuition and fees for classes needed by teachers to become highly effective and qualified in high-need, hard-to-staff areas of employment (including, but not limited to: mathematics, advanced mathematics [e.g. calculus, trigonometry, etc.], science, advanced science [e.g. physics, chemistry, etc.], ESL, advanced placement English and special education teachers) and reimbursement for Educational Testing Service parapro test fees for educational assistants who successfully complete this assessment are included in this line item.

If you indicated "Teacher Testing for Hard-to-Staff Areas" in the table above, please check which areas:

- ☑ Special education (specify above)
- ☑ ESL (specify above)
- ☑ physics, chemistry — Advanced science (specify above)
- ☑ calculus, trigonometry — Advanced math (specify above)
- ☐ Foreign language (specify above)
- ☑ Advanced Placement (AP) — Other (specify above)

Describe how the activities to be supported with Title II-A funds, as indicated above, are in support of one or more of the strategies in the district plan.

High-quality, experienced 120-day contract instructional coaches (funded via Title II) will provide professional development and coaching for teachers district wide. A district-wide (0.45 FTE funded via Title II) teacher induction specialist/student supports & intervention coach will provide in-person mentor support to novice teachers, teachers who are new to the school district, and teachers who have transferred to a new building within the school district. This individual will also serve to follow-up with school leaders regarding sustainment of professional development opportunities that have been provided to teachers and staff within the school district. Additionally, this role will lead and support teachers through the following five-part RTI coaching cycle: learn and plan, apply, reflect, refine or extend, and evaluate. Instructional coaches will be scheduled and placed within the district to maximize impact and prioritize the highest need schools with intensity of services. The goal of the Cumberland County Schools (CCS) instructional coaching program is to remove any barriers obstructing implementation of instructional best practices that positively impact student success. The program supports the transformation of adults, schools, and the lives of the children within the CCS community.

These activities support improvement goal one: improving 3rd grade ELA proficiency, improvement goal two: improving K-10 ELA proficiency, and improvement goal three: improving math proficiency in grades K-11. Title II funding will also support professional development (PD) that may include but not be limited to: The New Teacher Project (TNTP) support, Merideth Myers with Ignite Literacy Services, inviting highly-qualified and renowned education-related experts to the district for PD, and sending administrators, teachers, instructional coaches, and instructional facilitators to high-quality learning opportunities. Some of the aforementioned professional learning opportunities include but will not be limited to: CORE Office ELA and math training sessions, the East Tennessee Title I Conference, and the Leadership Training Institute at the Tennessee Interscholastic Athletic Administrators Association (TIAA) Conference. Personnel who attend professional development supported with Title II funding will be required to disseminate information learned during the training(s) to appropriate and applicable staff in the school district. The relaying of learned information by personnel who attend training(s) may occur in a variety of modes including but not limited to: faculty meetings, PLCs, grade level meetings, and district-wide collaborations.

Describe how the LEA meets the requirements of ESEA §2102(b)(3) to meaningfully consult with teachers, principals, other school leaders, paraprofessionals (including organizations representing such individuals), specialized instructional support personnel, charter school leaders (in an LEA that has charter schools), parents, community partners, and other organizations or partners with relevant and demonstrated expertise on how to best improve the LEA's activities to meet the purposes of Title II, Part A. NOTE: This consultation may occur as part of the LEA planning process.

During the LEA district-level planning and school-level planning processes, feedback is gathered from all stakeholder groups (district/school leaders, principals, teachers, paraprofessionals, specialized instructional support personnel, parents/guardians, community members). Meetings are held at the LEA and school levels in order to review data, develop goals, strategies, action steps, and benchmark indicators to periodically monitor progress of the plan. Throughout the year, surveys are sent to principals and teachers to identify professional development needs. After survey results have been analyzed, future in-service is tailored to address priority areas.

As part of the ongoing LEA district improvement process, conversations surrounding both school-specific and district-wide data through formative assessments and benchmarking are ongoing. Data is a key component used in frequent conversations between the Director of Schools, appropriate supervisors, and principals across the district. Principals are responsible for presenting school-wide academic plans related to their Mastery Connect data to the Director of Schools and appropriate supervisors. The academic supervisors within Cumberland County Schools strive to continually foster robust conversations surrounding student data in order to move the needle toward positive student outcomes at all schools within the district.

In addition to this, discussions on improving reading and math achievement took place during the preliminary district allotment meetings in February 2026 for administrators with a focus on teacher effectiveness and the individual school's needs assessment for the following year. While school data teams and other specialty groups meet on a monthly basis, the actual review of the district improvement plan occurs quarterly. It is at this time that progress is analyzed, reminders are issued, and adjustments are made going in to the next quarter.

Over the course of the next three years, Central Services Supervisors (The Director of Schools, PreK-8th, 9th-12th, CCTE, SPED, Federal Programs, and ESL) will conduct monthly site visits to each school. Progress toward school and district goals is discussed and evidence for promising instructional practices will continue to be the focus during these site visits.

For a snapshot of recent evidence of meaningful consultation, please see the following :

- February 3, 2026: The Director of Schools and District Supervisors (PreK-8, 9-12, SPED, Federal Programs, ESL, CTE) attended the TDOE training regarding district improvement plans and set dates for future meetings.
- February 5, 2026: DOS and Supervisors met to review data, discuss goals, reflect on current practices, and formulate the three-year plan.
- February 16, 2026: DOS and Supervisors met to review data, discuss goals, reflect on current practices, and formulate the three-year plan.
- February 17, 2026: DOS met with the student advisory council at 11:30 a.m. and solicited input regarding formulation and implementation of the three-year district improvement plan.
- February 17, 2026: DOS met with the classified employee advisory council at 3:30 p.m. and solicited input regarding formulation and implementation of the three-year district improvement plan.
- February 18, 2026: DOS met with the teacher advisory council at 3:30 p.m. and solicited input regarding formulation and implementation of the three-year district improvement plan.
- February 20, 2026: DOS and Supervisors met to review data, discuss goals, reflect on current practices, and formulate the three-year plan.
- February 23, 2026: DOS met with the parent advisory council at 3:30 p.m. and solicited input regarding formulation and implementation of the three-year district improvement plan.

The district plan in Cumberland County is viewed as a living, breathing document that is adjusted accordingly to improve student outcomes. In order to monitor progress and make necessary revisions to the district plan, meetings with stakeholders are scheduled during the following windows over the next three years:

- February 2026
- July 2026
- October 2026
- February 2027
- July 2027
- October 2027
- February 2028
- July 2028
- October 2028

As required under ESSA Title II, Part A Section 2102(b), describe how professional development for teachers, principals, and other school leaders will build capacity for high-quality instruction, positively impact student academic achievement, and address the needs of educators in the district to teach all learners, include in the response:

1. A description of educator and school leader needs in regard to professional development and how the district determines those needs; and

Professional development is needed to ensure principals, teachers, interventionists, and educational assistants receive training needed in order to: increase student achievement consistent with the challenging state academic standards; improve the quality and effectiveness of teachers, principals, and other school leaders; increase the number of teachers, principals, and other school leaders who are effective in improving student academic achievement in schools; and provide low-income and minority students greater access to effective teachers, principals, and other school leaders.

The district determines needs of professional development by gathering input from supervisors, principals, and teachers through surveys. District administrators and certified personnel complete a professional development survey to ensure that professional development/in-service options are offered that will be meaningful to participants. Administrators may request specific training options based upon the needs in the school, which could include "Areas of Refinement" information from TNCompass and/or low areas identified on IPGs. Additionally, PD surveys are sent to participants after each professional learning experience in order to gauge the effectiveness of the opportunity. Ultimately, the building principal is responsible for monitoring the effectiveness metrics of professional development at the school level. The district's PreK-8 and 9-12 supervisors follow-up with building principals to ensure effective

implementation of what was learned during professional development.

The overarching goal of the instructional coaching program is to provide job-embedded professional development for teachers to support and sustain effective teaching and learning, resulting in improved student outcomes. Instructional coaches facilitate high-quality, learning-focused conversations with teachers based on data and effective instructional assessment strategies. Instructional coaches help teachers advance their skills and provide teachers with feedback, challenge, and support. Coaching is the most effective form of teacher professional development. Research studies have shown that when teachers participate in standard professional development models, they apply less than 20% of new learning in their classrooms. Given the diverse needs of students and the expectations that students learn in an increasingly rigorous curriculum, most teachers need ongoing, side-by-side support as they attempt to incorporate effective instructional practices into their classroom routines.

2. A description of professional development opportunities implemented by the district to meet those needs, including opportunities that address the needs of educators in the district to teach all learners.

Leadership within Cumberland County Schools (CCS) emphasizes a mindset of continuous improvement with all faculty and staff in order to facilitate greater participation and mindfulness of professional learning opportunities. Current practices have indicated that students are struggling to achieve at the desired levels of proficiency; consequently, a greater focus on standards-aligned instruction, standards-aligned tasks, and standards-aligned assessments will continue to be presented through specific professional learning opportunities and support.

Instructional coaches may offer core content area training, which includes standards training, in addition to classroom management and instructional best practices. The instructional coaching program also offers individualized options at the school or teacher level and may include small group/whole school/or individual support/training.

English language development standards training, as well as differentiation training for EL's in the classroom, is provided to content area teachers by the ESL teachers and the Title III Director on an annual basis with additional training provided if needed.

The Director of Special Education and compliance coordinators conduct school training at the beginning of each school year. Required topics discussed include Free Appropriate Public Education (FAPE), Least Restrictive Environment (LRE), ensuring Students with Disabilities (SWD) are given equal access to high quality instructional strategies and materials, the difference between accommodations and modifications, restraint and isolation laws, and SEBSA. This training ensures that all teachers and administrators are equipped with the knowledge to ensure SWD will reach their full potential.

As required under ESSA Title 1, Part A Section 1112(b)(2), describe how the district is reviewing and analyzing the data to identify and address disparities that result in students, particularly low-income students and minority students, being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers. Include in the response:

1. The process in place to review and analyze educator placement, and

The district team, along with the building-level principals, work to ensure teachers are correctly placed based on effectiveness. Second semester allotment meetings are used to discuss the rehiring of teachers and possible future placement. These decisions are determined based on student growth data, TEAM evaluations, and overall level of effectiveness (LOE). Educators are notified by the end of the school year of rehire decisions. Throughout the school year, student benchmark data is reviewed and analyzed during data team meetings. Administrators participate in these data team meetings and reflect on and collect data on the ability of educators to appropriately analyze student data, which includes core subject areas, discipline data, and social emotional concerns; administrators develop action plans targeting areas of concern. This data is tracked for the remainder of the year. As administrators determine placement of educators and create student rosters for the following year, this data is analyzed and decisions are made, which will place students with the best possible educator.

2. Steps the district takes to address any disparities that result in students, particularly low-income students and minority students, being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

District administration completes school walkthroughs and participates in discussions with building-level administrators to facilitate and guide the process of ensuring that students are not placed in a class with an ineffective teacher. To reduce disparities of students being taught by ineffective teachers, ineffective teachers may not be rehired, may be placed in a different grade or content area with targeted support, or may be placed on a corrective action plan.

CCS ensures subgroups are taught by comparable teachers using the same criteria as general education teachers. These decisions are made based on student growth data, TEAM evaluations, level of effectiveness, and ability of the educator to meet the unique needs of all students. The district provides professional development and targeted support based on requests from building administrators and teachers; the district provides a mentoring program for teachers; walkthroughs are also completed using Instructional Practice Guide (IPG) to improve teaching strategies in order to strengthen teachers and grow students.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Title II-A Personnel Details - School-based and Systemwide

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

☐ N/A - Check this box if no Title II, Part A funds support personnel. No additional input is necessary on this page.

Personnel and Location Staff Paid with Title II-A Funds

Place all staff in one of three areas: school-based (one site), systemwide instruction (serves multiple school sites), or systemwide administration (central office).

School-Based Staff Instruction & Support - (Assigned or scheduled to one or more school sites)

	Headcount	FTE
Class Size Reduction Teachers		
Coaches / Consulting Teachers		
Other (specify)		
Total	0.00	0.00

Systemwide Instruction & Support - (Work as needed at multiple school sites, reports to central office)

	Headcount	FTE
Coaches / Consulting Teachers	5.00	2.85
Instructional Facilitators		
Other (specify)		
Total	5.00	2.85

Systemwide Personnel - (Usually personnel working in the central office)

	Headcount	FTE
Administration		
Program / Project Director		

Other (specify)		
Total	0.00	0.00

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

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Title II - Preschool Personnel Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

N/A - Check this box if no Title II, Part A funds support preschool programs. No additional input is necessary on this page.

Resources

Click here to open the Consolidated Funding Application Guide.

FY27 CFA Resources

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Class Size Reduction

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

If your district is not using funds for class size reduction select N/A.

N/A

Using ESEA Funds for Class-Size Reduction

LEAs utilizing ESEA funds for class size reduction teachers must also submit documentation that the teacher(s) hired are highly-effective by Oct. 1 each year. More information can be found here.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

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Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA) Additional Supporting Documents	N/A	

Program Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title II, Part A

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable to the assurances outlined below.**
The LEA has engaged in timely and meaningful consultation as required by ESEA 8501(c) and maintains all required documentation to support such consultation.
Ensure that all supported activities are approved and provided in a timely fashion and in accordance with agreements made as a result of meaningful consultation with private school representatives.
Obligate all private school funds during the fiscal year in which allocated and in support of activities agreed upon as a result of required consultation.
Engage in ongoing consultation with participating private school representatives as necessary to ensure continued communication, monitor agreed-upon activities, and to determine the effectiveness of provided activities.
Prioritize funds to schools within the LEA that are identified as priority and focus schools and have the highest percentage of low income children. (2102(b)(2)(C))
Use data and ongoing consultation with stakeholders to continually update and improve activities supported with Title II A funds. (2102(b)(2)(D))
Comply with section 8501, regarding participation of private school children and teachers. (2102(b)(2)(E))
Coordinate professional development activities supported with Title II A funds with professional development activities provided through other federal, state, and local programs.
Ensure that funds received shall be used to supplement, and not supplant, non-federal funds that would otherwise be used for activities authorized under this grant.

English Learner Requirements Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

*** ESEA Title III Budget Options**

- (●) LEA generates $10,000 or more and will function as a Stand-Alone system. (LEA will enter a Title III budget in ePlan.)
- ( ) LEA will act as the Fiscal Agent for other LEAs. (Fiscal Agent will enter a Title III budget that includes consortia members in ePlan.)
- ( ) LEA does NOT generate at least $10,000 and will join a consortium to utilize Title III funds. (Consortium members will enter a budget on the Consortia Budget Review page in ePlan.)
- ( ) LEA is releasing ALL generated Title III funds. (LEA will not complete a Title III budget)
- ( ) LEA does not receive ANY Title III funds. (LEA will not complete a Title III budget.)
- ( ) The LEA generates $10,000 or more and will be moving funds into School-Wide Pool

District-wide ESL Program Staffing: State Board Rule 0520-01-19-05 requires that the district-wide ESL program staffing ratio shall be based on an average of no more than thirty-five (35) identified EL students per full-time equivalent ESL teacher unless an alternate staffing ratio is approved by the Department. (1:35) TDOE calculates this ratio based on staff and student counts from October of each year.

	Headcount	FTE
Number of state/locally-funded, endorsed ESL teachers providing services to ELs in October 2025 (FTE) - *Only include currently hired staff. Do not include vacant positions.*	* 9.00	* 9.00
2025-26 October 1 EL count (L, W, 1 and 2)		
Ratio of state/locally-funded ESL teachers to EL students as of October 1, 2025 is 1:35		0.00
Additional Details		

If the district-wide ESL program staffing ratio as of October 1, 2025 exceeds 1:35, provide a detailed description of the steps the LEA will take (including a timeline) to reach the required 1:35 ratio by September 15, 2026.

N/A.

English Learner Identification and Enrollment

* Does the district administer the Home Language Survey (HLS) to each newly enrolled student after attempting to acquire the original (as applicable)?

Yes

☑ * Assurance: The district has a written document (process or policy) describing the process to identify English Learners, including Home Language Surveys, screening, and following State Board mandated requirements.

Providing Equitable Access to Programs and Services for EL/Non-EL Students

* In your district are there currently any Office of Civil Rights or Department of Justice investigations? If so, please give a brief explanation.

None. N/A.

Language Instruction Educational Programs

In the table below, place a check next to each type of language instruction educational programs (LIEPs) in the schools within your LEA. Indicate N/A in the Comments section if there are no English Learners in a school.

School Name	LEA ID - School Number	Service Model	Delivery Model	Comments

		Sheltered English Instruction	Structured English Immersion	Specially Designed Academic Instruction in English (SDAIE)	Content-Based Instruction (CBI)	Heritage Language Instruction	Pull Out	ELD Course	Co-Teaching	
Crab Orchard Elementary	180-0015	☐	☐	☐	☑	☐	☑	☐	☐	
Cumberland County High School	180-0025	☑	☐	☐	☐	☐	☐	☑	☐	
Frank P. Brown Elementary	180-0008	☐	☐	☐	☑	☐	☑	☐	☐	
Glenn Martin Elementary	180-0033	☐	☐	☐	☑	☐	☑	☐	☐	
Homestead Elementary School	180-0010	☐	☐	☐	☑	☐	☑	☐	☐	
North Cumberland Elementary	180-0053	☐	☐	☐	☑	☐	☑	☐	☐	
Pine View Elementary	180-0055	☐	☐	☐	☑	☐	☑	☐	☐	
Pleasant Hill Elementary	180-0060	☐	☐	☐	☑	☐	☑	☐	☐	
South Cumberland Elementary	180-0073	☐	☐	☐	☑	☐	☑	☐	☐	
Stone Elementary	180-0074	☐	☐	☐	☑	☐	☑	☐	☐	
Stone Memorial High School	180-0079	☑	☐	☐	☐	☐	☐	☑	☐	
The Phoenix School	180-0085	☑	☐	☐	☐	☐	☐	☑	☐	
		☐	☐	☐	☐	☐	☐	☐	☐	

4.00 How many ESL teachers serve more than one school in the LEA?

0.00 How many ESL teachers serve more than two schools in the LEA?

Are any teachers asked to work during lunch or planning period to provide services within the district to ELs?

No, each ESL teacher is provided a duty-free lunch and provided a planning period.

ESL teachers are not required to provide services to ELs during these times.

Are students transported to another school for ESL services? If yes, what is the district's justification for that practice?

No students are transported to another school for ESL services.

FY27 CFA Resources
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Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

Previous Fiscal Year

☐ Did the LEA participate in a consortium in the previous fiscal year (FY25)? - If yes, please check the box and then identify who the fiscal agent was for the previous fiscal year.

Current Fiscal Year

☑ **N/A - LEA is not joining a consortium for the current fiscal year.**

FY27 CFA Resources

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

*** The Local Education Agency (LEA) hereby assures the State Education Agency (SEA) that:**

1.	The home language survey is administered one time at initial enrollment. This survey is kept in the student's cumulative folder and will be forwarded to the receiving school when/if the student leaves the school in which s/he initially enrolled.
2.	Students for whom any HLS questions are answered as a language other than English are further interviewed to determine if the screener should be administered.
3.	All students who could potentially be identified as EL are screened with the correct English language proficiency screener.
4.	EL parents of non-English language background students and EL students are identified and served through translation or interpretation as needed.
5.	Students who are identified as EL will receive at least the minimum services outlined in TN State Board of Education Rule 0520-01-19 whether or not the district is receiving Title III funds.
6.	All teachers of EL students are providing accommodations and language supports as required to make both academic and ESL standards accessible.
7.	For EL students whose parents/guardians have waived ESL services through the alternative language program, the ESL services are provided through the classroom teachers who must be trained on ESL standards.
8.	Students are not retained in grade-level classes if English language acquisition is a factor in the decision for retention.
9.	All students are receiving culturally appropriate and culturally sensitive instruction in all classes.
10.	EL students are eligible for all school and extra-curricular programs. If their rate of participation is not comparable to that of non-EL students, the LEA is taking an active role in achieving equity through a well-designed written plan.
11.	All ELs are age appropriate for the grade level in which they are placed.
12.	All students are provided accommodations as needed to access TNReady and other assessments.
13.	Each EL student with a disability has an ESL professional on his/her IEP team if the student has an IEP.
14.	All English learners are assessed annually in English Language Proficiency until exit from services. [§ 1111(b)(2)(G)].
15.	All English learners are assessed annually in 3-8, and at least once in high school, for English Language Arts and Math. [§ 1111(b)(2)(B)(v)].
16.	All English learners who are entitled to other services receive them. (20 U.S.C. §§ 1400-1419; 34 C.F.R. pt. 300) (29 U.S.C. § 794 and 34 C.F.R. pt. 104).

Resources

Click here to open the Consolidated Funding Application Guide.

Title III Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

☐ **Check here if the page below is blank and the LEA plans to transfer these funds into other grant programs, school-wide pool, or consolidated when these funds become available. (See page name above).**

Complete pages in the Title III Section of the Consolidated Application ONLY if you are a Title III District (Stand-Alone, Consortia Member, or Fiscal Agent).

1. Program Administration: The reasonable and necessary costs to manage Title III in a compliant and effective manner.

☑ **The LEA is utilizing consolidated administration to administer Title III.** Information regarding the administration of the grant can be found in the Consolidated Administration section of the consolidated funding application.

☐ **The LEA is not utilizing consolidated administration to administer Title III.** Provide a summary of how the Title III program will be administered, the staff responsible for the grant administration, the FTE(s) to be supported by Title III funds, and all other funding sources that will contribute to Title III administrative staff salaries/benefits.

NOTE: Only active ELs (Ls and Ws) and Immigrant students may be served under Title III. Students who have exited ESL services (T1, T2, T3, and T4) may not be served with Title III funds. T1-T4 students may only continue to be served under Title III if they are also Immigrant. (ESSA, Title III, Part A § 3114(d))

2. Describe the planned use of Title III funds and how it is supplemental to the programs, services, and supports that EL students must receive and/or are eligible to receive from other state and federal sources.

Title III funds are supplemental to other federal, state, and local funds. Title III funds are used to give supplemental support by providing a (1.0 headcount, 0.4 FTE) ESL instructional paraprofessional's salary. Under the supervision of ESL teachers, this teaching assistant works directly with English Learners. Supplemental items, which include but are not limited to Finish Line materials published by Continental, Learning A-Z to provide supplemental reading practice for ELs, word-to-word dictionaries, and like items are provided through Title III funding, along with professional development training including but not limited to the TNTESOL Conference in the Fall, East Tennessee Federal Programs Conference, and additional training for ESL teachers.

3. Describe how the district will measure the impact that Title III activities had on English language development.

The Cumberland County Schools (CCS) ESL program is monitored and evaluated using ELPA21 for ELLs scores, along with the Tennessee English Language LEA Self-Assessment (TELLSA). Once ELPA21 scores are received, the information is disaggregated by and promulgated to the school and ESL teacher. Data is reviewed by domain and number of students exiting the program. Data is used to evaluate instructional strategies. ELPA21 scores are filed in students' cumulative folders, a monitoring folder maintained by the ESL teacher, a copy is given to the classroom teacher of each EL, and a copy is placed in the district ESL data notebook. All families receive a copy of their student's ELPA21 scores with a letter in their home language explaining the results. This information is used to guide instruction for the next year.

4. Describe how the LEA will provide and implement effective activities and strategies that enhance or supplement language instruction educational programs for English learners, which shall include parent, family, and community engagement activities as required under ESEA § 3115(c)(3).

ESL teachers enhance language acquisition through a pull-out program. ESL teachers provide small group instruction based on the level of language proficiency using ELPA21 and Tennessee State Standards to implement effective instruction using Learning A to Z, Lexia, Summit K12, and other research-

based strategies. District ESL teachers collaborate through monthly PLC meetings throughout the school year focusing on sharing effective strategies and activities. ESL teachers also participate in professional development opportunities that highlight effective research-based strategies and activities.

Parent, family, and community engagement activities are provided in collaboration with school activities and events throughout the school year. ESL teachers collaborate at the school level to involve parents in Title I Back to School family nights, parent-teacher conferences, and family literacy nights hosted at schools throughout the district. The family engagement events allow ESL families to come together to be informed of school events and information that may otherwise be lost in translation, so to speak. The district works to ensure a translator or translation services are available at such events in order to present the information accurately. The school district desires for ESL families to be supported and aware of all aspects affecting the education of their children. Back to School registration help is hosted to assist families with important back to school paperwork. Prekindergarten and Kindergarten registration is offered each spring to families with students who are entering PreK or Kindergarten in the fall.

The district utilizes TransAct for notification in different languages. The district provides EL families monthly newsletters that support families with ways to assist their students. Teachers use ParentSquare to text families in their home language to give them important school information. A translation service is utilized to provide families translation of IEP/504 meetings as well as documents provided in both languages.

Activities serving ELs in Title III funded LEAs during the 2025-26 school year. Check all that apply.

Note that items d. (professional development) and e. (parent and family engagement) are required under ESEA Title III § 3115 and should be reflected in the Title III application.

- [ ] a. Supporting the development and implementation of language instruction educational programs (LIEPs)
- [ ] b. Enhancing existing LIEPs and programs for restructuring and reforming schools with ELs
- [ ] c. Supporting implementation of school-wide programs
- [x] d. Professional development to teachers and other personnel serving ELs (required under ESEA §3115(c)(2))
- [x] e. Parent and community engagement activities (required under ESEA § 3115(c)(3)(A))
- [ ] f. Supporting the development and implementation of pre-school programs for ELs
- [x] g. Improving LIEPs by upgrading curricula, instructional materials, software and assessment procedures
- [x] h. Improving instruction of ELs with disabilities
- [ ] i. Providing tutorials, career and technical education
- [ ] j. Offering programs to help ELs achieve success in post-secondary education
- [ ] k. Other

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

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Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

Personnel and Location of Staff Paid with Title III Funds (not state and local funds)

Place all staff in one of three areas: school-based (one site), systemwide instruction (serves multiple school sites), or systemwide administration (central office). **Personnel details must align to budget details.**

School-Based Staff Instruction & Support - (Assigned or scheduled to one or more school sites)

	Headcount	FTE
Teachers		
Instructional Paraprofessionals	1.00	0.40
Instructional Facilitators		
Coaches		
Guidance Counselors		
Parent Involvement		
Other (specify)		
Total	1.00	0.40

Systemwide Instruction & Support - (Work as needed at multiple school sites, reports to central office)

	Headcount	FTE
Coaches / Consulting Teachers		
Instructional Paraprofessionals		
Non-Instructional Paraprofessionals		
Instructional Facilitators		
Parent Involvement		
Translators/Interpreters		

Other (specify)		
Total	0.00	0.00

Systemwide Administration - (Usually personnel working in the central office)

	Headcount	FTE
Administration		
Program / Project Director		
Other (specify)		
Total	0.00	0.00

FY27 CFA Resources

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Please contact Hannah.Gribble@tn.gov with any questions

Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA EL) Title III consortium Memorandum of Understanding (Title III fiscal agent only) [Upload up to 1 document(s)]	N/A	
(CFA) Additional Supporting Documents	N/A	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - English Learner Requirements

*** The Local Education Agency (LEA) hereby assures the State Education Agency (SEA) that the LEA will:**

1.	Comply with section 1112(e)(3)(A)&(B) prior to, and throughout, each school year as of the date of application. (3116(b)(4)(A))
	a. Inform parents of English learners who are identified for participation in language instruction programs during the school year within 30 calendar days of their identification.
2.	Not be in violation of any state law, including state constitutional law, regarding the education of English learners, consistent with sections 3125 and 3126. (3116(b)(4)(B))
3.	Consult with teachers, researchers, school administrators, parents and family members, community members, public or private entities, and institutions of higher education, in developing and implementing Title III. (3116(b)(4)(C))
4.	Coordinate activities, if applicable, and share relevant data with local Head Start and Early Head Start agencies, including migrant and seasonal Head Start agencies, and other early childhood education providers. (3116(b)(4)(D))
5.	Ensure that all teachers in any language instruction educational program for English learners that is, or will be, funded by Title III are fluent in English and any other language used for instruction, including having written and oral communication skills. (3116(c))
6.	Submit a report to the state upon request in a form prescribed by the state on the activities conducted and children served by Title III. (3121(a))
7.	Implement an effective means of outreach to parents of English learners to inform them of how they can be involved in the education of their children, be active participants in assisting their child in attaining English proficiency, achieving at high levels within a well-rounded education, and meeting the challenging state academic standards expected of all students. (1112(e)(3)(C))
8.	Provide notice and information to parents in an understandable and uniform format, to the extent practicable, in a language that the parents can understand. (1112(e)(4))
9.	Conduct a self-assessment of the English Learner program on an annual basis, use the information to make programmatic changes or improvements, and use results to inform district goals around ESL programming (20 U.S.C. §1701-1720).
10.	Use funds to provide effective professional development to classroom teachers (including teachers in classroom settings that are not the settings of language instruction educational programs), principals and other school leaders, administrators, and other school or community-based organizational personnel. (3115(c)(2)
11.	Use funds to provide and implement other effective activities and strategies that enhance or supplement language instruction educational programs for English learners which-shall include parent, family, and community engagement activities. (ESEA § 3115(c)(3))
12.	Comply with all requirements mandated by Tennessee State Board of Education ESL Rule 0520-01-19.
13.	Review all expenditures from the previous year's Consolidated Funding Application (CFA) and review the effectiveness level of each expenditure.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title III

Indirect Cost Guide	
Total Allocation	$25,586.68
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$25,586.68
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$25,325.83
Max Indirect Cost	$260.85

Account Number		Total
71100 - Regular Instruction Program		$21,196.68
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72210 - Support Services/Regular Instruction Program		$4,390.00
72610 - Operation of Plant		$0.00
72710 - Transportation		$0.00
73100 - Food Service		$0.00
99100 - Transfers Out		$0.00
	Total	$25,586.68
	Adjusted Allocation	$25,586.68
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title III

71100 - Regular Instruction Program - $21,196.68

Budget Detail		Narrative Description
Account Number:	71100 - Regular Instruction Program	Line item 71100-163 Educational Assistants provides funding to pay 40% of the salary for 1 headcount supplemental educational assistant (0.4 FTE) who will assist EL students under the direct supervision of a certified ESL instructor. The remainder of the salary (60%, 0.6 FTE) will be paid from the Title V allocation found in 71100-163. The school district ensures that 100% of work time is spent with English Learners. This supplemental assistant position is in addition to the number of educational assistants paid by local and/or state funds.
Line Item Number:	163 - Educational Assistants	
Strategic Plan:	Academics	
Admin Costs:		
Private School Instructional Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$14,357.06	
Line Item Total:	$14,357.06	
Account Number:	71100 - Regular Instruction Program	Line item 71100-201 Social Security provides funding for 40% of the required social security and Medicare benefits (7.65%) for a 1 headcount (0.4 FTE) supplemental ESL assistant salary. The remaining 60% balance of the required social security benefit will be paid from the Title V allocation found in 71100-201. *Please note: The Cumberland County Finance Office has requested that we not separate Social Security and Medicare benefits.
Line Item Number:	201 - Social Security	
Strategic Plan:	Academics	
Admin Costs:		
Private School Instructional Funds:		
Optional		

Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,098.32	
Line Item Total:	$1,098.32	
Account Number:	71100 - Regular Instruction Program	Line item 71100-204 Pensions provides funding for 40% of the required retirement benefits of a 1 headcount (0.4 FTE) supplemental ESL assistant salary. The remaining 60% balance of the required retirement benefit will be paid from the Title V allocation found in 71100-204.
Line Item Number:	204 - Pensions	
Strategic Plan:	Academics	
Admin Costs:		
Private School Instructional Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,435.71	
Line Item Total:	$1,435.71	
Account Number:	71100 - Regular Instruction Program	Line item 71100-429 provides funding for supplemental instructional supplies and materials that may include but not be limited to: books, magazines, classroom supplies, instructional programs, and other related items as needed which will be purchased for use in ESL classrooms. Additional specific examples may include but not be limited to: Learning A to Z Subscriptions to be used by 8.0 ESL teachers and their students, Finish Line consumable workbooks, and Oxford Picture Dictionaries English/Spanish to supplement vocabulary acquisition.
Line Item Number:	429 - Instructional Supplies & Materials	
Strategic Plan:	Academics	
Admin Costs:		
Private		

School Instructional Funds:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$4,305.59
Line Item Total:	$4,305.59

Total for 71100 - Regular Instruction Program:	$21,196.68
Total for all other Account Numbers:	$4,390.00
Total for all Account Numbers:	$25,586.68
Adjusted Allocation:	$25,586.68
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title III

72210 - Support Services/Regular Instruction Program - $4,390.00

Budget Detail		Narrative Description
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-499 Other Supplies and Materials will support the purchase of toner for printers used by ESL personnel to support EL students' learning. Funding for this line may be increased or decreased based on final allocations.
Line Item Number:	499 - Other Supplies and Materials	
Strategic Plan:	Student Readiness	
Admin Costs:		
Private School Instructional Funds:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$390.00	
Line Item Total:	$390.00	
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-524 In-service/Staff Development provides funding to be used to pay toward staff development expenditures for 8.0 Cumberland County ESL staff members during FY26 to include, but not be limited to the TNTESOL Conference.
Line Item Number:	524 - In-Service / Staff Development	
Strategic Plan:	Educators	
Admin Costs:		
Private School Instructional Funds:		
Optional		

Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$4,000.00
Line Item Total:	$4,000.00

Total for 72210 - Support Services/Regular Instruction Program:	$4,390.00
Total for all other Account Numbers:	$21,196.68
Total for all Account Numbers:	$25,586.68
Adjusted Allocation:	$25,586.68
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title III

Indirect Cost Guide	
Total Allocation	$25,586.68
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$25,586.68
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$25,325.83
Max Indirect Cost	$260.85

Filter by Location: All - $25,586.68

Account Number / Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
163 - Educational Assistants	14,357.06	0.00	14,357.06
201 - Social Security	1,098.32	0.00	1,098.32
204 - Pensions	1,435.71	0.00	1,435.71
429 - Instructional Supplies & Materials	4,305.59		4,305.59
499 - Other Supplies and Materials	0.00	390.00	390.00
524 - In-Service / Staff Development		4,000.00	4,000.00
Total	21,196.68	4,390.00	25,586.68
		Adjusted Allocation	25,586.68
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title III

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$21,196.68
Strategic Plan	Educators	$4,000.00
Strategic Plan	Student Readiness	$390.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$0.00
Private School Instructional Funds	Private School Instructional Funds	$0.00

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Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Indirect Cost Guide	
Total Allocation	$212,634.70
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$212,634.70
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$210,466.90
Max Indirect Cost	$2,167.80

Account Number		Total
71100 - Regular Instruction Program		$196,058.34
71150 - Alternative Instruction Program		$0.00
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72210 - Support Services/Regular Instruction Program		$16,576.36
72610 - Operation of Plant		$0.00
72710 - Transportation		$0.00
73100 - Food Service		$0.00
99100 - Transfers Out		$0.00
	Total	$212,634.70
	Adjusted Allocation	$212,634.70
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

71100 - Regular Instruction Program - $196,058.34

Budget Detail		Narrative Description
Account Number:	71100 - Regular Instruction Program	Line item 71100-163 supports the salary for 1 headcount (0.6 FTE) supplemental ESL instructional assistant to work with English Learners. The remaining 0.4 FTE salary will be funded from the Title III allocation found in 71100-163. This supplemental assistant is funded in addition to the local and state allotment provided to the Cumberland County School System and serves under the direction of a certified teacher. ESL assistants do not provide direct ESL services as required by TN SBE 0520-01-19 as these may only be delivered by a certified ESL teacher.
Line Item Number:	163 - Educational Assistants	
Authorized Programs:	Title III, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$21,536.00	
Line Item Total:	$21,536.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-189 provides funding to pay teacher stipends for conducting supplemental extended learning time activities to promote well-rounded students. Examples of extended learning activities may include before and after school tutoring for grades K-12 students in both ELA and mathematics.
Line Item Number:	189 - Other Salaries & Wages	
Authorized Programs:	Title IV, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$46,200.00	
Line Item		

Total:	$46,200.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-201 Social Security and Medicare provides funding of required benefits for teachers earning a stipend for providing extended learning time in order to produce well-rounded learners. *Please note: The Cumberland County Finance Office has requested that we not separate Social Security and Medicare benefits.
Line Item Number:	201 - Social Security	
Authorized Programs:	Title IV, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,540.00	
Line Item Total:	$3,540.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-201 Social Security and Medicare provides funding of required benefits for 1 headcount (0.6 FTE) supplemental ESL assistant. The remaining 0.4 social security benefit will be funded from the Title III allocation found in 71100-201. *Please note: The Cumberland County Finance Office has requested that we not separate Social Security and Medicare benefits.
Line Item Number:	201 - Social Security	
Authorized Programs:	Title III, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,648.00	
Line Item Total:	$1,648.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-204 Pensions provides funding of retirement benefits for teachers providing

Line Item Number:	204 - Pensions	extended learning time to promote well-rounded students.
Authorized Programs:	Title IV, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,940.00	
Line Item Total:	$2,940.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-204 Pensions provides funding of retirement benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant. The remaining 0.4 retirement benefit will be funded from the Title III allocation found in 71100-204.
Line Item Number:	204 - Pensions	
Authorized Programs:	Title III, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,154.00	
Line Item Total:	$2,154.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-206 Life Insurance provides funding of life insurance benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant.
Line Item Number:	206 - Life Insurance	
Authorized		

Programs:	Title III, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$25.00	
Line Item Total:	$25.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-207 Medical Insurance provides funding of required medical insurance benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant.
Line Item Number:	207 - Medical Insurance	
Authorized Programs:	Title III, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$14,210.00	
Line Item Total:	$14,210.00	
Account Number:	71100 - Regular Instruction Program	Line item 71100-208 Dental Insurance provides funding for required dental insurance benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant.
Line Item Number:	208 - Dental Insurance	
Authorized Programs:	Title III, Part A	
Admin Costs:		
Optional		

Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$360.00
Line Item Total:	$360.00

Account Number:	71100 - Regular Instruction Program
Line Item Number:	210 - Unemployment Compensation
Authorized Programs:	Title III, Part A
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$105.00
Line Item Total:	$105.00

Line item 71100-210 Unemployment Compensation provides funding for required unemployment compensation benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant.

Account Number:	71100 - Regular Instruction Program
Line Item Number:	299 - Other Fringe Benefits
Authorized Programs:	Title III, Part A
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)

Line item 71100-299 Other Fringe Benefits provides funding for required workman's compensation benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant.

Quantity:	1.00
Cost:	$140.34
Line Item Total:	$140.34

Account Number:	71100 - Regular Instruction Program
Line Item Number:	336 - Maintenance & Repair Services - Equipment
Authorized Programs:	Title III, Part A
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$200.00
Line Item Total:	$200.00

Line item 71100-336 Maintenance & Repair Services-Equipment provides funding for maintenance and repair of supplemental equipment (including Chromebooks and iPads) purchased for ESL classrooms.

Account Number:	71100 - Regular Instruction Program
Line Item Number:	429 - Instructional Supplies & Materials
Authorized Programs:	Title I, Part A
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$103,000.00

Line item 71100-429 Instructional Supplies and Materials provides funding for the purchase of Mastery Connect district-wide in an effort to improve instruction and student engagement within our high-poverty school district. Mastery Connect can help identify learning needs, target interventions, adjust instruction, and personalize learning. This aligns with the potential uses of Title V funds for improving instruction and student engagement. Mastery Connect can provide teachers and administrators with data on student performance and mastery of standards. This data can then be used to inform instructional decisions and provide targeted student support.

Mastery Connect aligns with the identified needs in the Cumberland County LEA plan, and it will contribute to improving instruction and student outcomes within the district.

Line Item Total:	$103,000.00		
		Total for 71100 - Regular Instruction Program:	$196,058.34
		Total for all other Account Numbers:	$16,576.36
		Total for all Account Numbers:	$212,634.70
		Adjusted Allocation:	$212,634.70
		Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

72210 - Support Services/Regular Instruction Program - $16,576.36

Budget Detail		Narrative Description
Account Number:	72210 - Support Services/Regular Instruction Program	Line item 72210-399 Other Contracted Services provides funding to enter into agreements with educational consulting firms, including but not limited to: The New Teacher Project (TNTP), Leverage Education, and/or the National Institute for Excellence in Teaching (NIET) in order to support the effective instructional model across nine elementary schools and three high schools in Cumberland County. These agreements will serve the need of specific instructional model supports for both ELA, mathematics, and other academic subjects during FY27.
Line Item Number:	399 - Other Contracted Services	
Authorized Programs:	Title II, Part A	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$16,576.36	
Line Item Total:	$16,576.36	

Total for 72210 - Support Services/Regular Instruction Program:	$16,576.36
Total for all other Account Numbers:	$196,058.34
Total for all Account Numbers:	$212,634.70
Adjusted Allocation:	$212,634.70
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Indirect Cost Guide	
Total Allocation	$212,634.70
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$212,634.70
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$210,466.90
Max Indirect Cost	$2,167.80

Filter by Location: All - $212,634.70

Account Number Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
163 - Educational Assistants	21,536.00	0.00	21,536.00
189 - Other Salaries & Wages	46,200.00	0.00	46,200.00
201 - Social Security	5,188.00	0.00	5,188.00
204 - Pensions	5,094.00	0.00	5,094.00
206 - Life Insurance	25.00	0.00	25.00
207 - Medical Insurance	14,210.00	0.00	14,210.00
208 - Dental Insurance	360.00	0.00	360.00
210 - Unemployment Compensation	105.00	0.00	105.00
299 - Other Fringe Benefits	140.34	0.00	140.34
336 - Maintenance & Repair Services - Equipment	200.00	0.00	200.00
399 - Other Contracted Services	0.00	16,576.36	16,576.36
429 - Instructional Supplies & Materials	103,000.00		103,000.00

Account Number Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
Total	196,058.34	16,576.36	212,634.70
		Adjusted Allocation	212,634.70
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Budget Tag Summary

Tag Group	Tag	Budget Amount
Authorized Programs	Title I, Part A	$103,000.00
Authorized Programs	Title II, Part A	$16,576.36
Authorized Programs	Title III, Part A	$40,378.34
Authorized Programs	Title IV, Part A	$52,680.00
Authorized Programs	Parent and Family Engagement	$0.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$0.00

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Program Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Under Title V, Part B of the Elementary and Secondary Education Act of 1965 (ESEA), as reauthorized by the Every Student Succeeds Act (ESSA), two federal programs provide support to rural schools:

- Small Rural School Achievement (SRSA) - Administered by the U.S. Department of Education (ED). The Tennessee Department of Education does not manage this program.
- Rural and Low-Income Schools (RLIS) - Administered by the Tennessee Department of Education.

LEAs may qualify for both programs; however, they can only participate in one.

☐ Check here if the LEA is eligible for both the RLIS and SRSA programs.

Select one:

☑ The LEA will participate in the **RLIS** program administered by the Tennessee Department of Education.

☐ The LEA will participate in the **SRSA** program administered by ED and is releasing the Title V, Part B RLIS allocation.

Program Administration: The reasonable and necessary costs to manage Title V in a compliant and effective manner.

☑ **The district is utilizing consolidated administration to administer Title V.** Information regarding the administration of the grant can be found in the Consolidated Administration section of the consolidated funding application.

☐ **The district is not utilizing consolidated administration to administer Title V.** Provide a summary of how the Title V program will be administered, the staff responsible for the grant administration, the FTE(s) to be supported by Title V funds, and all other funding sources that will contribute to Title V administrative staff salaries/benefits.

Use of Funds for PreK: For purposes of federal funding, "elementary schools" are schools serving any combination of pre-kindergarten through grade six (PreK-6) (TCA §49-6-301(a)). Indicate below whether funds from this grant will be directed to PreK students and/or instructional staff (i.e., teachers, coaches, paraprofessionals).

☐ Does the LEA utilize grant funds from this program for PreK?

Title V, Part B funds must supplement and not supplant all local, state, and other federal funds.

Title I

$ 103,000.00 Amount of Funds to be spent under this program.

The amount box auto-populates based on inputs from the Budget Page. Do not enter information into this box.

1. Provide a narrative description of the activities, programs, and services to be funded.

This supplemental line item provides funding for the purchase of Mastery Connect district-wide in an effort to improve instruction and student engagement within our high-poverty school district. Mastery Connect can help identify learning needs, target interventions, adjust instruction, and personalize learning. This aligns with the potential uses of Title V funds for improving instruction and student engagement. Mastery Connect can provide teachers and administrators with data on student performance and mastery of standards. This data can then be used to inform instructional decisions and provide targeted student support. Mastery Connect aligns with the identified needs in the Cumberland County LEA plan, and it will contribute to improving instruction and student outcomes within the district.

2. Provide a narrative description of the district plan strategies these activities support.

Mastery Connect aligns with the identified needs in the Cumberland County LEA plan, and it will contribute to improving instruction and student outcomes within the district. Funding for these activities provides support for the district improvement plan goals of increasing ELA proficiency (goals 1 & 2) and mathematics proficiency (goal 3) across all grade levels.

Title II

$ 16,576.36 Amount of Funds to be spent under this program.

The amount box auto-populates based on inputs from the Budget Page. Do not enter information into this box.

1. Provide a narrative description of the activities, programs, and services to be funded.

Other Contracted Services provides funding to enter into agreements with educational consulting firms, including but not limited to: The New Teacher Project (TNTP), Leverage Education, and/or the National Institute for Excellence in Teaching (NIET) in order to support the effective instructional model across nine elementary schools and three high schools in Cumberland County. These agreements will serve the need of specific instructional model supports for ELA, mathematics, and other academic subjects during FY27.

2. Provide a narrative description of the district plan strategies these activities support.

Funding for this initiative provides support for the district improvement plan goals of increasing ELA proficiency (goals 1 & 2) and mathematics proficiency (goal 3) across all grade levels.

Title III

$ 40,378.34 Amount of Funds to be spent under this program.

The amount box auto-populates based on inputs from the Budget Page. Do not enter information into this box.

1. Provide a narrative description of the activities, programs, and services to be funded.

This line item supports the salary and benefits for for 1 headcount (0.6 FTE) supplemental ESL assistant to work with English Learners. The remaining 0.4 FTE salary will be funded from the FY27 Title III allocation found in 71100-163. This supplemental assistant is funded in addition to the local and state allotment provided to the Cumberland County School System and serves under the direction of a certified teacher. The ESL assistant will not be providing direct ESL services as required by TN SBE 0520-01-19 as these may only be delivered by a certified ESL teacher.

A small amount of funding is also provided for maintenance repair services of supplemental equipment (including Chromebooks and iPads) purchased for ESL classrooms.

2. Provide a narrative description of the district plan strategies these activities support.

Funding for these activities provides support for the district improvement plan goals and strategies related to increasing ELA proficiency (goals 1 & 2) and mathematics proficiency (goal 3) across all grade levels.

Title IV

$ 52,680.00 Amount of Funds to be spent under this program.

The amount box auto-populates based on inputs from the Budget Page. Do not enter information into this box.

1. Provide a narrative description of the activities, programs, and services to be funded.

Title V funds will be used in line item 189 to pay teacher stipends and benefits for conducting supplemental extended learning time activities to promote well-rounded students. Examples of extended learning activities may include but not be limited to before and after school tutoring for K-12 students in ELA and mathematics.

2. Provide a narrative description of the district plan strategies these activities support.

These activities provide support for the district improvement plan goals and strategies related to increasing ELA proficiency and math proficiency across all grade levels.

3. Provide a narrative description of any partnerships with outside organizations.

N/A.

4. Provide a narrative description of how the effectiveness of activities will be assessed.

The effectiveness of the activities will be assessed by examining Tennessee Comprehensive Assessment Program (TCAP) data, district formative assessments, and Mastery Connect benchmark data.

Parent and family engagement activities for non-Title I schools (Any parent and family engagement activity purchases for Title I school should be placed in the Title I, part A section above).

$ 0.00 Amount of Funds to be spent under this program.

The amount box auto-populates based on inputs from the Budget Page. Do not enter information into this box.

1. Provide a narrative description of the activities, programs, and services to be funded.

2. Provide a narrative description of the district plan strategies these activities support.

FY26 CFA Resources

Click here to open the Technical Application Guide: FY26 CFA.

Click here to open the Federal Spending Handbook for the FY26 Consolidated Funding Application

Click here to open the What's New: FY26 CFA overview.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Personnel and Location Staff Paid with These Funds

Place all staff in one of three areas: school-based (one site), systemwide instruction (serves multiple school sites), or systemwide administration (central office).

School-Based Staff Instruction & Support - (Assigned or scheduled to one or more school sites)

	Headcount	FTE
Teachers		
Instructional Paraprofessionals	1.00	0.60
Instructional Facilitators		
Resource Specialists		
Guidance Counselors		
Parent Involvement		
Other (specify)		
Total	1.00	0.60

Systemwide Instruction & Support - (Work as needed at multiple school sites, reports to central office)

	Headcount	FTE
Coaches / Consulting Teachers		
Instructional Paraprofessionals		
Non-Instructional Paraprofessionals		
Instructional Facilitators		
Parent Involvement		
Other (specify)		

Total	0.00	0.00

Systemwide Administration - (Usually personnel working in the central office)

	Headcount	FTE
Administration		
Resource Specialist		
Program / Project Director		
Other (specify)		
Total	0.00	0.00

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Title V - Preschool Personnel Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

☑ **N/A - Check this box if no Title V, Part B funds support preschool programs. No additional input is necessary on this page.**

FY27 CFA Resources
Click here to open the Technical Application Guide: FY27 CFA.
Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application
Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

If your district is not using funds for class size reduction select N/A.

- [x] **N/A**

Using ESEA Funds for Class-Size Reduction

LEAs utilizing ESEA funds for class size reduction teachers must also submit documentation that the teacher(s) hired are highly-effective by Oct. 1 each year. More information can be found here.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA) Additional Supporting Documents	N/A	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Title V

*** The Local Education Agency (LEA) hereby assures the State Education Agency (SEA) that:**

1.	The LEA will use program funds to support one or more of the following activities within the Elementary and Secondary Education Act of 1965, as reauthorized by the Every Student Succeeds Act of 2015.	
	a.	Allowable activities authorized by Title I, Part A
	b.	Allowable activities authorized by Title II, Part A
	c.	Allowable activities authorized by Title III
	d.	Allowable activities authorized by Title IV, Part A
	e.	Parent and family engagement activities
2.	The LEA will utilize Title V funds to supplement and not supplant all local, state, and other federal funds.	
3.	The LEA has reviewed all expenditures from the previous year's Consolidated Funding Application (CFA) and reviewed the effectiveness level of each expenditure.	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

Key	
PART	This school has responded that they will participate in the program.
NOT PART	This school has responded that they will NOT participate in the program.
NO REPLY	This school has not replied to multiple documented requests from the district as to whether they will participate.
PROFIT	This school is ineligible for the program because it is a for profit organization.
CAT I-SP	This school is ineligible because it is a Category I Special Purpose School.
NO GRANT	The LEA does not participate in this grant.
NIPK	(For IDEA Preschool ONLY) - this school does not serve preschool students.

School ID - Name	Grade Level	Title I Participation	Low Income Non-Public Students from the District Title I Attendance Areas	Title I-C Participation	Migratory Students Enrolled at the Non-public School	Title II-A Participation	Non-public Total Enrollment	Title III-A Participation	English Learners Enrolled at the Non-public School	Title IV-A Participation	Non-public Total Enrollment	21st Century Participation	Non-public Total Enrollment	IDEA Participation	IDEA Preschool Participation
180-9001 - Christian Academy of the Cumberlands	PK,PS,K,1,2,3,4,5,6,7,8,9	NOT PART	0.00	NOT PART	0.00	NOT PART	0	NOT PART	0.00	NOT PART	0.00	NO GRANT	0.00	NOT PART	NOT PART
180-9005 - Inez Wrenn S D A School	K,1,2,3,4,5,6,7,8	NOT PART	0.00	NOT PART	0.00	NOT PART	0	NOT PART	0.00	NOT PART	0.00	NO GRANT	0.00	NOT PART	NOT PART
180-9828 - New Colossus Academy-Crossville	PK,K,1,2,3,4,5,6,7,8	NOT PART	0.00	NOT PART	0.00	NOT PART	0	NOT PART	0.00	NOT PART	0.00	NO GRANT	0.00	PART	NOT PART
	Totals:		**0.00**		**0.00**		**0**		**0.00**		**0.00**		**0.00**		

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Equitable Services Program Details- Title I, Part A

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

N/A (The LEA certifies that no eligible private schools are in the district, and no known low-income students from their Title I attendance areas are enrolled in eligible private schools -OR- That no eligible private schools wish to participate in the program -OR- The LEA is utilizing School Wide Pool and will complete this information in the School-Wide Pool Section.)

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Equitable Services Program Details- Title I, Part C

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

N/A (The LEA certifies that no eligible private schools are in the district -OR- That no eligible private schools wish to participate in the program - OR- That there are no identified migratory students enrolled in eligible private schools -OR- The LEA is utilizing School Wide Pool and will complete this information in the School-Wide Pool Section.)

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Equitable Services Program Details - Title II, Part A

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

N/A (The LEA certifies that no eligible private schools are in the district -OR- That no eligible private schools wish to participate in the program - OR- The LEA is utilizing School Wide Pool and will complete this information in the School-Wide Pool Section.)

FY27 CFA Resources
Click here to open the Technical Application Guide: FY27 CFA.
Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application
Click here to open the What's New: FY27 CFA overview.

Equitable Services Program Details - Title III

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

N/A (The LEA certifies that no eligible private schools are in the district -OR- That no eligible private schools wish to participate in the program - OR- That there are no identified EL students enrolled in eligible private schools -OR- The LEA is utilizing School Wide Pool and will complete this information in the School-Wide Pool Section.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Equitable Services Program Details - Title IV

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

N/A (The LEA certifies that no eligible private schools are in the district -OR- That no eligible private schools wish to participate in the program - OR- The LEA is utilizing School Wide Pool and will complete this information in the School-Wide Pool Section.)

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

☑ The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable to the assurances outlined below:
The LEA has engaged in timely and meaningful consultation, as required by ESEA § 1117(b)(1), and maintains all required documentation to support such consultation.
The LEA will ensure that services to Title I private school students are provided in a timely fashion, in accordance with agreements made as a result of meaningful consultation with private school representatives.
The LEA will obligate all private school funds during the fiscal year in which allocated and in support of services agreed upon as a result of required consultation.
The LEA will engage in ongoing consultation with participating private school representatives as necessary to ensure fidelity of implementation of agreed-upon services and to monitor the effectiveness of services.

Related Documents

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Equitable Services for Private Schools

Optional Documents		
Type	**Document Template**	**Document/Link**
(CFA) Traditional Private School Affirmation of Meaningful Consultation	Affirmation of Meaningful Private School Consultation	FY27 Affirmation of Meaningful Consultation Non-publics_Cumberland County Schools
Combined Private School Affirmation of Meaningful Consultation & Agreement	Affirmation of Meaningful Non-Public School Consultation & Agreement	
(CFA) Additional Supporting Documents	N/A	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

Please add a row for each unique "Other" position.

Systemwide Administration - (Usually personnel working in the central office)

	IDEA, Part B Funds (611)		IDEA Preschool Funds (619)		General Purpose Special Education Funds		Federal Total	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Special Education Supervisor					1	1.00	0	0.00
Bookkeeper							0	0.00
Secretary					1	1.00	0	0.00
Coordinator							0	0.00
Other (please specify) Clerical Personnel					1	1.00	0	0.00
Total	0	0.00	0	0.00	3	3.00	0	0.00

Systemwide Instruction & Support - (Central Office or Assigned to more than one school site and on an irregular schedule)

	IDEA, Part B Funds (611)		IDEA Preschool Funds (619)		General Purpose Special Education Funds		Federal Total	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bus Drivers					9	9.00	0	0.00
Bus Attendants					15	15.00	0	0.00
Psychologists					1	1.00	0	0.00
Speech Pathologists					1	1.00	0	0.00
Other (please specify) Physical Therapy Assistant					1	1.00	0	0.00
Other (please specify) Homebound Teacher					2	1.00	0	0.00
Other (please specify) Diagnotician					3	2.55	0	0.00
Other (please specify) Behavior Coach					2	2.00	0	0.00
Other (please specify) Instructional Coaches	3	3.00					3	3.00

Other (please specify) Vision Support Coordinator	1	0.33					1	0.33
Total	4	3.33	0	0.00	34	32.55	4	3.33

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

School Name	LEA ID - School Number	Teachers				Education Assistants			
		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Crab Orchard Elementary	180-0015			4	4.00	2	2.00	5	5.00
Cumberland County High School	180-0025			7	7.00	4	4.00	7	7.00
Frank P. Brown Elementary	180-0008			6	6.00	3	3.00	5	5.00
Glenn Martin Elementary	180-0033			7	7.00	6	6.00	2	2.00
Homestead Elementary School	180-0010			5	5.00	1	1.00	4	4.00
North Cumberland Elementary	180-0053			2	2.00			2	2.00
Pine View Elementary	180-0055			1	1.00			2	1.50
Pleasant Hill Elementary	180-0060			4	4.00	2	2.00	1	1.00
South Cumberland Elementary	180-0073			5	5.00	2	2.00	2	2.00
Stone Elementary	180-0074			7	7.00	6	6.00	5	5.00
Stone Memorial High School	180-0079			4	4.00	3	3.00	1	1.00
The Phoenix School	180-0085			3	3.00			3	2.50

Total	0	0.00	55	55.00	29	29.00	39	38.00

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

IDEA Personnel Details – School-level (6-21) – Other Positions (Nurses, Psychologists, etc.)

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

School Name	LEA ID - School Number	Speech Pathologists				Psychologists				Nurses				Other - Specify				Other 2				Other 3				Other 4			
		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds		IDEA Part B (611)		General Purpose Special Education Funds	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Crab Orchard Elementary	180-0015																												
Cumberland County High School	180-0025																												
Frank P. Brown Elementary	180-0008																												
Glenn Martin Elementary	180-0033																												
Homestead Elementary School	180-0010																												
North Cumberland Elementary	180-0053																												
Pine View Elementary	180-0055																												
Pleasant Hill Elementary	180-0060																												
South Cumberland Elementary	180-0073																												
Stone Elementary	180-0074																												
Stone Memorial High School	180-0079																												
The Phoenix School	180-0085																												
Total		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

School Name	LEA ID - School Number	Teachers						Education Assistants					
		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Crab Orchard Elementary	180-0015					1	1.00					1	1.00
Cumberland County High School	180-0025												
Frank P. Brown Elementary	180-0008												
Glenn Martin Elementary	180-0033												
Homestead Elementary School	180-0010											1	1.00
North Cumberland Elementary	180-0053												
Pine View Elementary	180-0055												
Pleasant Hill Elementary	180-0060											1	1.00
South Cumberland Elementary	180-0073												
Stone Elementary	180-0074									1	1.00		
Stone Memorial High School	180-0079												
The Phoenix School	180-0085												
Total		0	0.00	0	0.00	1	1.00	0	0.00	1	1.00	3	3.00

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

CEA Personnel Details - School level (3-5) - Other Positions (Nurses, Psychologists, etc.)

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

School Name	LEA ID - School Number	Speech Pathologists						Psychologists						Nurses					
		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Crab Orchard Elementary	180-0015																		
Cumberland County High School	180-0025																		
Frank P. Brewer Elementary	180-0006																		
Glenn Martin Elementary	180-0033																		
Homestead Elementary School	180-0010																		
North Cumberland Elementary	180-0053																		
Pine View Elementary	180-0055																		
Pleasant Hill Elementary	180-0060																		
South Cumberland Elementary	180-0073																		
Stone Elementary	180-0074																		
Stone Memorial High School	180-0079																		
The Phoenix School	180-0085																		
Total		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

School Name	LEA ID - School Number	Other - Specify						Other 2						Other 3						Other 4					
		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds		IDEA Part B (611)		IDEA Preschool (619)		General Purpose Special Education Funds	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Crab Orchard Elementary	180-0015																								
Cumberland County High School	180-0025																								
Frank P. Brewer Elementary	180-0006																								
Glenn Martin Elementary	180-0033																								
Homestead Elementary School	180-0010																								
North Cumberland Elementary	180-0053																								
Pine View Elementary	180-0055																								
Pleasant Hill Elementary	180-0060																								
South Cumberland Elementary	180-0073																								
Stone Elementary	180-0074																								
Stone Memorial High School	180-0079																								
The Phoenix School	180-0085																								
Total		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

FY27 CPA Resources

Click here to open the Technical Application Guide: FY27 CPA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application.

Click here to open the What's New: FY27 CPA overview.

IDEA Private/Non-Public School Details

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

1. Is the LEA required to reserve a portion of IDEA funds (either current allocation or prior year carryover) to provide services to parentally placed private school students?

* IDEA 611 funds	* IDEA 619 funds
(●) Yes	( ) Yes
( ) No	(●) No

2. Will any private school proportionate share funds from the prior year be carried over to be expended in the current year?

IDEA 611 funds

( ) Yes

(●) No

$ _____ If yes, estimated amount to be carried over:

IDEA 619 funds

( ) Yes

(●) No

$ _____ If yes, estimated amount to be carried over:

3. If so, where has the reserved amount been budgeted within each appropriate budget (give account number(s) with line item(s) for each budget separately):

IDEA 611

The following budget lines are identified in the budget narratives as containing parentally placed private school student obligations:
This line item 71200-312 provides funding to pay contracted services with an agency for parentally placed private schools students who receive related services.
This line item 71200-399 provides funding to pay contracted services with an individual for parentally placed private schools students who receive related services.
This line item 71200-429 provides funding to purchase instructional supplies and materials for parentally placed private schools students.
This line item 71200-499 provides funding to purchase other supplies and materials for parentally placed private schools students.
This line item 71200-725 provides funding to purchase special education equipment for parentally placed private schools students.
This line item 72220-399 provides funding to pay contracted services with an individual for parentally placed private schools students who receive related services.

IDEA 619

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

IDEA Private School Proportionate Amounts 2026-2027

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

Documents		
Type	**Document Template**	**Document/Link**
(CFA IDEA) General Purpose Special Education Budget [Upload 1 document(s)]	General Purpose Special Education Budget	(CFA IDEA) General Purpose Special Education Budget

General Purpose Special Education Budget

The purpose of this page is to provide documentation that the LEA has budgeted at least the minimum amount of funds required for maintenance of effort. Maintenance of effort of State and local expenditures or local expenditures only is required in order for the LEA to receive federal special education funds under 34 CFR 300.203 Maintenance of Effort. Please remember that the only exceptions in reduction to the previous year's expenditures are listed at 34 CFR 300.204 Exceptions to Maintenance of Effort.

If your LEA is using IDEA funds for Early Intervening Services, an adjustment to local fiscal efforts may be taken as outlined at 34 CFR 300.205 Adjustment to local fiscal efforts in certain fiscal years and at Appendix D to Part 300 - Maintenance of Effort and Early Intervening Services.

1. Indicate the funding source(s) used to project this budget. Check one of the boxes below:

- (●) State and Local Funds
- ( ) Local Funds Only

2. Have funds for gifted students been identified and removed from this budget?

- (●) Yes
- ( ) N/A

3. If any funds for services to functionally delayed students are included in this budget, the LEA assures that an examination of student records has been made and those students were eligible for services under one or more of the federal categories. Check one of the boxes below:

- ( ) Yes
- ( ) No
- (●) N/A

4. Services for some/all functionally delayed students have been removed from this budget? Check one of the boxes below:

- ( ) Yes
- ( ) No

N/A

0 * 5. Give the number of functionally delayed students not qualifying under a federal category and for whom services are not included in this budget?

6. The LEA has budgeted the minimum amount necessary to meet maintenance of effort requirements for the coming year. (mark appropriate box)

Yes

No

7. If no is indicated above, please explain. - **Note:** If "No" is marked, an explanation must also be included on the Non-Supplanting/Maintenance of Effort page in ePlan.

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

Special Transportation

* Provide the number of students with disabilities receiving Special Transportation below.

17 * Age 3-5

105 * Age 6-21

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Requirements

Documents

Type	Document Template	Document/Link
(CFA IDEA) General Purpose Special Education Budget [Upload 1 document(s)]	General Purpose Special Education Budget	(CFA IDEA) General Purpose Special Education Budget
(CFA IDEA) Maintenance of Effort Exception	N/A	
(CFA) Additional Supporting Documents	N/A	

Expenditures

* In order to meet maintenance of effort, the LEA is using:

- (●) State/Local Funds
- ( ) Local Funds Only

Row		A	B	C	D
		2023-24	2024-25	* 2025-26 Projected	2026-27
1	Actual amount expended for students with disabilities (SWD) served (State Special Education Expenditure Report)	$6,486,525.81	$7,490,171.21	* $ 7,684,619.53	
2	Total unduplicated count of disabled students served by the school system (End of Year Report)	1159	1220	* 1,212	
3	Per pupil expenditures (Row 1 divided by Row 2)	$ 5,596.66	$ 6,139.48	$ 6,340.45	
4	System's total enrollment (All Students)			* 6,673.00	
5	Percentage of Special Education Students (Row 2 divided by Row 4)			18.16 %	
6	Projected Expenditures (Total Expenditures General Purpose Funds)				* $ 9,040,850.32

7. To be eligible for a Part B subgrant, the LEA must have budgeted for SWDs at least the same amount of funds as was actually spent on SWDs during the

most recent fiscal year for which information is available. Therefore, if the amount in Row 6 Column D is less than the amount in Row 1 Column B, please provide an explanation as to how the eligibility standard can be met.

The questions below are not to be completed until after the SEER (Special Education Expenditure Report) is submitted into ePlan.

8. The LEA has met Maintenance of Effort requirements for the prior year based on the following. Check all that apply:

- ☐ Total Expenditures
- ☐ Per pupil expenditures
- ☐ Other allowable exceptions

9. If selecting 'Other allowable exceptions', please select one or more items below (must upload appropriate documentation to ePlan)

- ☐ a. Voluntary departure, or departure for just cause, of special education or related services personnel
- ☐ b. Decrease in enrollment of children with disabilities
- ☐ c. Termination of LEAs obligation to provide an exceptionally high cost SPED program to student(s) due to the student(s):
  (1) Leaving the LEAs jurisdiction
  (2) Aging out of the program
  (3) No longer needing the program
- ☐ d. Termination of costly expenditures for long term purchases
- ☐ e. Assumption of cost by the high-cost fund operated by the SEA

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide	
Total Allocation	$1,667,873.00
Existing Budget In Categories Not Eligible for Indirect Cost	$10,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$1,657,873.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$1,640,971.00
Max Indirect Cost	$16,902.00

Account Number		Total
71150 - Alternative Instruction Program		$0.00
71200 - Special Education Program		$1,218,846.47
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72210 - Support Services/Regular Instruction Program		$0.00
72215 - Support Services/Alternative Instruction Program		$0.00
72220 - Support Services/Special Education Program		$449,026.53
72410 - Office of the Principal		$0.00
72710 - Transportation		$0.00
99100 - Transfers Out		$0.00
	Total	$1,667,873.00
	Adjusted Allocation	$1,667,873.00
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

71200 - Special Education Program - $1,218,846.47

Budget Detail		Narrative Description
Account Number:	71200 - Special Education Program	This line item, 71200-163, provides funding to pay salaries for 29 FTE educational assistants serving students with disabilities.
Line Item Number:	163 - Educational Assistants	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$650,170.69	
Line Item Total:	$650,170.69	
Account Number:	71200 - Special Education Program	This line item 71200-201 provides funding to pay fringe benefits for above salaries.
Line Item Number:	201 - Social Security	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	

Cost:	$40,310.58	
Line Item Total:	$40,310.58	
Account Number:	71200 - Special Education Program	This line item 71200-204 provides funding to pay fringe benefits for above salaries.
Line Item Number:	204 - Pensions	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$65,017.07	
Line Item Total:	$65,017.07	
Account Number:	71200 - Special Education Program	This line item 71200-206 provides funding to pay fringe benefits for above salaries.
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,392.00	

Line Item Total:	$1,392.00	
Account Number:	71200 - Special Education Program	This line item 71200-207 provides funding to pay fringe benefits for above salaries.
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$359,482.32	
Line Item Total:	$359,482.32	
Account Number:	71200 - Special Education Program	This line item 71200-208 provides funding to pay fringe benefits for above salaries.
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$10,440.00	

Line Item Total:	$10,440.00	
Account Number:	71200 - Special Education Program	This line item 71200-210 provides funding to pay fringe benefits for above salaries.
Line Item Number:	210 - Unemployment Compensation	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,045.50	
Line Item Total:	$3,045.50	
Account Number:	71200 - Special Education Program	This line items 71200-212 provide funding to pay fringe benefits for above salaries.
Line Item Number:	212 - Employer Medicare	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$9,427.48	
Line Item Total:	$9,427.48	

Account Number:	71200 - Special Education Program	This line item, 71200-312, provides funding for direct speech services for students with disabilities (IDEA and Preschool Students) through a contract with a private agency. A portion of the funds will be reserved for students attending parentally placed private schools.
Line Item Number:	312 - Contracts with Private Agencies	
Strategic Plan:	Academics Student Readiness	
IDEA:	Private School Proportionate Share	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$10,000.00	
Line Item Total:	$10,000.00	
Account Number:	71200 - Special Education Program	This line item, 71200-399, provides funding for direct speech services for SWD (IDEA and preschool) through a contract with an individual. A portion of the funds will be reserved for students attending parentally placed private schools.
Line Item Number:	399 - Other Contracted Services	
Strategic Plan:	Academics Student Readiness	
IDEA:	Private School Proportionate Share	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$10,000.00	
Line Item Total:	$10,000.00	

Account Number:	71200 - Special Education Program
Line Item Number:	429 - Instructional Supplies & Materials
Strategic Plan:	Academics Student Readiness
IDEA:	Private School Proportionate Share
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$29,560.83
Line Item Total:	$29,560.83

This line item 71200-429 provides funding to purchase instructional supplies and materials. Instructional supplies and materials may include Reading and Math intervention materials (a portion of funds will be reserved for parentally placed private school students) to support students with disabilities.

Account Number:	71200 - Special Education Program
Line Item Number:	499 - Other Supplies and Materials
Strategic Plan:	Academics Student Readiness
IDEA:	Private School Proportionate Share
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$20,000.00
Line Item Total:	$20,000.00

This line item 71200-499 provides funding to purchase other supplies and materials. Other supplies and materials may include toner, ink, paper for copiers, sensory items, office supplies, etc. (a portion of funds will be reserved for parentally placed private school students) to support students with disabilities.

Account Number:	71200 - Special Education Program
Line Item Number:	725 - Special Education Equipment
Strategic Plan:	Academics, Student Readiness
IDEA:	Private School Proportionate Share
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$10,000.00
Line Item Total:	$10,000.00

This line item 71200-725 provides funding to purchase special education equipment. Special education equipment may include AT equipment, FM system, IPAD's, cases and laptops, etc. (A portion of funds will be reserved for parentally placed private school students) to support students with disabilities. Special Education equipment costing $5,000 will not be purchased without prior approval.

Total for 71200 - Special Education Program:	$1,218,846.47
Total for all other Account Numbers:	$449,026.53
Total for all Account Numbers:	$1,667,873.00
Adjusted Allocation:	$1,667,873.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

72220 - Support Services/Special Education Program - $449,026.53

Budget Detail		Narrative Description
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-172 provides funding to pay salaries for system-wide Instructional Coaches (3 FTE) to serve students with disabilities (Only IDEA and Preschool students).
Line Item Number:	172 - Instructional Coaches	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$229,556.30	
Line Item Total:	$229,556.30	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-189 provides funding to pay salaries for the Vision Support Coordinator (0.33 FTE) to serve students with disabilities (Only IDEA and Preschool students).
Line Item Number:	189 - Other Salaries & Wages	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	

Cost:	$25,065.63	
Line Item Total:	$25,065.63	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-201 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).
Line Item Number:	201 - Social Security	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$14,232.49	
Line Item Total:	$14,232.49	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-201 provides funding to pay fringe benefits for the Vision Support Coordinator (0.33 FTE).
Line Item Number:	201 - Social Security	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,554.07	

Line Item Total:	$1,554.07	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-204 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).
Line Item Number:	204 - Pensions	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$14,576.83	
Line Item Total:	$14,576.83	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-206 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$285.00	

Line Item Total:	$285.00	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-207 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$40,974.19	
Line Item Total:	$40,974.19	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-208 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$1,080.00	
Line Item Total:	$1,080.00	

Account Number:	72220 - Support Services/Special Education Program
Line Item Number:	210 - Unemployment Compensation
Strategic Plan:	Educators
IDEA:	
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$315.00
Line Item Total:	$315.00

This line item 72220-210 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).

Account Number:	72220 - Support Services/Special Education Program
Line Item Number:	212 - Employer Medicare
Strategic Plan:	Educators
IDEA:	
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$3,328.57
Line Item Total:	$3,328.57

This line item 72220-212 provides funding to pay for fringe benefits for system-wide Instructional Coaches (3 FTE).

Account Number:	72220 - Support Services/Special Education Program	This line item 72220-212 provides funding to pay fringe benefits for the Vision Support Coordinator (0.33 FTE).
Line Item Number:	212 - Employer Medicare	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$363.45	
Line Item Total:	$363.45	
Account Number:	72220 - Support Services/Special Education Program	This line item, 72220-312, provides funding for interpreting services, occupational therapy, physical therapy, BCBA services, and School Psychologist services for SWD (IDEA and preschool) through a contract with a private agency. A portion of the funds will be reserved for students attending parentally placed private schools.
Line Item Number:	312 - Contracts with Private Agencies	
Strategic Plan:		
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$10,000.00	
Line Item Total:	$10,000.00	
Account	72220 - Support Services/Special Education	

Number:	Program	This line item, 72220-355, provides funding for in-county travel for system-wide Instructional Coaches (3 FTE) to serve students with disabilities.
Line Item Number:	355 - Travel	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$20,052.50	
Line Item Total:	$20,052.50	
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-355 provides funding to pay for in-county travel for Special Education staff. Some examples of staff include: Behavior Specialist, Speech Therapist and Assistants, Homebound Teacher, and Psychologist to serve students with disabilities.
Line Item Number:	355 - Travel	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$17,642.50	
Line Item Total:	$17,642.50	
Account Number:	72220 - Support Services/Special Education Program	This line item, 72220-399, provides funding for School Psychologist and SLP services for SWD (IDEA and preschool) through a contract with an individual. A portion of the funds will

Line Item Number:	399 - Other Contracted Services	be reserved for students attending parentally placed private schools.
Strategic Plan:		
IDEA:	Private School Proportionate Share	
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$10,000.00	
Line Item Total:	$10,000.00	
Account Number:	72220 - Support Services/Special Education Program	This line item, 72220-524, provides funding for in-service/staff development for the system-wide Director of Special Education and Secretary. Some examples of in-service could include: training in behavior management, autism, reading and math intervention, differentiated instruction, inclusion, technology, and curriculum standards to support students with disabilities. Examples of expenditures include conference registration, hotel reimbursement, mileage, and per diem.
Line Item Number:	524 - In-Service / Staff Development	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:	Direct Admin	
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$30,000.00	
Line Item Total:	$30,000.00	
Account Number:	72220 - Support Services/Special Education Program	This line item, 72220-524, provides funding for in-service/staff development for Special Education staff and Instructional Coaches (FTE 3). Some examples of in-service could

Line Item Number:	524 - In-Service / Staff Development
Strategic Plan:	Educators
IDEA:	
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$30,000.00
Line Item Total:	$30,000.00

include: training in behavior management, autism, reading and math intervention, differentiated instruction, inclusion, technology, and curriculum standards to support students with disabilities. Examples of expenditures include conference registration, hotel reimbursement, mileage, and per diem.

Total for 72220 - Support Services/Special Education Program:	$449,026.53
Total for all other Account Numbers:	$1,218,846.47
Total for all Account Numbers:	$1,667,873.00
Adjusted Allocation:	$1,667,873.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide	
Total Allocation	$1,667,873.00
Existing Budget In Categories Not Eligible for Indirect Cost	$10,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$1,657,873.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$1,640,971.00
Max Indirect Cost	$16,902.00

Filter by Location: All - $1,667,873.00

Account Number Line Item Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
163 - Educational Assistants	650,170.69		650,170.69
172 - Instructional Coaches		229,556.30	229,556.30
189 - Other Salaries & Wages	0.00	25,065.63	25,065.63
201 - Social Security	40,310.58	15,786.56	56,097.14
204 - Pensions	65,017.07	14,576.83	79,593.90
206 - Life Insurance	1,392.00	285.00	1,677.00
207 - Medical Insurance	359,482.32	40,974.19	400,456.51
208 - Dental Insurance	10,440.00	1,080.00	11,520.00
210 - Unemployment Compensation	3,045.50	315.00	3,360.50
212 - Employer Medicare	9,427.48	3,692.02	13,119.50
312 - Contracts with Private Agencies	10,000.00	10,000.00	20,000.00
355 - Travel		37,695.00	37,695.00
399 - Other Contracted Services	10,000.00	10,000.00	20,000.00

Account Number Line Item Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
429 - Instructional Supplies & Materials	29,560.83		29,560.83
499 - Other Supplies and Materials	20,000.00	0.00	20,000.00
524 - In-Service / Staff Development		60,000.00	60,000.00
725 - Special Education Equipment	10,000.00		10,000.00
Total	1,218,846.47	449,026.53	1,667,873.00
		Adjusted Allocation	1,667,873.00
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$79,560.83
Strategic Plan	Educators	$1,568,312.17
Strategic Plan	Student Readiness	$79,560.83
IDEA	Private School Proportionate Share	$89,560.83
Admin Costs	Direct Admin	$30,000.00
Admin Costs	Indirect Cost	$0.00

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Equipment Purchases Requiring Prior Approval

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

N/A - The LEA has not budgeted for any equipment with an acquisition cost of $10,000.00 or more per unit.

FY27 CFA Resources
Click here to open the Technical Application Guide: FY27 CFA.
Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application
Click here to open the What's New: FY27 CFA overview.

A. Adjustment to Local Effort

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

A. Adjustment to Local Effort in Certain Fiscal Years.

IDEA 04 allows an LEA to reduce state and local maintenance of effort by an amount that equals up to 50% of the increase in IDEA funds from the previous year if those funds are used to provide activities authorized under ESEA.
There are limitations to this adjustment. Any LEA identified as not meeting requirements in the State's APR, is prohibited by law from reducing its maintenance of effort figures.

NOTE: If an LEA is determined to have significant disproportionality based on race and ethnicity utilizing state criteria, the LEA must utilize Comprehensive Coordinated Early Intervening Services (IDEA §618(d)(2)(B)).
The amount expended by an LEA under Coordinated Early Intervening Services shall count toward the maximum amount of expenditures such LEAs may reduce in Item "A" Adjustment to Local Effort (above).

For any fiscal year for which the federal allocation received by a LEA under Section 611(f) Subgrants to LEAs exceeds the amount the LEA received for the previous FY, the LEA may reduce the level of expenditures otherwise required by Section 613(a) (2) (A) (iii) by not more than 50% of the excess. Section 613(a) (2) (C) (i) 300.205

If the LEA chooses to use these funds, the LEA shall use an amount of local funds equal to the reduction in expenditures under clause (i) above, to carry out activities authorized under the Elementary and Secondary Act of 1965. Section 613(a) (2) (C) (ii) 300.205(a)

If the SEA determines that the LEA is unable to establish and maintain programs of free appropriate public education that meet the requirements of Section 613(a) or the SEA has taken action against the LEA under section 616 Monitoring, Technical Assistance and Enforcement, the SEA shall prohibit the LEA from reducing the level of expenditures under clause (i) above for that fiscal year. Section 613(a) (2) (C) (iii)

The amount of funds expended by a LEA under subsection (f) Coordinated Early Intervening Services, shall count toward the maximum amount of expenditures such LEAs may reduce under clause (i) above. Section 613(a) (2) (C) (iv)

If a SEA determines that an LEA is not meeting the requirements of Part B, including the targets in the state's performance plan, the SEA shall prohibit the LEA from reducing its MOE under Section 613(a) (2) (C) for any fiscal year. Section 616(f)

http://www.gpo.gov/fdsys/pkg/PLAW-108publ446/html/PLAW-108publ446.htm

☐ **Please check here if the LEA is using Adjustment to Local Effort in Certain Fiscal Years.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

B. Permissive Use of IDEA funds for Schoolwide Program.

IDEA allows an LEA to use funds to carry out a schoolwide program under ESEA §1114. If an applicant utilizes these funds, you will report the designated amount for each school and ensure that excess cost and service requirements are met.

LEAs may use IDEA funds to carry out a schoolwide program under Section 1114 of the Elementary and Secondary Education Act (ESEA) of 1965, except that the amount used in any schoolwide program shall not exceed:

- The number of children with disabilities participating in the schoolwide program multiplied by
- The amount received by the LEA for this fiscal year divided by
- The number of children with disabilities in the jurisdiction of the LEA.
  - Section 613(a) (2) (D)

☐ **Please check here if the LEA is using Permissive Use of IDEA Funds for Schoolwide Programs.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA, Part B

C. Permissive Use of IDEA funds for Coordinated Early Intervening Services (CEIS) - Voluntary

IDEA allows an LEA to use up to 15% of funds, in combination with other amounts (other than education funds), to develop and implement Coordinated Early Intervening Services, which may include interagency financing structures, for students in kindergarten through grade 12 (with particular emphasis on students in kindergarten through grade 3) who have not been identified as needing special education or related services but who need additional academic and behavioral support to succeed in a general education environment.

NOTE: If an LEA is determined to have significant disproportionality based on race and ethnicity utilizing state criteria, the LEA must utilize Comprehensive Coordinated Early Intervening Services (IDEA §618(d)(2)(B)).The amount expended by an LEA under Coordinated Early Intervening Services shall count toward the maximum amount of expenditures such LEAs may reduce in Item "A" Adjustment to Local Effort (above).

Please refer to the IDEA Law, Section 615 (f) (1) - (4) and Section 618(d)(2)(B)(C) available here: http://www.gpo.gov/fdsys/pkg/PLAW-108publ446/html/PLAW-108publ446.htm

Note: If LEA voluntarily takes up to 15%, the funds must be spent from July 1 - June 30, any remaining funds must be returned to IDEA for programming.

☐ **Please check here if the LEA is using Permissive Use of IDEA Funds for Coordinated Early Intervening Services (CEIS) - Voluntary.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost Guide	
Total Allocation	$57,669.00
Existing Budget In Categories Not Eligible for Indirect Cost	$1,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$56,669.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$56,091.27
Max Indirect Cost	$577.73

Account Number		Total
71200 - Special Education Program		$55,669.00
72120 - Health Services		$0.00
72130 - Other Student Support		$0.00
72220 - Support Services/Special Education Program		$2,000.00
72410 - Office of the Principal		$0.00
72710 - Transportation		$0.00
99100 - Transfers Out		$0.00
	Total	$57,669.00
	Adjusted Allocation	$57,669.00
	Remaining	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

71200 - Special Education Program - $55,669.00

Budget Detail		Narrative Description
Account Number:	71200 - Special Education Program	This line item 71200-163 provides funding to pay the salary for 1 FTE educational assistant to serve preschool students with disabilities (IDEA, 3-5 yrs of age).
Line Item Number:	163 - Educational Assistants	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$22,189.44	
Line Item Total:	$22,189.44	
Account Number:	71200 - Special Education Program	This line item 71200-201 provides funding to pay fringe benefits for the above salary.
Line Item Number:	201 - Social Security	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	

Cost:	$1,375.75	
Line Item Total:	$1,375.75	
Account Number:	71200 - Special Education Program	This line item, 71200-204, provides funding for fringe benefits for the above salary.
Line Item Number:	204 - Pensions	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,218.94	
Line Item Total:	$2,218.94	
Account Number:	71200 - Special Education Program	This line item 71200-206 provides funding to pay fringe benefits for the above salary.
Line Item Number:	206 - Life Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$48.00	

Line Item Total:	$48.00	
Account Number:	71200 - Special Education Program	This line item 71200-207 provides funding to pay fringe benefits for the above salary.
Line Item Number:	207 - Medical Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$13,030.08	
Line Item Total:	$13,030.08	
Account Number:	71200 - Special Education Program	This line item 71200-208 provides funding to pay fringe benefits for the above salary.
Line Item Number:	208 - Dental Insurance	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$360.00	

Line Item Total:	$360.00	
Account Number:	71200 - Special Education Program	This line item 71200-210 provides funding to pay fringe benefits for the above salary.
Line Item Number:	210 - Unemployment Compensation	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$105.00	
Line Item Total:	$105.00	
Account Number:	71200 - Special Education Program	This line item 71200-212 provides funding to pay fringe benefits for the above salary.
Line Item Number:	212 - Employer Medicare	
Strategic Plan:	Educators	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$321.74	
Line Item Total:	$321.74	

Account Number:	71200 - Special Education Program	This line item, 71200-399, provides funding for behavior and related services for Special Education (IDEA 3-5 yrs of age) preschool SWD through a contract with an individual.
Line Item Number:	399 - Other Contracted Services	
Strategic Plan:	Academics Student Readiness	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,000.00	
Line Item Total:	$2,000.00	
Account Number:	71200 - Special Education Program	This line item 71200-429 provides funding to purchase instructional materials and supplies for Special Education (IDEA 3-5 yrs of age) Pre-School students. Some examples of instructional materials and supplies include: glue sticks, crayons, construction paper, children's books, language enrichment materials and manipulatives for English Language Arts and Math.
Line Item Number:	429 - Instructional Supplies & Materials	
Strategic Plan:	Academics Student Readiness	
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$3,941.00	
Line Item Total:	$3,941.00	

Account Number:	71200 - Special Education Program
Line Item Number:	499 - Other Supplies and Materials
Strategic Plan:	Academics Student Readiness
IDEA:	
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$9,079.05
Line Item Total:	$9,079.05

This line item 71200-499 provides funding to purchase toner for copiers, paper, wipes, hand sanitizer, sensory items, and ink for special education (IDEA 3-5 yrs of age) pre-school students.

Account Number:	71200 - Special Education Program
Line Item Number:	725 - Special Education Equipment
Strategic Plan:	Academics Student Readiness
IDEA:	
Admin Costs:	
Optional Program Code:	
Location Code:	Cumberland County (180)
Quantity:	1.00
Cost:	$1,000.00
Line Item Total:	$1,000.00

This line item 71200-725 provides funding to purchase special education equipment for special education (IDEA 3-5 yrs of age) pre-school students. Special Education equipment may include AT equipment, FM system, IPAD's, cases, and laptops, etc. Special Education equipment costing $5,000 will not be purchased without prior approval.

Total for 71200 - Special Education Program: $55,669.00

Total for all other Account Numbers:	$2,000.00
Total for all Account Numbers:	$57,669.00
Adjusted Allocation:	$57,669.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

72220 - Support Services/Special Education Program - $2,000.00

Budget Detail		Narrative Description
Account Number:	72220 - Support Services/Special Education Program	This line item 72220-322 provides funding to purchase protocols for evaluations fo special education (IDEA 3-5 yrs of age) pre-school students.
Line Item Number:	322 - Evaluation & Testing	
Strategic Plan:		
IDEA:		
Admin Costs:		
Optional Program Code:		
Location Code:	Cumberland County (180)	
Quantity:	1.00	
Cost:	$2,000.00	
Line Item Total:	$2,000.00	

Total for 72220 - Support Services/Special Education Program:	$2,000.00
Total for all other Account Numbers:	$55,669.00
Total for all Account Numbers:	$57,669.00
Adjusted Allocation:	$57,669.00
Remaining:	$0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost Guide	
Total Allocation	$57,669.00
Existing Budget In Categories Not Eligible for Indirect Cost	$1,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$56,669.00
Indirect Cost Rate	1.03%
Max Available Budget In Categories Eligible for Indirect Cost	$56,091.27
Max Indirect Cost	$577.73

Filter by Location: All - $57,669.00

Account Number Line Item Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
163 - Educational Assistants	22,189.44		22,189.44
201 - Social Security	1,375.75	0.00	1,375.75
204 - Pensions	2,218.94	0.00	2,218.94
206 - Life Insurance	48.00	0.00	48.00
207 - Medical Insurance	13,030.08	0.00	13,030.08
208 - Dental Insurance	360.00	0.00	360.00
210 - Unemployment Compensation	105.00	0.00	105.00
212 - Employer Medicare	321.74	0.00	321.74
322 - Evaluation & Testing	0.00	2,000.00	2,000.00
399 - Other Contracted Services	2,000.00	0.00	2,000.00
429 - Instructional Supplies & Materials	3,941.00		3,941.00
499 - Other Supplies and Materials	9,079.05	0.00	9,079.05
725 - Special Education Equipment	1,000.00		1,000.00

Account Number Line Item Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
Total	55,669.00	2,000.00	57,669.00
		Adjusted Allocation	57,669.00
		Remaining	0.00

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	$16,020.05
Strategic Plan	Educators	$39,648.95
Strategic Plan	Student Readiness	$16,020.05
IDEA	Private School Proportionate Share	$0.00
Admin Costs	Direct Admin	$0.00
Admin Costs	Indirect Cost	$0.00

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Equipment Purchases Requiring Prior Approval

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

N/A - The LEA has not budgeted for any equipment with an acquisition cost of $10,000.00 or more per unit

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

A. Adjustment to Local Effort in Certain Fiscal Years.

IDEA 04 allows an LEA to reduce state and local maintenance of effort by an amount that equals up to 50% of the increase in IDEA funds from the previous year if those funds are used to provide activities authorized under ESEA.

There are limitations to this adjustment. Any LEA identified as not meeting requirements in the State's APR, is prohibited by law from reducing its maintenance of effort figures.

NOTE: If an LEA is determined to have significant disproportionality based on race and ethnicity utilizing state criteria, the LEA must utilize Coordinated Early Intervening Services (Section 618 (d) (2) (B)). The amount expended by an LEA under Coordinated Early Intervening Services shall count toward the maximum amount of expenditures such LEAs may reduce in Item "A" Adjustment to Local Effort (above).

For any fiscal year for which the federal allocation received by a LEA under Section 611(f) Subgrants to LEAs exceeds the amount the LEA received for the previous FY, the LEA may reduce the level of expenditures otherwise required by Section 613(a) (2) (A) (iii) by not more than 50% of the excess. Section 613(a) (2) (C) (i) 300.205

If the LEA chooses to use these funds, the LEA shall use an amount of local funds equal to the reduction in expenditures under clause (i) above, to carry out activities authorized under the Elementary and Secondary Act of 1965. Section 613(a) (2) (C) (ii) 300.205(a)

If the SEA determines that the LEA is unable to establish and maintain programs of free appropriate public education that meet the requirements of Section 613(a) or the SEA has taken action against the LEA under section 616 Monitoring, Technical Assistance and Enforcement, the SEA shall prohibit the LEA from reducing the level of expenditures under clause (i) above for that fiscal year. Section 613(a) (2) (C) (iii)

The amount of funds expended by a LEA under subsection (f) Coordinated Early Intervening Services, shall count toward the maximum amount of expenditures such LEAs may reduce under clause (i) above. Section 613(a) (2) (C) (iv)

If a SEA determines that an LEA is not meeting the requirements of Part B, including the targets in the state's performance plan, the SEA shall prohibit the LEA from reducing its MOE under Section 613(a) (2) (C) for any fiscal year. Section 616(f)

http://www.gpo.gov/fdsys/pkg/PLAW-108publ446/html/PLAW-108publ446.htm

☐ **Please check here if the LEA is using Adjustment to Local Effort in Certain Fiscal Years.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

B. Permissive Use of IDEA funds for Schoolwide Program.

IDEA allows an LEA to use funds to carry out a schoolwide program under Section 1114 of ESEA. If an applicant utilizes these funds, you will report the designated amount for each school and ensure that excess cost and service requirements are met.

LEAs may use IDEA funds to carry out a schoolwide program under Section 1114 of the Elementary and Secondary Education Act (ESEA) of 1965, except that the amount used in any schoolwide program shall not exceed:

- The number of children with disabilities participating in the schoolwide program multiplied by
- The amount received by the LEA for this fiscal year divided by
- The number of children with disabilities in the jurisdiction of the LEA.
  - Section 613(a) (2) (D)

☐ **Please check here if the LEA is using Permissive Use of IDEA Funds for Schoolwide Programs.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - IDEA Preschool

C. Permissive Use of IDEA funds for Coordinated Early Intervening Services (CEIS) - Voluntary

IDEA allows an LEA to use up to 15% of funds, in combination with other amounts (other than education funds), to develop and implement Coordinated Early Intervening Services, which may include interagency financing structures, for students in **kindergarten through grade 12** (with particular emphasis on students in kindergarten through grade 3) who have not been identified as needing special education or related services but who need additional academic and behavioral support to succeed in a general education environment.

NOTE: If an LEA is determined to have significant disproportionality based on race and ethnicity utilizing state criteria, the LEA must utilize Coordinated Early Intervening Services (Section 618 (d) (2) (B)). The amount expended by an LEA under Coordinated Early Intervening Services shall count toward the maximum amount of expenditures such LEAs may reduce in Item "A" Adjustment to Local Effort (above).

Please refer to the IDEA Law, Section 615 (f) (1) - (4) and Section 618(d)(2)(B)(C) available here: http://www.gpo.gov/fdsys/pkg/PLAW-108publ446/html/PLAW-108publ446.htm

Note: If LEA voluntarily takes up to 15%, the funds must be spent from July 1 - June 30, any remaining funds must be returned to IDEA for programming.

CEIS Funds may not be used for preschool services.

☐ **Please check here if the LEA is using Permissive Use of IDEA Funds for Coordinated Early Intervening Services (CEIS) - Voluntary for students that are 5 years old and in Kindergarten.**

FY27 CFA Resources

Click here to open the Technical Application Guide: FY27 CFA.

Click here to open the Federal Spending Handbook for the FY27 Consolidated Funding Application

Click here to open the What's New: FY27 CFA overview.

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

This certification is required by the Department of Education regulations implementing Executive Order 12549, Debarment and Suspension, 34 CFR Part 85, for all lower tier transactions meeting the threshold and tier requirements stated at Section 85.110.

Applies to All ESEA Programs Included in this Application

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable for ESEA, including those outlined below.**

1.	Use fiscal control and fund accounting procedures that ensure proper disbursement of and accounting for federal funds paid to that agency under each program. Reference CMIA 7211R rule
2.	Keep such records, and provide such information to the State, as may be reasonably required for fiscal audit, data reporting, and program evaluation.
3.	Ensure all salaries are paid from project funds according to LEA rates. State/CONUS travel rates are to be used for project travel expenses. Adequate travel logs, as well as other necessary information, must be maintained to support expenditures.
4.	Charge amounts for personnel services that are based on payrolls documented and approved in accordance with the generally accepted practice of the LEA. Payrolls must be supported by time and attendance or equivalent records for individual employees. Salaries and wages of employees chargeable to more than one grant program or cost objective, if applicable, must be supported by appropriate time distribution records.
5.	Use these funds to supplement, and not supplant, the funds that would be made available in the absence of such federal funds, from non-federal sources and not supplant such funds.
6.	Maintain control of program funds and adhere to allowability procedures for goods and services acquired with federal funds. The LEA shall retain all titles to property acquired with those funds, including equipment placed in private schools pursuant to Section 8501.
7.	Recognize that state approval of an application does not relieve the LEA of its responsibility to comply with all applicable program and fiscal requirements.
8.	Comply with federal civil rights laws. The Office for Civil Rights enforces several federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial assistance from the Department of Education. Discrimination on the basis of race, color, and national origin is prohibited by Title VI of the Civil Rights Act of 1964 ; sex discrimination is prohibited by Title IX of the Education Amendments of 1972; discrimination on the basis of disability is prohibited by Section 504 of the Rehabilitation Act of 1973; and age discrimination is prohibited by the Age Discrimination Act of 1975. These civil rights laws enforced by OCR extend to all state education agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state vocational rehabilitation agencies, libraries, and museums that receive U.S. Department of Education funds. Areas covered may include, but are not limited to: admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment. OCR also has responsibilities under Title II of the Americans with Disabilities Act of 1990, including prohibiting disability discrimination by public entities, whether or not they receive federal financial assistance
9.	Comply with Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972. (http://www.eeoc.gov/laws/statutes/titlevii.cfm)
10.	Maintain fiscal effort in accordance with section 8521.

11.	Comply with section 8501 regarding participation by private school children and teachers.
12.	Educational Rights and Privacy for Parents and Students
	The Board of Education will comply with all the privacy protections afforded parents and students under section 444 of the General Education Provisions Act (20 U.S.C. 1232g), as added by the Family Educational Rights and Privacy Act of 1974 (section 513 of Public Law 93-380; 88 Stat. 571).
13.	Termination of Employment and Unpaid Leave. Upon termination, any leave balance paid to a federally funded employee above the amount of leave earned in the current grant year shall NOT be paid from federal funds as detailed in 2 CFR 200.431 (b)(3).
14.	Certification Regarding Constitutionally Protected Prayer in Public Elementary and Secondary Schools. In order to receive funds under the ESEA as amended by the ESSA, an LEA must certify in writing to the state that no policy of the LEA prevents or otherwise denies participation in constitutionally protected prayer in public elementary and secondary schools as set forth in Section 8524. Certification must be provided to the state by October 1 of each year during which the LEA participates in an ESEA program.
15.	Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions. As required by the Department of Education regulations implementing Executive Order 12549 and 12689, Debarment and Suspension, 2 CFR Part 180, the LEA must meet the threshold and tier requirements stated at Section 85.110.

Instructions for Certification

1.	By acknowledging these assurances, the LEA is providing the certification set out below.
2.	The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of rules implementing Executive Order 12549.
3.	The LEA agrees by submitting this proposal that it will exclude a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
4.	The LEA further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
5.	The LEA in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless the LEA knows the certification is erroneous. Each participant may, but is not required to, check the Nonprocurement List.
6.	The prospective lower tier participant shall provide immediate written notice to the person to whom this proposal is submitted if at any time it learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
7.	Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
8.	The certification in this clause is a material representation of fact by the LEA upon which reliance was placed when this transaction was entered into. If it is later determined that the LEA knowingly rendered an erroneous certification, or if an LEA in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in the transaction, in addition to other remedies available to the federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification

The LEA certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Equal Access for Students, Teachers, and Other Program Beneficiaries

Section 427 of the General Education Provision Act (20 U.S.C. 1228a) requires LEAs to describe in their applications the steps they propose to take in order to ensure access to education and promote educational excellence by:

"(1) ensuring equal opportunities to participate for all eligible students, teachers, and other program beneficiaries in any project or activity carried out under an applicable program; and

(2) promoting the ability of such students, teachers, and beneficiaries to meet high standards."

Therefore, the LEA will ensure equitable participation in all local-level programs by students, teachers, and other beneficiaries with special needs through the following activities:

1. ensuring that all training for teachers and others who will conduct parental involvement activities is accessible to all participants and includes strategies for increasing access to the school and its activities for all parents regardless of disability or language spoken.

2. including accessibility guidelines as part of the criteria for effective professional development activities provided throughout the LEA as well as by federal programs.

3. using the LEA computer network to disseminate information to all constituents.

4. providing technical assistance through on-site visits to verify that equitable practices are being followed by schools.

5. including written statements in communications that advertise LEA-level activities to ensure that all necessary accommodations are made for equal access by constituents.

6. maintaining special task forces to formulate policy for coordination of programs to ensure equal access of all student populations, including low-income students, students with disabilities, students with emerging English skills, migrant students, homeless, neglected, or delinquent students, and others.

7. implementing other activities as appropriate.

IDEA Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

The applicant hereby certifies to the Commissioner of Education that the representation made in this application properly reflects the projected pupils, personnel, and expenditures to be incurred in the operation of the special education program for pupils with disabilities conducted within the LEA, that the expenditures for services and goods will be made exclusively for the benefit of pupils which meet the eligibility criteria established by the U.S. Department of Education, and that personnel assignments and other documentation of expenses will be readily available for audit. All records necessary to ensure the correctness of the information provided by the agency will be kept five years beyond the final reporting date and access to such records will be provided to the SEA.

☑ *** The local education agency (LEA) hereby assures the state education agency (SEA) that the LEA meets each of the following conditions:**

1.		Special Education and Related Services will be provided in compliance with established Federal and State Laws, Rules, Regulations, & Minimum Standards.
2.		The LEA, in providing for the education of children with disabilities within its jurisdiction, has in effect policies, procedures, and programs that are consistent with the State policies and procedures established under 20 U.S.C. § 1412, including the following:
	a.	The LEA shall ensure a free appropriate public education (FAPE) is available to all children with disabilities, as defined under 20 U.S.C. § 1401(3) and State Board of Education Rule 0520-01-09-.02(3), who have a current individualized education program (IEP), residing in the state between the ages of 3 through 22, inclusive, including children with disabilities who have been suspended or expelled from school. See 20 U.S.C. § 1412(a)(1) and State Board of Education Rule 0520-01-09-.05(2).
	b.	The LEA shall establish a goal of providing full educational opportunity to all children with disabilities and a detailed timetable for accomplishing that goal. See 20 U.S.C. § 1412(a)(2).
	c.	The LEA shall ensure all children with disabilities residing in the LEA, including those who are experiencing homelessness, in foster care, or attending private schools within the LEA's jurisdiction, regardless of the severity of their disabilities, and in need of special education and related services, are identified, located, and evaluated, and a practical method is developed and implemented to determine which children with disabilities are currently receiving needed special education and related services. See 20 U.S.C. § 1412(a)(3) and State Board of Education Rule 0520-01-09-.05(1).
	d.	The LEA shall ensure an individualized education program (IEP), or an individualized family service plan (IFSP) that meets the requirements of 20 U.S.C. § 1436(d), is developed, reviewed and revised for each child with a disability in accordance with section 20 U.S.C. § 1414(d)". See 20 U.S.C. § 1412(a)(4).
	e.	The LEA shall ensure, to the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are educated with children who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. See 20 U.S.C. § 1412(a)(5) and T.C.A. § 49-10-103(c).
	f.	The LEA shall ensure children with disabilities and their parents are afforded the procedural safeguards required by 20 U.S.C. § 1415. See 20 U.S.C. § 1412(a)(6) and T.C.A. § 49-10-601.
	g.	The LEA shall ensure children with disabilities are evaluated in accordance with subsections (a) through (c) of 20 U.S.C. § 1414 and the State Board of Education Special Education & Eligibility Standards. See 20 U.S.C. § 1412(a)(7) and State Board of Education Rule 0520-01-09-.11.
	h.	The LEA shall comply with Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g) relating to the confidentiality of records and information. See 20 U.S.C. § 1412(a)(8).

	i.	The LEA shall ensure children participating in early intervention programs assisted under Part C of the IDEA and who will participate in preschool programs will experience a smooth and effective transition consistent with 20 U.S.C. § 1437(a)(9). LEAs will participate in transition planning conferences arranged by the Tennessee Department of Disability & Aging (the State Lead Agency) under 20 U.S.C. § 1435(a)(10) and an IEP or, if consistent with 20 U.S.C. §§ 1414(d)(2)(B) and 1436(d), an IFSP will be developed and implemented by the third birthday. 20 U.S.C. § 1412(a)(9).
	j.	The LEA shall ensure that all requirements under 20 U.S.C. § 1412(a)(10) regarding children in non-public schools are being carried out in a manner consistent with the statute.
	k.	The LEA shall ensure that all requirements under T.C.A. § 49-10-107, regarding Contracts for Special Education Services, are being carried out in a manner consistent with the statute.
	l.	The LEA shall ensure that all personnel necessary to carry out this part are appropriately and adequately prepared, subject to the requirements of 20 U.S.C. § 1412(a)(14) and 20 U.S.C. § 6612(b). See 20 U.S.C. § 1413(a)(3).
	m.	The LEA has chosen to either coordinate with the National Instructional Materials Access Center when purchasing print instructional materials or to provide instructional materials to blind persons or other persons with print disabilities in a timely manner. See 20 U.S.C. § 1412(a)(23).
	n.	The LEA shall ensure that timely and meaningful consultation has occurred with private schools and the parents of home-schooled special education students. See 20 U.S.C. § 1412(a)(10)(A)(iii).
3.	The LEA shall provide the SEA with information necessary to enable the SEA to carry out its duties under the IDEA, including, with respect to 20 U.S.C. § 1412(a)(15) and -(a)(16), information relating to the performance of children with disabilities participating in programs carried out under this part. See 20 U.S.C. § 1413(a)(7).	
4.	The LEA shall make available to parents of children with disabilities and to the general public all documents relating to the eligibility of the LEA to receive assistance under the IDEA. See 20 U.S.C. § 1413(a)(8)	
5.	The LEA shall cooperate under 20 U.S.C. § 6398 to ensure the linkage of records pertaining to migratory children with disabilities for the purpose of electronically exchanging, among the States, health and educational information regarding such children. See 20 U.S.C. § 1413(a)(9).	
6.	Subject to 20 U.S.C. § 1413(b)(3), the LEA application submitted to the SEA shall remain in effect until the LEA submits to the SEA such modifications as the LEA determines necessary. See 20 U.S.C. § 1413(b)(2).	
7.	The LEA shall ensure that all requirements under 20 U.S.C. § 1413(a)(5) regarding treatment of charter schools and their students are being carried out in a manner consistent with the IDEA. See 20 U.S.C. § 1413(a)(5).	
8.	The LEA shall ensure funds provided under IDEA are used to pay the excess cost of providing special education and related services to children with disabilities; shall be used to supplement the State, Local and other Federal funds and not to supplant such funds; and shall not be used, except as provided in 20 U.S.C. § 1413(a)(2)(B) and (C) to reduce the level of expenditures. See 20 U.S.C. § 1413(a)(2)(A) and State Board of Education Rule 0520-01-09-.09(2)(b).	
9.	The LEA shall ensure that case load and class size standards are in accordance with T.C.A. § 49-1-104 and State Board of Education Rule 0520-01-02-.31(4).	

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable under Office of Civil Rights (OCR), including those outlined below.**

1.	Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance;
2.	Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance; and
3.	Title II of the Americans with Disabilities Act which prohibits discrimination on the basis of disability in the benefits of services, programs or activities of a public entity and Section 504 of the Rehabilitation Act of 1973 which prohibits discrimination on the basis of disability in all programs or activities that receive federal financial assistance.
4.	The Age Discrimination Act of 1975 which prohibits discrimination on the basis of age in all programs and activities that receive federal financial assistance.
5.	All rules and regulations issued by the Tennessee Department of Education, Tennessee State Board of Education, and U.S. Department of Education under any of these statutes.

Fiscal OMB Single Audit Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable for OMB Single Audit, including those outlined below.**

Part 6 - Internal Control		
As a condition of receiving federal awards, non-federal entities agree to comply with laws, regulations, and the provisions of contract and grant agreements and to maintain internal control to provide reasonable assurance of compliance with these requirements. Non-federal entities and their auditors will need to exercise judgment in determining the most appropriate and cost effective internal control in a given environment or circumstance to provide reasonable assurance for compliance with federal program requirements.		
	The Control Environment is the foundation for all other components of internal control, including the following:	
		Part 6 characteristics of internal control relating to each of the five components of internal control that should reasonably assure compliance with the requirements of federal laws, regulations, and program compliance requirements. A description of the components of internal control and examples of characteristics common to the 14 types of compliance requirements are listed below. Objectives of internal control and examples of characteristics specific to each of 13 of the 14 types of compliance requirements follow this introduction. (Because Special Tests and Provisions are unique for each program, we could not provide specific control objectives and characteristics for this type of compliance requirement.)
	1.	A sense of conducting operations ethically is evidenced by a code of conduct or other verbal or written directive.
	2.	If there is a governing Board, the Board has established an Audit Committee or equivalent that is responsible for engaging the auditor, receiving all reports and communications from the auditor, and ensuring that audit findings and recommendations are adequately addressed.
	3.	Management positively responds to prior questioned costs and control recommendation.
	4.	Management respects and adheres to program compliance requirements.
	5.	Key managers' responsibilities clearly defined.
	6.	Key managers have adequate knowledge and experience to discharge their responsibilities.
	7.	Staff are knowledgeable about compliance requirements and being given responsibility to communicate all instances of noncompliance to management.
	8.	Management's commitment to competence ensures that staff receive adequate training to perform their duties.
	9.	Management support of adequately collects information via a reporting system.
	Risk Assessment is the entity's identification and analysis of risks relevant to achievement of its objectives, forming a basis for determining how the risks should be managed.	
	1.	Program managers and staff understand and have identified key compliance objectives.
	2.	Organizational structure provides identification of risks of noncompliance: - Key managers have been given responsibility to identify and communicate changes (including alleged fraud, waste, or abuse). - Employees who require close supervision (e.g. inexperienced) are identified. - Management has identified and assessed complex operations, programs, or projects. - Management is aware of results of monitoring, audits, and reviews, and considers related risk of noncompliance.

3.	Process established to implement changes in program objectives and procedures.
Control Activities are the policies and procedures that help ensure that management's directives are carried out.	
1.	Operating policies and procedures are clearly written, and communicated, and followed.
2.	Procedures are in place to implement changes in laws, regulations, guidance, and funding agreements affecting federal awards.
3.	Management has a procedure to prohibit overriding established controls.
4.	Adequate segregation of duties provided between performance, review, and recordkeeping of a task.
5.	Computer and program controls should include: -Data entry controls, e.g., edit checks. -Exception reporting. -Access controls. -Reviews of input and output data. -Computer general controls and security controls (including protecting personally identifiable information).
6.	Supervision of employees commensurate with their level of competence.
7.	Personnel with adequate knowledge and experience to discharge responsibilities.
8.	Equipment, inventories, cash, and other assets are secured physically and periodically inventoried (at least once every two years) and compared to recorded amounts.
9.	If there is a governing Board, the Board conducts regular meetings where financial information is reviewed and the results of program activities and accomplishments are discussed. Written documentation is maintained of the matters addressed at such meetings.
Information and Communication are the identification, capture, and exchange of information in a form and time frame that enable people to carry out their responsibilities.	
1.	The accounting system provides for separate identification of federal and non-federal transactions and allocation of transactions applicable to both.
2.	Adequate source documentation exists to support amounts and items reported.

Fiscal OMB 2 CFR 1.100 Assurances

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

☑ *** The local educational agency (LEA) hereby assures the state educational agency (SEA) that the LEA follows all regulations applicable for Single Audit, including those outlined below. All regulations in Uniform Grant Guidance (UGG), including those outlined below in instances where revisions to guidance occurs, the LEA assures it will follow all current regulations.**

The LEA accepts that this award is subject to the requirements of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards; Title 2 CFR part 200 as revised at 89 FR 30136-30208 (April 22, 2024).

GRANTS AND AGREEMENTS [2 CFR 1.100]	
§200.1	Internal Controls.
	Internal controls means a process, implemented by a LEA, designed and implemented to provide reasonable assurance regarding the achievement of objectives in the following categories: (a) Effectiveness and efficiency of operations; (b) Reliability of reporting for internal and external use; and (c) Compliance with applicable laws and regulations.
§200.62	Internal Control Over Compliance Requirements for Federal Awards
	Internal control over compliance requirements for federal awards means a process implemented by a LEA designed to provide reasonable assurance regarding the achievement of the following objectives for federal awards: (a) Transactions are properly recorded and accounted for, in order to: (1) Permit the preparation of reliable financial statements and Federal reports; (2) Maintain accountability over assets; and (3) Demonstrate compliance with Federal statutes, regulations, and the terms and conditions of the Federal award; (b) Transactions are executed in compliance with: (1) Federal statutes, regulations, and the terms and conditions of the Federal award that could have a direct and material effect on a Federal program; and (2) Any other Federal statutes and regulations that are identified in the Compliance Supplement; and (c) Funds, property, and other assets are safeguarded against loss from unauthorized use or disposition.
§200.201	Use of Grant Agreements (Including Fixed-Amount Awards), Cooperative Agreements, and Contracts
	(3) The LEA must certify in writing to the federal awarding agency or pass-through entity at the end of the federal award that the project or activity was completed or the level of effort was expended. If the required level of activity or effort was not carried out, the amount of the federal award must be adjusted.
§200.302	Financial Management
	(b)(4) Effective control over, and accountability for, all funds, property, and other assets. The LEA must adequately safeguard all assets and assure that they are used solely for authorized purposes. See § 200.303 Internal Controls.
§200.303	Internal Controls

	The LEA must: (a) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the LEA is managing the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. These internal controls shall comply with guidance in "Standards for Internal Control in the Federal Government" issued by the Comptroller General of the United States and the "Internal Control Integrated Framework", issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).
§200.305	Payment
	(b)(6) A payment must not be made to a LEA for amounts that are withheld by the LEA from payment to contractors to assure satisfactory completion of work. A payment must be made when the LEA actually disburses the withheld funds to the contractors or to escrow accounts established to assure satisfactory completion of work.
§200.318	General Procurement Standards
	(a) LEAs must use its own documented procurement procedures which reflect applicable state and local laws and regulations provided that the procurements confirm to applicable federal law and regulations.
§200.321	Contracting with Small and Minority Businesses, Women's Business Enterprises, and Labor Surplus Area Firms
	(a) The LEA must take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible. (b) Affirmative steps must include: (1) Placing qualified small and minority businesses and women's business enterprises on solicitation lists; (2) Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources; (3) Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises; (4) Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; (5) Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce; and (6) Requiring the prime contractor, if subcontracts are to be let, to take the affirmative steps listed in paragraphs (1) through (5) of this section.
§200.325	Federal Awarding Agency or Pass-Through Entity Review
	(c)(2) The LEA may self-certify its procurement system. Such self-certification must not limit the federal awarding agency's ability to survey the system. Under a self-certification procedure, the federal awarding agency may rely on written assurances from the LEA that it is complying with these standards. The LEA must cite specific policies, procedures, regulations, or standards as being in compliance with these requirements and have its system available for review.
§200.326	Bonding Requirements
	(a) A bid guarantee from each bidder equivalent to five percent of the bid price. The "bid guarantee" must consist of a firm commitment such as a bid bond, certified check, or other negotiable instrument accompanying a bid as assurance that the bidder will, upon acceptance of the bid, execute such contractual documents as may be required within the time specified.
	(c) A payment bond on the part of the contractor for 100 percent of the contract price. A "payment bond" is one executed in connection with a contract to assure payment as required by law of all persons supplying labor and material in the execution of the work provided for in the contract.
§200.329	Monitoring and Reporting Program Performance
	(a) The LEA is responsible for oversight of the operations of the federal award supported activities. The LEA must monitor its activities under federal awards to assure compliance with applicable federal requirements and performance expectations are being achieved. Monitoring by the LEA must cover each program, function or activity.

§200.400	Policy Guide
	(c) The LEA, in recognition of its own unique combination of staff, facilities, and experience, has the primary responsibility for employing whatever form of sound organization and management techniques may be necessary in order to assure proper and efficient administration of the federal award.
	(e) In reviewing, negotiating and approving cost allocation plans or indirect cost proposals, the cognizant agency for indirect costs should generally assure that the LEA is applying these cost accounting principles on a consistent basis during their review and negotiation of indirect cost proposals. Where wide variations exist in the treatment of a given cost item by the LEA, the reasonableness and equity of such treatments should be fully considered. See § 200.56 Indirect (facilities & administrative (F&A)) costs.
§200.415	Required Certifications
	(a) To assure that expenditures are proper and in accordance with the terms and conditions of the federal award and approved project budgets, the annual and final fiscal reports or vouchers requesting payment under the agreements must include a certification, signed by an official who is authorized to legally bind the LEA, which reads as follows: "By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the federal award. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil, or administrative penalties for fraud, false statements, false claims, or otherwise. (U.S. Code Title 18, § 1001 and Title 31, §§ 3729-3730 and 3801-3812)." (b) Certification of cost allocation plan or indirect (F&A) cost rate proposal.
§200.427	Bonding Costs
	(a) Bonding costs arise when the federal awarding agency requires assurance against financial loss to itself or others by reason of the act or default of the LEA. They arise also in instances where the LEA requires similar assurance, including: bonds as bid, performance, payment, advance payment, infringement, and fidelity bonds for employees and officials.
§200.430	Compensation-Personal Services
	(a) General. Compensation for personal services includes all remuneration, paid currently or accrued, for services of employees rendered during the period of performance under the federal award, including but not necessarily limited to wages and salaries. Compensation for personal services may also include fringe benefits which are addressed in § 200.431 Compensation-Fringe Benefits. Costs of compensation are allowable to the extent that they satisfy the specific requirements of this part.
§200.430	Standards for Documentation of Personnel Expenses
	(g)(1) LEA personnel expenses must 1. Be supported by a system of internal controls which provides reasonable assurance charges are accurate, allowable and allocable; 2. Be incorporated into official records; 3. Reasonably reflect total activity for which employee is compensated; 4. Encompass all activities (federal and non-federal); 5. Comply with established accounting policies and practices; and 6. Support distribution among specific activities or cost objectives.
§200.433	Contingency Provisions
	(c) Payments made by the federal awarding agency to the LEA's "contingency reserve" or any similar payment made for events the occurrence of which cannot be foretold with certainty as to the time or intensity, or with an assurance of their happening, are unallowable, except as noted in §§200.431 Compensation - fringe benefits regarding self-insurance, pensions, severance, and post-retirement health costs and 200.447 Insurance and indemnification.
§200.435	Defense and Prosecution of Criminal and Civil Proceedings, Claims, Appeals, and Patent Infringements

	(i) Costs which may be unallowable under this section, including directly associated costs, must be segregated and accounted for separately. During the pendency of any proceeding covered by paragraphs (b) and (f) of this section, the federal government must generally withhold payment of such costs. However, if in its best interests, the federal government may provide for conditional payment upon provision of adequate security, or other adequate assurance, and agreement to repay all unallowable costs, plus interest, if the costs are subsequently determined to be unallowable.
§200.521	Management Decisions
	(a) General. The management decision must clearly state whether or not the audit finding is sustained, the reasons for the decision, and the expected auditee action to repay disallowed costs, make financial adjustments, or take other action. If the auditee has not completed corrective action, a timetable for follow-up should be given. Prior to issuing the management decision, the Federal agency or pass-through entity may request additional information or documentation from the auditee, including a request for auditor assurance related to the documentation, as a way of mitigating disallowed costs. The management decision should describe any appeal process available to the auditee. While not required, the federal agency or pass-through entity may also issue a management decision on findings relating to the financial statements which are required to be reported in accordance with GAGAS.
App. II	F. CERTIFICATION.
	1. Certification of Charges To assure that expenditures for federal awards are proper and in accordance with the agreement documents and approved project budgets, the annual and/or final fiscal reports or vouchers requesting payment under the agreements will include a certification, signed by an authorized official of the LEA, which reads "By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil, or administrative penalties for fraud, false statements, false claims, or otherwise. (U.S. Code, Title 18, § 1001 and Title 31, §§ 3729-3733 and 3801-3812)".

Cumberland County (180) Public District - FY 2027 - Consolidated - Rev 0 - Assurances

☑ *** The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA complies with The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. §1232g; 34 CFR Part 99) including as outlined below:**

1. Parents or eligible students have the right to review the student's education records maintained by the LEA; to seek amendment of these records, and to consent to the disclosure to the personally identifiable information (PII) from education records.

2. The LEA annually notifies parents or eligible students of their rights under FERPA. The notice effectively informs parents and eligible students with disabilities, and/or parents and eligible students who have a primary or home language other than English.

3. The LEA gives full FERPA rights to either parent, unless the LEA has been provided with evidence that there is a court order, State statute, or legally binding document relating to such matters as divorce, separation, or custody that specifically revokes these rights.

4. When a student becomes an eligible student, the rights accorded to, and consent required of, parents transfer from the parents to the student. An eligible student is a student who has reached 18 years of age or is attending an institution of postsecondary education.

Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

Consolidated Funding Application (CFA) – Every Student Succeeds Act (ESSA)
CCS Federal Programs: 2026-2027 (FY27) Allocations = $3,300,792.07

Title I, Part A Funds
Improve teaching and learning for students in high-poverty schools so that these students meet the state's challenging content and performance standards.

- $2,165,110.28
- Funds must be used to supplement, not supplant the educational program
- Based on poverty rate (direct certification data from school nutrition – SNAP, TANF, Homeless, Foster, Migrant, Medicaid Free, Medicaid Reduced)
- Ten Title I schools in Cumberland County (all elementary schools and The Phoenix School)
- 40% poverty rate qualifies for funding
- Must serve schools with 75% poverty rate
- Approximately 600 regulations
- Provides supplemental instructional facilitators, interventionists, paraprofessionals
    - *19 Headcount Certified & 29 Headcount Classified Personnel @ Title I Schools*
    - 6.85 FTE Certified Interventionists
    - 2.38 FTE Instructional Facilitators
    - 1.0 FTE Class Size Reduction Teacher
    - 25.40 FTE Paraprofessionals
- Provides supplemental instructional supplies, materials, software, and equipment
- Provides parent involvement funds on a per pupil basis for students attending Title I schools
- Provides support for homeless and foster students
- Provides support for ELLs

Title I, Part C Funds
Priority given to migratory children who are failing or most at risk of failing, to meet Tennessee's challenging content standards and whose education has been interrupted during the regular school year.

- CCS received no Title I, Part C funding for FY27 (no migrant students enrolled)

Title I, Part A Neglected
Improve educational services to children in local and state institutions for neglected and delinquent children.

- $4368.03
- Title I, Part D funding for FY27 transferred to Title I, Part A

Title II:
Improve teacher and principal quality thus increasing students' academic achievement.

- $349,099.57
- Four part-time instructional coaches funded via Title II (2.4 FTE)
- Teacher induction specialist/student support & intervention coach (0.45 FTE)
- Provides reimbursement for teacher licensure requirements in hard-to-staff areas
- Provides reimbursement for paraprofessional testing fees
- Provides funding for professional learning

Title III:
Improve the education of English learners (ELs) by helping them learn English and meet challenging state academic standards.

- $25,586.68
- Supplemental ESL teaching assistant (0.6 FTE)
- Instructional equipment and supplies
- ESL professional development

Title IV:
Improve student support and academic enrichment.

- $150,992.81
- Title IV funds transferred to Title I, Part A in order to further support Title I schools.

Title V:
Designed to address the unique needs of rural school districts.

- $212,634.70
- Supplemental ESL teaching assistant (0.4 FTE)
- Tutoring in ELA and mathematics funded at all 12 schools
- MasteryConnect Benchmark Assessments

Consolidated Administration:
Cost to administer all Federal Programs within the Cumberland County School District.

- $393,000.00
- Cost to administer all Federal Programs is limited to no more than 20% of each grant (except for Title III, which is limited to 2%). The CCS Office of Federal Programs operates at approximately 12% of the allowable 20% contribution from Title I, Title II, & Title V.



Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

Consolidated Funding Application (CFA) - IDEA Part B and IDEA Preschool
CCS Federal Programs: 2026-2027 (FY 27) Allocations: $1,725,542.90
Baby Birds: 2026-2027 (FY 27) Allocations: $182,520.00

IDEA Part B Funds

$1,667,873.00

- 29 FTE Assistants
- 3 FTE Compliance Coordinators
- 0.33 FTE Vision Coordinator
- Direct Expenditures

IDEA Preschool Funds

$57,669.90

- 1 FTE Assistant
- Direct Expenditures

Baby Birds Funds

$182,520.00

- 1 FTE Teacher
- 0.5 FTE Assistant
- Direct Expenditures
- Indirect Expenditures

Work Session Dates	Board Meeting Dates
July 16, 2026	July 23, 2026
August 20, 2026	August 27, 2026
September 17, 2026	September 24, 2026
October 8, 2026	October 22, 2026
November 19, 2026	December 3, 2026
January 21, 2027	January 28, 2027
February 18, 2027	February 25, 2027
March 11, 2027	March 25, 2027
April 15, 2027	April 22, 2027
May 13, 2027	May 27, 2027
June 17, 2027	June 24, 2027

Agenda Deadline for <u>ALL</u> Agenda items Due 12 noon	Pledge of Allegiance '26/'27	
July 7, 2026	July	—
August 11, 2026	August	Brown Elementary
September 8, 2026	September	Homestead Elementary
October 1, 2026	October	SMHS
November 10, 2026	December	Pleasant Hill
January 12, 2027	January	North Cumberland
February 9, 2027	February	Stone Elementary
March 2, 2027	March	CCHS
April 6, 2027	April	Crab Orchard
May 4, 2027	May	Martin Elementary
June 8, 2027	June	—

2026-2027
MEETING DATES

ASST PALS MEETING DATES
9:30 AM
Professional Development Room @ Central

Sept 3, 2026
Oct 29, 2026
Nov 19, 2026
Feb 4, 2027
March 4, 2027
April 1, 2027

SUPERVISOR MEETING DATES
9:30 AM
Principal's Meeting Room

Sept 1, 2026
Sept 29, 2026
Oct 27, 2026
Nov 17, 2026
Feb 2, 2027
March 2,, 2027
March 30, 2027
May 11, 2027

TEACHER ADVISORY COUNCIL MEETINGS
Meetings will be at First National Bank of TN,
2nd floor, 3:30 pm

October 28, 2026
January 27, 2027
April 7, 2027

STUDENT ADVISORY MEETINGS
Professional Development Room @ Central
11:30 am

October 27, 2026
January 26, 2027
April 6, 2027

PALS MEETING DATES
1:30 PM
Principal's Meeting Room @ Central

Aug 18, 2026
Sept 29, 2026
Oct 27, 2026
Nov 17, 2026
Feb 2, 2027
March 2, 2027
March 30, 2027
May 11, 2027

SACRED DATES

Aug 3, 2026	System Convocation
April 10, 2027	Character Banquet
April 20, 2027	Employee of the Year Banquet
May 17, 2027	CCHS Class Night
May 18, 2027	SMHS Class Night
May 19, 2027	Phoenix Graduation
May 20, 2027	CCHS Graduation
May 21, 2027	SMHS Graduation
June 2027	Summer School Graduation

CLASSIFIED ADVISORY MEETINGS
Principals Meeting Room @ Central
3:30 pm

October 26, 2026
January 25, 2027
April 5, 2027

PARENT ADVISORY MEETINGS
Principal's Meeting Room @ Central
3:30 pm

October 27, 2026
January 26, 2027
April 6, 2027

TO: Dr. Rebecca Farley, Director of Schools
Safe Schools Update
May 27, 2026
2025/2026 School Year

Below are the numbers for the Safe Schools Counseling Program. This report covers the entire 2025/2026 school year. We keep a daily log of our activities and documentation on each student in our office. The numbers below reflect the overall activity of the program during the entire school year.

Number of Student Referrals	445
Student Counseling Sessions	2218
Parent Communication (phone/visits)	503
Crisis	125
Urgent response	177
School Meetings/Consultations	985

The total number of student sessions includes all crisis/urgent response sessions as well as regular counseling sessions. Several counseling sessions were conducted on a one-time basis with staff members and are not reflected in the numbers above.

Crisis sessions include students experiencing suicidal or homicidal ideation and/or significant mental health episodes. Urgent responses occur when a Safe Schools Counselor (SSC) is called from one school to another to address a student matter requiring immediate attention but not rising to the level of a crisis. More detailed documentation regarding these data points is maintained by our department.

A significant portion of staff time was also devoted to consultation with parents, teachers, and various school personnel. This included attendance at meetings, personal visits, and phone consultations. We collaborated with and made referrals to outside agencies as needed. Annual training and ongoing monitoring were provided to outside agencies regarding protocols to be followed while delivering mental health services within our schools.

Additional responsibilities included creating and maintaining student notes and records. Formative and summative evaluations were completed for each SSC. As in previous years, a mental health presentation was provided to all new teachers at the beginning of the school year, and various training sessions were offered to staff throughout the year.

Our staff continued to monitor the implementation of the district-wide Suicide Prevention Protocols, which guide staff in responding to situations involving students at risk. Time

was spent in the development of school-wide trauma informed training videos for all school personnel.

If you have any questions please contact us. Thank you and have a great summer!

Scott Hull, MA
LPC/MHSP
Lead Safe Schools Counselor

Erica Neal, MSSW
LMSW
Safe Schools Counselor

Breanna VanWinkle, MA, Ed.S
Safe Schools Counselor

Elizabeth Eaves, Ed.S
LPC/MHSP
Safe Schools Counselor

Heather Smith, MA
Safe Schools Counselor

Marianne Vanhooser, MA
LPC/MHSP
Safe Schools Counselor

Safe Schools Update
Comparison of
2024-2025 to 2025-2026

Category	2024-2025	2025-2026
Student Referrals	455	445
Student Counseling Sessions	2350	2218
Parent Communications (phones/visits)	402	503
Crisis	161	125
Urgent Response	224	177
School Meetings/Conferences	1084	985

Procedure for Compensatory Time

Accompaniment to CCBOE Policy 5.604

Employee Name:_____ School:_____

Immediate Supervisor:_____

Date	Time worked over	Reason for Overage	Comp Time Earned (Time and a Half)	Date Comp Time Used (Use in current Pay Period if possible)	Supervisor Initials	Employee Initials

It is the supervisor's responsibility to track the employee's comp time. Use and maintain this form for each employee and their time. Multiple occurrences may be put on the same form.

AOD Notes

Over 300 public and private schools across the United States currently using the Attendance on Demand system. AOD will not release district names.

Skyward, IAutomation, Paycom and ADP were other systems researched.

Our cost is $3.50 per active person per month. We had a one-time consulting, implementation, configuration and training fee of $2,195.00. We have set $44,000 on the budget for AOD.

Substitutes will be paid through ReadySub as Siesta is going away.

TSBA
TENNESSEE SCHOOL BOARDS ASSOCIATION

Cumberland County
Board Evaluation Results

Scott VanWinkle, Chairman
Travis Cole
Nicholas Davis
Chris King
Jon Matthews
Sheri Nichols
Shannon Stout
Elizabeth Stull

June 2026

Cumberland County Board of Education Evaluation - 2026			
	BOARD MEETINGS	**Now**	**Importance**
1	The board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting.	5.00	5.43
2	The board encourages participation by each board member.	5.29	5.29
3	Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief.	4.43	5.57
4	All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items.	4.14	5.57
5	Adequate background information on issues to come before the board is routinely provided in advance of the board meeting.	4.57	5.71
6	The board weighs all decisions in terms of what is best for the students of the school system.	4.71	5.86
	Average:	**4.69**	**5.57**
	TEAM BUILDING	**Now**	**Importance**
7	The board is able to disagree on matters and still maintain an attitude of mutual respect and trust.	4.86	5.57
8	The board is open and honest with each other, as well as administrators and is able to maintain an attitude of mutual trust and respect.	4.57	5.57
9	The district has a planned program to orient newly-elected board members.	5.43	5.14
10	Once a decision has been made, all members respect the decision and the board speaks with one voice.	4.57	5.57
11	Board members do not attempt to individually speak on behalf of the board or commit the board.	5.14	5.57
	Average:	**4.91**	**5.49**

Cumberland County Board of Education Evaluation - 2026			
	BOARD/SUPERINTENDENT/STAFF RELATIONS	**Now**	**Importance**
12	The board and superintendent trust and respect one another.	4.71	5.57
13	Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties.	4.00	5.71
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	5.00	5.29
15	Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting.	4.57	5.43
16	The superintendent is given direction by the board as a whole rather than by individual members.	4.14	5.71
17	The board recognizes staff accomplishments.	5.29	5.57
18	Individual board members avoid making excessive personal requests from staff.	4.43	5.71
19	Board members are respectful to other board members, administrators, staff and visitors.	5.29	5.86
20	Board members direct complaints and requests to the superintendent rather than attempting to solve them directly.	5.29	5.86
21	The board ensures that an effective evaluation system is in place for the superintendent and all employees.	5.57	5.86
	Average:	**4.83**	**5.66**

Cumberland County Board of Education Evaluation - 2026			
	VISION PLANNING	**Now**	**Importance**
22	A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.	5.29	5.86
23	The vision reflects community priorities.	5.29	5.86
24	Discussion of major items before the board routinely includes consideration of their impact on meeting district goals.	4.86	5.43
25	The superintendent's evaluation considers how well the superintendent has addressed the district goals.	5.29	5.71
26	The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals.	5.14	5.57
27	The board does not get bogged down discussing operation details of the district or schools.	4.00	5.71
28	The board regularly solicits input from the community when establishing the future vision of the district.	4.71	5.71
	Average:	**4.94**	**5.69**
	BOARD POLICY	**Now**	**Importance**
29	Our board sets policies needed for the operation of the school district.	5.29	5.86
30	Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members.	4.86	5.86
31	Board policies are administered consistent with the intent of the policy.	5.14	5.86
32	The board has developed an ongoing system to review and update all policies annually.	5.43	5.86
	Average:	**5.18**	**5.86**

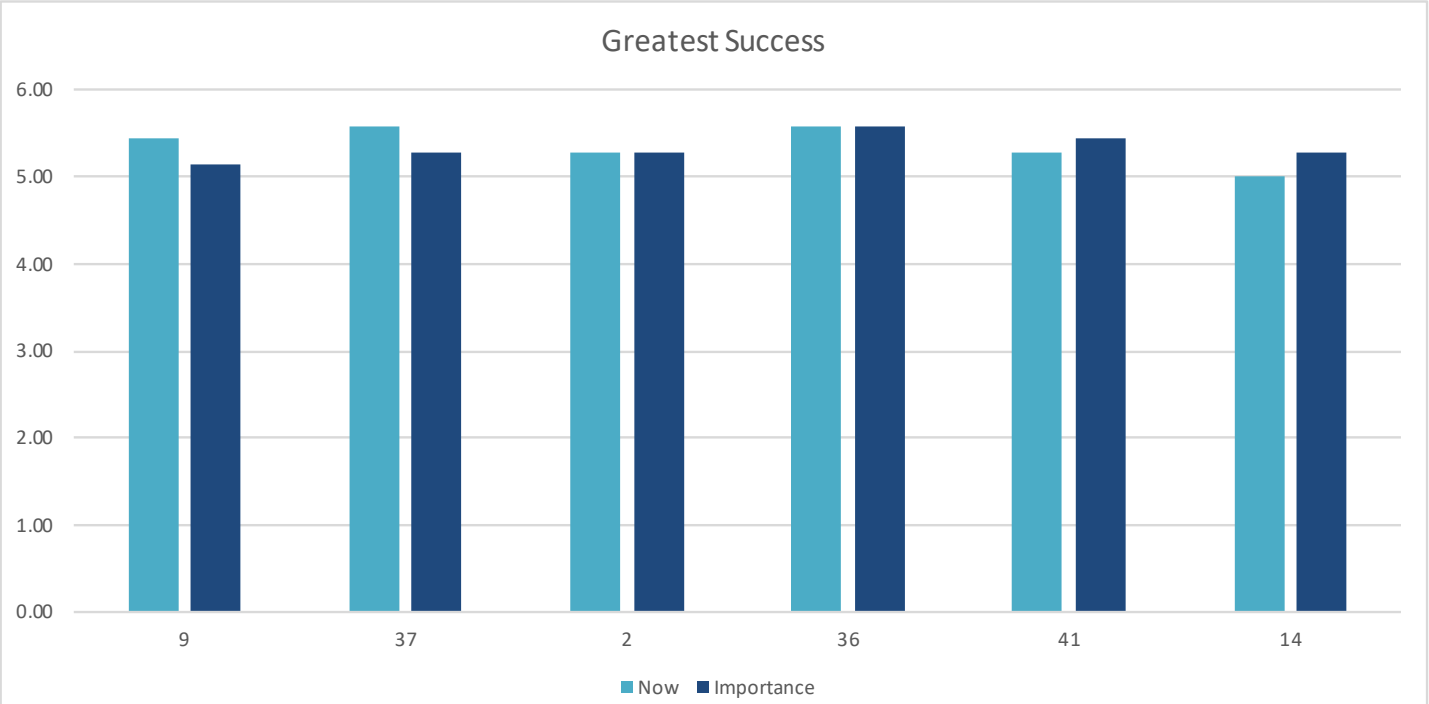
Cumberland County Board of Education Evaluation - 2026			
	STUDENT ACHIEVEMENT	**Now**	**Importance**
33	The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps.	3.86	5.71
34	The board provides a quality educational program imposing high individual academic standards for each student.	4.86	5.86
35	Student academic performance is regularly presented at the board.	4.43	5.71
36	The board regularly recognizes student accomplishments at board meetings.	5.57	5.57
	Average:	**4.68**	**5.71**
	BOARD COMMUNITY RELATIONS	**Now**	**Importance**
37	The board provides for involvement of the public in the operating of our schools.	5.57	5.29
38	Our board actively promotes the school district to the public.	5.14	5.43
39	Our school board is respected by the community	3.71	5.71
40	Our board is accountable to the community.	4.29	5.71
41	The board refrains from committing to a position on an issue before all relevant facts are present.	5.29	5.43
42	Members of the board refrain from speaking for the board on issues on which the board has no official position.	5.29	5.71
	Average:	**4.88**	**5.55**

Cumberland County Board of Education Evaluation - 2026			
	ADVOCACY	**Now**	**Importance**
43	Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body.	4.57	5.57
44	Our board strives to keep local officials up-to-date on board activities and school district needs.	5.14	5.57
45	Our board understands the need to influence statewide legislation and works diligently to develop a positive relationship with local members of the General Assembly.	4.29	4.71
46	Our board, collectively and individually, regularly contacts legislators regarding their position on important legislation.	3.57	5.00
	Average:	**4.39**	**5.21**
	BUDGET/FINANCE	**Now**	**Importance**
47	The board understands the basic principles of school finance, including state, federal and local sources of revenue.	5.00	5.86
48	The budget reflects the districts vision, mission, and strategic plan and supports the district's goals and objectives for student achievement.	5.43	5.86
49	The board requires proper accountability for the expenditure of school district funds.	5.57	5.86
	Average:	**5.33**	**5.86**
	TOTAL AVERAGE	**4.87**	**5.62**

Top Six Items with Greatest Success

Cumberland County Board of Education Evaluation - 2026 — Lowest Numbers

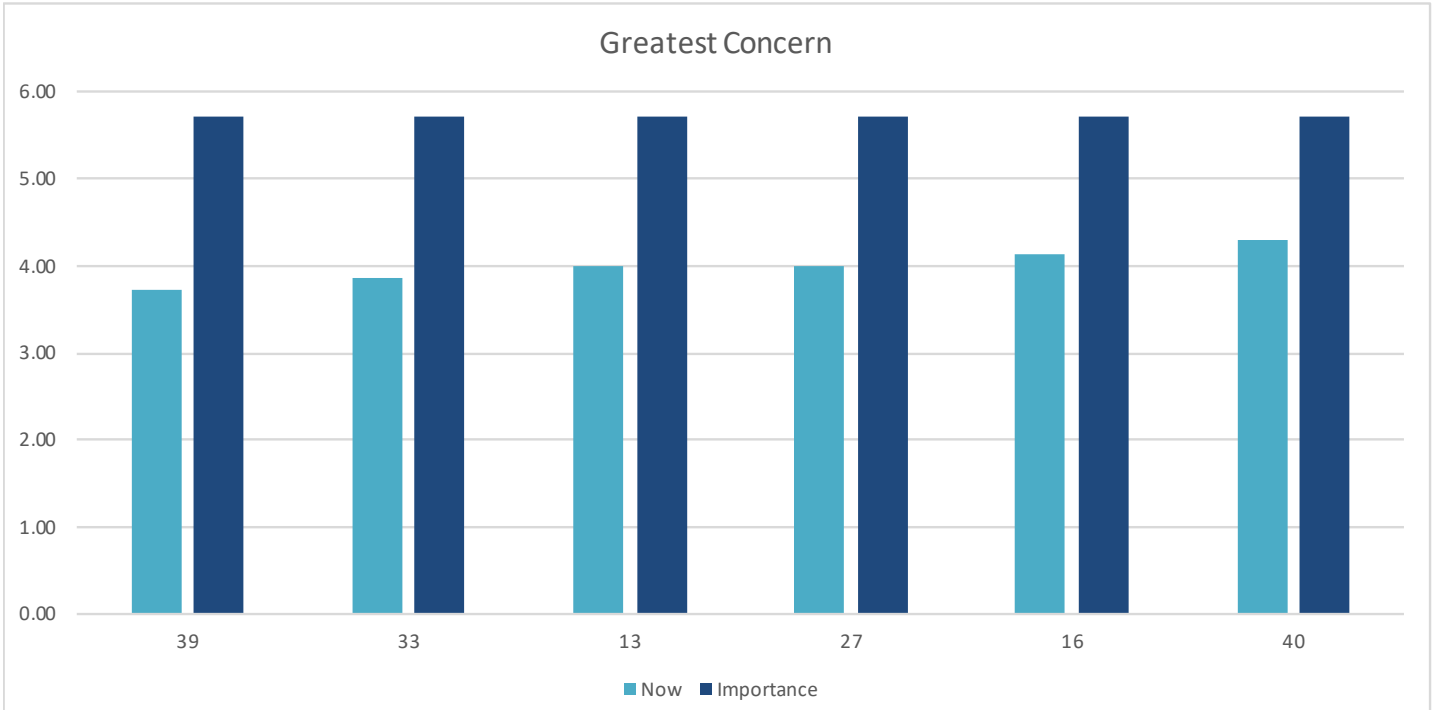
#	Statement	Now	Importance	Difference
9	The district has a planned program to orient newly-elected board members.	5.43	5.14	-0.29
37	The board provides for involvement of the public in the operating of our schools.	5.57	5.29	-0.29
2	The board encourages participation by each board member.	5.29	5.29	0.00
36	The board regularly recognizes student accomplishments at board meetings.	5.57	5.57	0.00
41	The board refrains from committing to a position on an issue before all relevant facts are present.	5.29	5.43	0.14
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	5.00	5.29	0.29



Top Six Items with Greatest Concern

Cumberland County Board of Education Evaluation - 2026 — Highest Numbers

#	Statement	Now	Importance	Difference
39	Our school board is respected by the community.	3.71	5.71	2.00
33	The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps.	3.86	5.71	1.86
13	Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties.	4.00	5.71	1.71
27	The board does not get bogged down discussing operation details of the district or schools.	4.00	5.71	1.71
16	The superintendent is given direction by the board as a whole rather than by individual members.	4.14	5.71	1.57
40	Our board is accountable to the community.	4.29	5.71	1.43



Additional Comments

- The 6 board members that show up and work have demonstrated a real drive for results, positive changes, and mutual respect for each other which has been beneficial in recent projects and tasks. I feel like there has been some instances that the board/board members have ignored or lost sight of the line between our duties and those of the Director. I would cite this topic as an area for improvement for the board as a whole as well as us as individuals. All in all I feel like the district is going in a good direction. The gains in academics, school safety, and the potential for more improvements with Middle Schools being discussed are all items to be proud of.
- The board has improved this year with many parts the items evaluated and is working better to function in a more organized manner for positive outcomes.
- I believe the current board, (minus the ones who never show up for meetings) have worked real hard to work as a team and to understand and communicate with one another on the importance of the BIG picture. ie The Kids we are responsible for, and helping them reach for the stars so they can have the best life ever.
- Overall I think our Board has come a long way back to trusting and supporting each other. I feel a lot of that has to do with our Director communicating with all of us and being able to talk with her whenever we need to. I do think we have one member that is not fully committed to the responsibility of the Board. Sometimes that is hard to overcome from meeting to meeting. Absences are definitely a problem at times.
- There have been significant improvements in how our Board operates and communicates over the last year. The Board members who show up for the monthly work sessions and meetings have made a concerted effort towards working together with a focus on moving the district forward. Unfortunately, there were only 6 Members of the 9 who were regularly in attendance. The attending Board members have worked with the Director to maintain a focus on the strategic plan and district goals during meetings and budget discussions. The Board has shifted into more of an effective operational mode. They have an excellent opportunity to achieve great results for the district, if the Board stays on their current trajectory.

TSBA
TENNESSEE SCHOOL BOARDS ASSOCIATION

Cumberland County Director of Schools Evaluation Results

Presented to:
Scott VanWinkle, Chairman
Travis Cole
Nicholas Davis
Chris King
Jon Matthews
Sheri Nichols
Shannon Stout
Elizabeth Stull

June 2026

Cumberland County
Director of Schools
Overall Evaluation Score

The rating scale used was:

5 – Significantly above expectations

4 – Above expectations

3 – At expectations

2 – Below expectations

1 – Significantly below expectations

Appendix A- Administrator Survey	20 %	x	4.51	=	.90
Appendix B- Board Observational Data	30 %	x	4.15	=	1.25
Appendix C- Achievement of Board Goals/Strategic Plan	50 %	x	_____	=	_____

***Overall Evaluation Score:** _____

*The overall evaluation score will be calculated after Appendix C is completed in December

	2026 Cumberland County Director of Schools Evaluation Results	
Evaluation Numbers	**Appendix A - Administrators' Perceptions of Director's Performance**	**Rating Out of 5**
1	The Director develops clear expectations	**4.43**
2	The Director models good communication skills.	**4.43**
3	The Director is knowledgeable about the curriculum.	**4.29**
4	The Director ensures that funds are spent wisely.	**4.52**
5	The Director holds me accountable for my job responsibilities.	**4.86**
6	The Director supports professional learning activities for teachers and administrators.	**4.52**
7	The Director maintains positive relationships with administrators.	**4.48**
8	The Director ensures the safety of students and school personnel.	**4.85**
9	The Director administers the schools in accordance with state laws.	**4.76**
10	The Director has an effective plan to recruit effective employees.	**4.05**
11	The Director takes an active leadership role in the instructional improvement.	**4.43**
12	The Director evaluates my performance in a fair and consistent manner.	**4.48**
13	The Director interacts effectively with system employees.	**4.57**
14	The Director is accessible to administrators.	**4.71**
15	The Director develops good staff morale and loyalty to the system.	**4.38**
16	The Director works effectively with the school board.	**4.62**
17	The Director involves administrators as much as possible in decision-making.	**4.52**
18	The Director listens to suggestions from the administrative staff.	**4.48**
19	The Director demonstrates a caring attitude.	**4.38**
	Adminstrator Survey Average:	**4.51**

Administrators' Perceptions of Director's Performance Comments

- I think Dr. Farley has been a great change for Cumberland County Schools. She is consistent and provides a vision for the future.
- Best Director we have had in years!!!!!
- Through many directors, Dr. Farley has remained the rock for administrators in the district. We know we can contact her and she WILL respond. She is support and sets high expectations for all. I can do my job with confidence, knowing the vision and direction for the district for the first time in several years!
- Dr. Farley has accomplished a lot in a very short period of time. Despite being micromanaged by the board.
- The school board needs to allow her to be the efficient Director that she is and quit micromanaging.
- Dr. Farley consistently leads with integrity, compassion, and a genuine commitment to both students and staff. Her leadership creates a culture where people feel supported, valued, and motivated to do their best work. She communicates clearly, listens thoughtfully, and approaches challenges with professionalism and care. It is evident that decisions are made with students at the center and with a strong vision for the future of the district. Her dedication to academic excellence, positive relationships, and continuous improvement has had a meaningful impact on our schools and community. She leads with both strength and heart, and our district is better because of her leadership.
- In spite of overreach and delving into operations by the local BOE, Dr. Farley has done an excellent job as the Director of Schools thus far.
- Dr. Farley has always been fair and resourceful. She has a good heart especially for the student and their needs. I am always amazed at her knowledge of student's, their families, and their educational status.
- Dr. Farley is leading our district in a very positive direction.
- Dr. Farley is bringing a sense of stability and pride back to our community as educators. I appreciate her work ethic and fairness.
- Dr. Farley has done an exceptional job during her first year as DOS. Some of her strengths are: follow-through, consistency and her strong work ethic. Cumberland County Schools is fortunate to have her.

	2026 Superintendent Evaluation Results	
Evaluation Numbers	**Appendix B - Board Observational Data**	**Rating Out of 5**
	Board Relationships	
1	Prepares, in conjunction with the Board chairman, agenda recommendations relative to all matters requiring board action, including all facts, information, options, and reports, needed to assure informed decisions. Provides advice and counsel to the Board on matters before it. Maintains a visible working list of items to be addressed as requested by the Board. The Director should schedule monthly meetings with the Board chairman to prepare a meeting agenda for work sessions/regular meetings. This should be completed at least 72 hours in advance of the public notice requirement. The work session topics and available attachments will be provided to the BOE members at least 48 hours in advance of the required public notice so that change requests can be considered.	**4.29**
2	Keeps the board informed of employment, promotion, and dismissal of personnel by informing the Board via electronic communication prior to taking such action.	**4.00**
3	Advises the Board on the need for new or revised policies and develops administrative procedures to ensure that all policies of the Board are implemented. Provides a copy of the administrative procedures to the Board. Board policies were reviewed according to the following schedule: Section 1 in July and August, Section 2 in September, Section 3 in October, Section 4 in November and December, Section 5 in January and February, and Section 6 in March and April.	**4.14**
4	Maintains effective working relations by consistent, appropriate, and professional interactions with the Board by providing timely responses to Board member emails and phone calls.	**4.57**
	Average	**4.25**

Board Relationships Comments

- Dr. Farley anticipates, coordinates, plans, prepares, and executes the boards decisions and policies with a positive approach in multiple communicative ways. She confers with Principals, Supervisors, board members and all appropriate stakeholders regularly and often in order to inform and be make well determined decisions. Dr. Farley works diligently to provide information and prepare budgeting presentations as well as agendas and supplemental materials needed for meetings. She provides thorough briefings that inform all audiences in an exceptional manner.
- This area has definitely improved and is going in the right direction.
- Dr. Farley consistently communicates with the BOE and we are kept informed weekly with her Farley's Follow-Through.
- Dr. Farley, in her new role as Director, has established several new processes which have facilitated timely, accurate and important communication with the Board. She has developed tracking for Board projects and topics, which have aided in keeping meetings focused. Dr. Farley has done a great job of communicating with Board Members and working toward creating coalescence amongst the Board.

	2026 Superintendent Evaluation Results	
	Community Relationships	
1	Keeps the public and media informed of the activities and needs of the school district and fosters a cooperative working relationship between the schools and community by providing a monthly newspaper titled “Desk of the Director” to the Board and a quarterly email to staff.	**4.14**
2	Encourages parental involvement through effective Family Engagement Programs at each school by providing Open House, Meet Your Teacher, and Back 2 School events at elementary and middle schools, new student orientation at high schools, and parent/teacher conferences in October and January at all schools.	**4.29**
3	Models the highest professional standards to the community by being visible at school events and County Commission meetings.	**4.57**
4	Establish partnerships with area businesses, public and private community agencies, institutions of higher education, and community groups to strengthen programs and support school district goals.	**4.29**
	Average	**4.32**

Community Relationships Comments

- Dr. Farley extensively interacts with the community including the county commissioners and local businesses. She has an open door for all employees and people of the community. She is regularly at the schools and extracurricular activities where she is available to interact with the community.
- I have attended events with her and then later drive by her coming away from another event. She cares deeply for our kids and shows them that with great effort.
- Dr. Farley has done an excellent job of increasing communication district wide and to the public. She is in regular communication with steak holders in the community. There is no doubt that she represents the district in a professional manner and stays busy with regular communication channels. Parental involvement is a continued challenge and improvements are still required to meet the strategic goal/student needs. It would be beneficial for the Director if she were to include the impact or outcome for the district in her "sources of evidence" summary notes to the Board.

	2026 Superintendent Evaluation Results	
	Staff and Personnel Relationships	
1	Treats all personnel fairly and professionally by creating an evaluation instrument for each employee that is consistent with the School/District Improvement Plan and Board Strategic Plan and conducts an evaluation of job performance annually.	**4.00**
2	Delegates authority to staff members through shared leadership and decision-making opportunities to accomplish district goals as outlined in the Strategic Plan by scheduling planning sessions with staff members to develop objectives and strategies to achieve the Board's goals.	**4.14**
3	Actively recruits, directly or through delegation, the best available personnel to the district and provides promotion and career growth through professional development by working with institutions of higher education, community colleges, TCAT, and participates in job fairs.	**3.71**
4	Develops programs to improve staff morale and recognize staff for loyalty and service to the district by recognizing achievements at Board meetings and staff appreciation events.	**4.29**
	Average	**4.04**

Staff and Personnel Relationships Comments

- Dr. Farley has provided recognition events consistently throughout the year at board meetings, daily events, and other gatherings and ceremonies.
- This area initially started out as an area that needed focus. This area has definitely improved from the previous year and I look forward to the new strides in the coming year.
- Level 5 states her well, she is actively promoting individuals and finding where they thrive.
- Dr. Farley has developed a leadership team whom she works closely with and can entrust to delegate appropriate responsibilities. Newley implemented mentorship and development programs encourage retention and succession placement. Staffing by student/school needs and employee effectiveness continues to be a challenge area. As does recruitment. Dr. Farley has a good working report with staff throughout the district and encourages open communication.

	2026 Superintendent Evaluation Results	
	Management and Operations	
1	Develops and clearly communicates the vision, mission, and priorities of the school district, ensuring that operational plans and procedures are in place to support the district's long range strategic plan by reviewing and updating the plan annually at a Board retreat, and reporting on goals, objectives, and strategies achieved at each monthly Board meeting.	**4.14**
2	Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted school budget by ensuring the district's finance department has procedures and protocols in place to effectively manage the budget.	**3.71**
3	Ensures that all school facilities are safe and properly maintained through regular inspections of all buildings and actively updates the facilities database to guide the Board with budget decisions.	**4.14**
4	Maintains directly or through delegation such records which are required by law and adhere to Board policies 1.407, 2.601, 2.701, 3.204, 3.400, 5.114, 5.118, and 6.600.	**4.14**
5	Acts on own discretion if emergency action is necessary in any matter not covered by Board policy, establishes procedures for dealing with emergencies, and recommends new policy language to the Board.	**4.14**
	Average	**4.05**

Management and Operations Comments

- Dr. Farley has worked to update and improve the 5 year plan with sound suggestions and comprehensive strategy that has a streamlined and understandable working document.
- It took most of this year to get a final strategic plan in place. There is still a long way to go on the communication of how we are striving to meet the plan in every area. I feel that we have definitely improved in this area, however we have a long way to go on how this work is communicated to the board and the community.
- Leadership alignment has improved greatly since she has become the director. Dr. Farley has developed a very organized team and they work together in our schools and community. Our schools and community are blessed.
- Dr. Farley has been responsive and open to collaborating with the Board during retreats and meetings. She has worked diligently at creating a teamwork environment. Not just with the board, but across the district. Policies and procedures have been reviewed on a regular basis identifying needed updates and modifications. Dr. Farley established a productive working relationship with the COO, CFO and Director of Emergency Management which contributes to the successful management of these areas and regular communication to the Board.

	2026 Superintendent Evaluation Results	
	Student Achievement	
1	Reviews, reports, and addresses student learning barriers based on state accountability guidelines and reports to the Board the barriers and an improvement plan.	**4.00**
2	Keeps informed of modern educational practices by advance study, visiting school systems, and attending educational conferences and keeps the Board informed by reporting at the next monthly Board meeting trends and practices learned at each event.	**4.00**
3	Ensures that all schools in the district develop, implement, promote, and monitor continuous improvement in student achievement by meeting with principals on a monthly basis.	**4.14**
4	Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment by scheduling a meeting prior to the start of the school year to review curriculum.	**4.14**
	Average	**4.07**
	Overall Average:	**4.15**

Student Achievement Comments

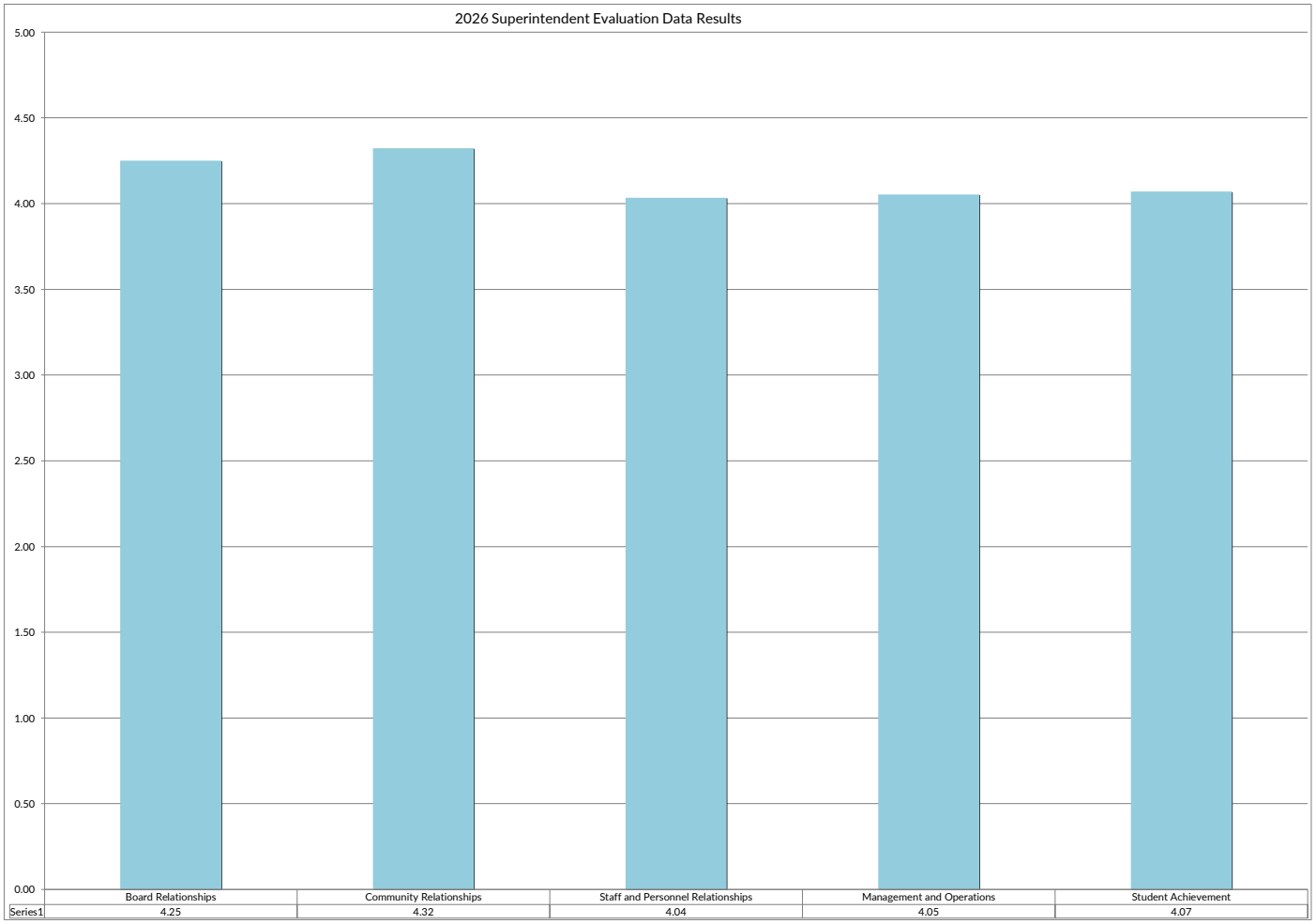
- Dr. Farley is doing a great job for Cumberland Co. Schools. Her communication and efficiency are excellent. She makes professional decisions based on best practices and what's best for the district.
- Dr. Farley has provided a solid, common-sense vision for Supervisors and Principals to lead the instructional needs toward improvements that include recognizing the importance of basics in early grades, skill development as students advance and master curriculum, and career focus for upper grades to include industry certification expansion as well as test scores. She regularly refers to proven research and provides guidance and requires that the best teachers are sought, recruited, placed whenever possible.
- This area is lacking. It might be going on behind the scenes but there is very limited data or information shared with the board on how this area is supported and actually makes a difference. This is all minimal high level information when it is shared and offers very limited feedback on what the board can do on a policy and funding front to support improvement. The understanding of funding and student support areas seems to be lacking most likely because of the limited communication with the board in this area.
- Dr. Farley and her team of supervisors do an incredible job of knowing the materials of each student in every school, it amazes me. The accomplishments made by our students is wonderful and life changing, and shows our community of her commitment to our students and their families.
- Dr. Farley has established routine meeting schedules for leadership to collaborate on district strategies, which has improved communication and district consistency in needed areas. Regular reporting of educational performance results, and improvement plans remain a challenge. Collaboration between districts, schools and teachers to share student success processes/strategies is an opportunity area. Dr. Farley has been responsive to educator's concerns regarding curriculum challenges impacting student success and has addressed implementing modifications.

Overall Evaluation Comments

- Overall I am extremely satisfied with the job our Director is doing. Some of the areas that I think need improvement are areas where updated the board on decisions made either by us or the director herself. These decision may not directly impact board decisions, but could possibly help us answer questions from the public after decisions have been implemented.
- Dr. Farley entered this position with clear objectives to achieve a positive impact with organization, determination, teamwork, and transparent communication with every component of the school district. She has been dedicated to mission excellence and leadership. Her efforts are reflected by the successes in the management of the district morale, educational functions and programs that includes long range stabilization measures and procedures updates . Dr. Farley has provided solid leadership with broad support and strong strategic planning and experienced execution.
- Overall Dr. Farley has worked to make improvements. There is definitely room to grow on communication and collaboration. There should be more focus on quality over quantity. Being seen is not the main focus, being seen as effective is the key. The use of technology to help organize and communicate could be better from my perspective. The level of professionalism when it comes to presentation is behind what I am use to seeing in the business world. It has definitely improved over the last year. I look forward to seeing the board and the director continue to grow. I would be happy to discuss this information in more detail with the director and I think it would be good to have meaningful 1-1 conversations with each BOE member concerning this evaluation. Survey monkey is not really the best platform from which to conduct solid improvement conversations.
- I am honored to work with Dr. Farley, I consider her to be one of the most focused hard working women I know. We have needed her wisdom and educated mind to lead our schools. She has saved a sinking ship and has begun to build a bridge to various leaders in our community.
- Dr. Farley has met or exceeded expectations with the areas addressed in this portion of her evaluation. It has been a challenging year in which she has navigated several unexpected situations proficiently. Positive strides were made in building a cohesive administrative and leadership team. Her collaboration and willingness to work with the Board as they challenged her "to think outside the box" is greatly appreciated. Attaining established benchmark goals on a consistent basis continue to be a challenge across the district. Improvements are needed at several schools to achieve better state report card results. Moving forward, it will be essential to highlight the importance of not only putting in the work, but analyzing what is the outcome or result of the work. Are district, school, teacher processes and activities actually driving educational success? Taking into consideration that this is Dr. Farley's first year as Director, the overall district results have been exemplary. Keeping educational success as the focus while building on this years overall achievements, will surely set up 2026/2027 to be an excellent school year!

2026 Superintendent Evaluation Results

Board Observational Data	Average
Board Relationships	4.25
Community Relationships	4.32
Staff and Personnel Relationships	4.04
Management and Operations	4.05
Student Achievement	4.07
AVERAGE:	**4.15**



Click here to choose a school board.			
Monitoring: **Review: Annually, in March**	Descriptor Term: **Student Assignments**	Descriptor Code: **6.205**	Issued Date:
		Rescinds:	Issued:

TO SCHOOLS

Students, including those in kindergarten, shall attend the school to which they are assigned.[1]

Parent(s)/guardian(s) who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the district from another school district are to be placed by the principal in the grade and/or level as indicated by records from the former school. If the student's placement is inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade level. Parent(s)/guardian(s) shall be kept advised.

The principal shall separate an alleged victim of child sexual abuse from an alleged perpetrator if the abuse allegedly occurred while the child was under the supervision or care of the school. If available and appropriate, a child shall be reassigned if a request is made by the child's parent/guardian, and the perpetrator has been: (1) substantiated by the Department of Children's Services; (2) adjudicated by a juvenile court to have committed the child sexual abuse; or (3) criminally charged.[3]

If an order of protection is issued to protect a student from another student enrolled in the same school, then the principal shall develop a student safety plan and implement it for the student who is named as the petitioner. This shall occur as soon as possible, but no later than five (5) school days from the date on which the school receives a copy of the order of protection. When reasonably practicable and appropriate, the building-level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide input into the plan. The Director of Schools shall develop administrative procedures to implement this process.[4]

Legal References

1. TCA 49-6-3102, 3103
2. TCA 49-6-3201
3. TCA 49-6-3102(h), (i)
4. Public Acts of 2026, Chapter No. 862

Cross References

Promotion and Retention 4.603
Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Student Assignments**	**6.205**	**04/27/23**
		Rescinds: **6.205**	Issued: **01/23/20**

TO SCHOOLS

Students, including those in kindergarten, are expected to attend the school to which they are assigned by virtue of their residence.[1] Students will enroll in the school of appropriate grade nearest their local residence. The Zoning-Residency Check Guidelines found in procedures may be used to verify residency of any student.

If a student wishes to attend a school other than his or her zoned school in Cumberland County, the parent or guardian must follow Board of Education Policy 6.206 to request a transfer to another school. Policy 6.206 and the corresponding out of zone procedures will serve as guidelines to respond to this request.

For the purpose of this policy, the term "legal residence" shall mean the domicile of the child in question. Although a child may have several residences, he or she shall have only one domicile, and that is the child's primary place of living, where food, toys, clothes, furniture, and the like are maintained. The child's domicile shall be that of his or her parents. If the parents of the child are separated or divorced, the child's domicile shall be that of the primary residential parent. In the event the parents have equal parenting time and are designated as joint primary residential parents in a Permanent Parenting Plan and/or Order of the Court: a) If the school zone is addressed in the Permanent Parenting Plan or Court Order, the child will be allowed to attend school within the school zone ordered as long as one of the parents resides in that zone; b) If the school zone is not addressed, in the Permanent Parenting Plan or Court Order, or if neither parent resides in a school zone named in their Permanent Parenting Plan or Court Order, the parents may, by written agreement, at the beginning of each school year, determine which of their addresses will determine the child’s school zone. In the event that no primary residential parent is named in a Parenting Plan or other legal document concerning the parent's separation, the domicile of the child shall be that of the child's mother. In the case of a child whose parents are deceased, or incompetent, the domicile of the minor child is that same as the domicile of the legal guardian who has custody of the child. The domicile of an adopted child is that of the adoptive parents.

With the Director of Schools' approval, parents may elect to enroll their children in any school in the school system provided the parent provides transportation to and from that respective school and provided that such choice does not cause overcrowding in the chosen school.

Parents/guardian(s) who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the system from another school system are to be placed by the principal in the grade and/or level as indicated by records from the former school. If the student's placement is inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade level. Parents shall be kept advised.

Students transferring from any school not approved by the Tennessee State Department of Education shall be tested to justify their grade placement in Cumberland County Public Schools. When first enrolled and until test results are available, the child shall be placed in the grade in which he/she was last enrolled. An achievement test shall be administered at the very earliest possible date to see if achievement test scores justify appropriate grade placement.

The principal shall separate an alleged victim of child abuse from an alleged perpetrator if the abuse allegedly occurred while the child was under the supervision or care of the school. If available and appropriate, a child shall be reassigned if a request is made by the child's parent or custodian and the perpetrator has been: (1) substantiated by the Department of Children's Services; (2) adjudicated by a juvenile court to have committed the child sexual abuse; or (3) criminally charged.[3]

If an order of protection is issued to protect a student from another student enrolled in the same school, then the principal shall develop a student safety plan and implement it for the student who is named as the petitioner. This shall occur as soon possible, but no later than five (5) school days from the date on which the school receives a copy of the order of protection. When reasonably practicable and appropriate, the building level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide input into the plan. The Director of Schools shall develop administrative procedures to implement this process. [4]

Legal References

1. TCA 49-6-3102, 3103
2. TCA 49-6-3201
3. TCA 49-6-3102(h), (i)
4. Public Acts of 2026, Chapter No. 862

Cross References

Promotion and Retention 4.603
Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Click here to choose a school board.			
Monitoring: **Review: Annually, in March**	Descriptor Term: **Transfers Within the System**	Descriptor Code: **6.206**	Issued Date:
		Rescinds:	Issued:

General[1]

Each year, the Director of Schools/designee shall review the number of spaces available in each school by grade, class, and program levels. This information shall be posted on the district's website along with the dates of the district's open enrollment period. The open enrollment period shall last for thirty (30) days and information about the number of seats available shall be posted for at least fourteen (14) days prior. The Director of Schools/designee shall reserve a reasonable number of enrollment spaces at each school to account for the enrollment of zoned students, siblings of students, and students who have a parent/guardian employed at the school.[2]

During the district's open enrollment period each year, a parent/guardian may request that his/her child attend a school within the district other than the one to which the child is zoned. The Director of Schools/designee shall review such requests, and if adequate space is available, grant such transfers. If the number of requests exceeds the number of available spaces, the Director of Schools/designee shall implement a lottery to fill the available spaces.

The open enrollment process shall be completed before other nonresident transfers are approved.

POST ENROLLMENT[1]

Once accepted, the student shall provide his/her own transportation to and from the school. The student must maintain satisfactory attendance, behavior, and effort to remain in the new school.

CHANGE IN RESIDENCE[1]

Students whose families transfer their residence to another school area after the first month of school may complete the school year at their former school. Students who present evidence that they will move during the school year and who desire to enroll in a new school in the new area may do so with prior written request for a change of school area.

[**NOTE: Not effective in the event of a federally mandated desegregation order.**[3]

Legal References

1. TCA 49-2-128
2. TCA 49-6-3113
3. 34 C.F.R. § 100.4

Cross References

Student Assignments 6.205
Homeless Students 6.503
Students in Foster Care 6.505

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Transfers Within the System**	**6.206**	**02/23/23**
		Rescinds: **6.206**	Issued: **04/28/22**

General[1]

Each year, the Director of Schools/designee shall review the number of spaces available in each school by grade, class, and program levels. This information shall be posted on the district's website along with the dates of the district's open enrollment period. The open enrollment period shall last for at least thirty (30) days and information about the number of seats available shall be posted for at least fourteen (14) days prior. The Director of Schools/designee shall reserve a reasonable number of enrollment spaces at each school to account for the enrollment of zoned students, siblings of students, and students who have a parent/guardian employed at the school.[2]

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NOTE: Not effective in the event of a federally mandated desegregation order.[3]

Legal References

1. TCA 49-2-128
2. TCA 49-6-3113
3. 34 C.F.R. § 100.4

Cross References

Student Assignments 6.205
Homeless Students 6.503
Students in Foster Care 6.505

Cumberland County Finance
Summary Financial Statment by Sub-Fund
May 2026

141	General Purpose School	**Year-To-Date**			**Month-To-Date**		
Account	**Description**	**Budget Estimate**	**Actual**	**% of Budget**	**Estimate Avg/Mth**	**Actual**	**% of Avg**
Revenues							
40110	Current Property Tax	1,890,277.00	(1,894,386.44)	100.22%	157,523.08	(11,427.88)	7.25%
40120	Trustee's Collections - Prior Year	52,999.00	(53,856.99)	101.62%	4,416.58	(69.69)	1.58%
40130	Cir Clk/Clk & Master Collections-Pr Yr	18,765.00	2,706.60	-14.42%	1,563.75	(2,201.30)	140.77%
40140	Interest And Penalty	21,342.00	(4,667.48)	21.87%	1,778.50	(1,691.49)	95.11%
40210	Local Option Sales Tax	16,953,333.00	(14,599,780.72)	86.12%	1,412,777.75	(1,531,858.21)	108.43%
40270	Business Tax	3,561.00	(3,468.64)	97.41%	296.75	(304.00)	102.44%
40275	Mixed Drink Sales	57,360.00	(49,520.37)	86.33%	4,780.00	(6,374.15)	133.35%
43517	Tuition - Other	150,246.00	(171,678.52)	114.26%	12,520.50	(18,053.00)	144.19%
43570	Receipts From Individual Schools	66,000.00	(77,236.54)	117.03%	5,500.00	(8,905.60)	161.92%
43990	Other Charges For Services	15,000.00	(24,623.30)	164.16%	1,250.00	0.00	0.00%
44120	Lease/Rentals/PPP	4,240.00	(19,085.74)	450.14%	353.33	(2,177.12)	616.17%
44145	Sale Of Recycled Materials	2,500.00	(2,216.40)	88.66%	208.33	(289.80)	139.10%
44170	Miscellaneous Refunds	110,000.00	(141,302.91)	128.46%	9,166.67	(51,119.00)	557.66%
44560	Damages Recovered From Individuals	500.00	(1,268.02)	253.60%	41.67	0.00	0.00%
44570	Contributions & Gifts	16,500.00	(13,651.00)	82.73%	1,375.00	(500.00)	36.36%
44990	Other Local Revenues	14,000.00	(19,827.82)	141.63%	1,166.67	(2,233.00)	191.40%
46510	Tennessee Investment in Student	779,835.50	(47,599,626.43)	6,103.80%	64,986.29	0.00	0.00%
46511	Basic Education Program	51,834,178.00	0.00	0.00%	4,319,514.83	0.00	0.00%
46513	TISA - On-behalf Payments	0.00	0.00	0.00%	0.00	0.00	0.00%
46515	Early Childhood Education	1,155,840.57	(1,050,624.34)	90.90%	96,320.05	(94,866.32)	98.49%
46590	Other State Education Funds	1,968,014.81	(1,604,252.93)	81.52%	164,001.23	0.00	0.00%
46591	Coordinated School Health - ARRA	114,200.00	(92,687.08)	81.16%	9,516.67	(5,671.34)	59.59%
46596	Paid Parental Leave	104,172.89	(89,674.02)	86.08%	8,681.07	0.00	0.00%
46610	Career Ladder Program	80,000.00	(94,701.27)	118.38%	6,666.67	0.00	0.00%
46790	Other Vocational	3,000,000.00	(1,353,720.15)	45.12%	250,000.00	(225,258.77)	90.10%
46851	State Revenue Sharing -T.V.A.	221,183.74	(221,183.74)	100.00%	18,431.98	0.00	0.00%
46990	Other State Revenues	106,000.00	0.00	0.00%	8,833.33	0.00	0.00%
47590	Other Federal Through State	622,115.41	(208,750.42)	33.55%	51,842.95	0.00	0.00%
48610	Donations	20,940.00	(23,390.00)	111.70%	1,745.00	(1,200.00)	68.77%
48990	Other	0.00	(5,500.00)	0.00%	0.00	0.00	0.00%
49600	Proceeds From Sale Of Capital Assets	0.00	(16,547.00)	0.00%	0.00	(16,547.00)	0.00%
49700	Insurance Recovery	0.00	(9,523.56)	0.00%	0.00	0.00	0.00%
	Total Revenues	**79,383,103.92**	**(69,444,045.23)**	**87.48%**	**6,615,258.66**	**(1,980,747.67)**	**29.94%**
Expenditures							
71100	Regular Instruction Program	(33,430,237.79)	27,530,289.08	82.35%	(2,785,853.15)	2,704,121.13	97.07%
71150	Alternative Instruction Program	(400,742.00)	324,613.78	81.00%	(33,395.17)	32,088.82	96.09%
71200	Special Education Program	(6,332,927.48)	5,331,753.33	84.19%	(527,743.96)	536,546.63	101.67%

Cumberland County Finance
Summary Financial Statment by Sub-Fund
May 2026

141	General Purpose School	Year-To-Date			Month-To-Date		
Account	**Description**	**Budget Estimate**	**Actual**	**% of Budget**	**Estimate Avg/Mth**	**Actual**	**% of Avg**
71300	Career And Technical Education	(7,189,428.06)	5,607,248.43	77.99%	(599,119.01)	478,587.00	79.88%
71400	Student Body Education Program	(638,651.00)	569,764.82	89.21%	(53,220.92)	143,603.32	269.82%
72110	Attendance	(248,618.00)	224,846.42	90.44%	(20,718.17)	27,859.47	134.47%
72120	Health Services	(1,001,488.00)	851,215.60	85.00%	(83,457.33)	95,997.66	115.03%
72130	Other Student Support	(1,893,615.60)	1,667,495.32	88.06%	(157,801.30)	163,157.13	103.39%
72210	Regular Instruction Program	(1,493,428.00)	1,211,975.03	81.15%	(124,452.33)	96,183.37	77.29%
72220	Special Education Program	(1,167,406.13)	1,048,617.45	89.82%	(97,283.84)	70,618.41	72.59%
72230	Career And Technical Education	(674,839.00)	564,289.26	83.62%	(56,236.58)	74,718.05	132.86%
72250	Technology	(1,511,671.00)	1,355,850.44	89.69%	(125,972.58)	85,803.16	68.11%
72310	Board Of Education	(1,175,346.00)	1,075,612.49	91.51%	(97,945.50)	78,715.07	80.37%
72320	Office Of The Superintendent	(351,726.00)	324,834.93	92.35%	(29,310.50)	27,923.46	95.27%
72410	Office Of The Principal	(5,074,674.00)	4,479,864.45	88.28%	(422,889.50)	441,181.99	104.33%
72510	Fiscal Services	(386,200.00)	317,225.89	82.14%	(32,183.33)	48,965.90	152.15%
72520	Human Services/Personnel	(244,289.00)	207,760.89	85.05%	(20,357.42)	16,947.30	83.25%
72610	Operation Of Plant	(5,846,762.00)	5,400,651.19	92.37%	(487,230.17)	449,329.72	92.22%
72620	Maintenance Of Plant	(3,579,570.41)	3,061,759.33	85.53%	(298,297.53)	254,712.55	85.39%
72710	Transportation	(4,368,107.72)	3,869,155.33	88.58%	(364,008.98)	355,607.29	97.69%
73300	Community Services	(192,861.00)	151,722.28	78.67%	(16,071.75)	15,064.08	93.73%
73400	Early Childhood Education	(1,389,223.00)	1,119,450.40	80.58%	(115,768.58)	110,083.16	95.09%
76100	Regular Capital Outlay	(780,369.03)	624,252.51	79.99%	(65,030.75)	47,338.49	72.79%
82130	Education	(222,924.00)	111,450.00	49.99%	(18,577.00)	18,575.00	99.99%
82230	Education	(30,132.00)	15,540.00	51.57%	(2,511.00)	2,590.00	103.15%
91300	Education Capital Projects	(3,441,183.74)	3,254,395.63	94.57%	(286,765.31)	0.00	0.00%
	Total Expenditures	**(83,066,419.96)**	**70,301,634.28**	**84.63%**	**(6,922,201.66)**	**6,376,318.16**	**92.11%**
Total 141	General Purpose School	**(3,683,316.04)**	**857,589.05**	**23.28%**	**(306,943.00)**	**4,395,570.49**	**1,432.**

Cumberland County, Tennessee
Local Option Sales Tax Collections
General Purpose School Fund
FY 2025-2026

Month	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual	**FY 24-25 Actual**	**FY 25-26 Budget**	**FY25-26 Actual**	**Difference**
August	$ 870,571	$ 1,020,777	$ 1,166,927	$ 1,351,767	$ 1,434,099	$ 1,459,059	$ 1,488,240	$ 1,504,002	$ 15,762
September	$ 865,871	$ 952,467	$ 1,107,995	$ 1,364,864	$ 1,362,368	$ 1,393,264	$ 1,421,129	$ 1,508,525	$ 87,396
October	$ 846,819	$ 919,285	$ 1,083,881	$ 1,264,424	$ 1,298,385	$ 1,421,924	$ 1,450,362	$ 1,480,348	$ 29,985
November	$ 859,937	$ 973,849	$ 1,106,688	$ 1,299,471	$ 1,294,789	$ 1,364,585	$ 1,391,877	$ 1,463,004	$ 71,127
December	$ 871,317	$ 983,974	$ 1,132,259	$ 1,289,256	$ 1,366,010	$ 1,417,209	$ 1,445,553	$ 1,490,147	$ 44,594
January	$ 827,204	$ 977,133	$ 1,159,721	$ 1,298,903	$ 1,314,873	$ 1,362,837	$ 1,390,094	$ 1,447,019	$ 56,925
February	$ 1,057,209	$ 1,278,153	$ 1,304,344	$ 1,471,897	$ 1,630,073	$ 1,575,350	$ 1,606,857	$ 1,662,534	$ 55,677
March	$ 731,082	$ 897,298	$ 965,550	$ 1,156,878	$ 1,130,567	$ 1,155,681	$ 1,178,795	$ 1,256,974	$ 78,179
April	$ 710,630	$ 828,199	$ 999,451	$ 1,131,461	$ 1,187,369	$ 1,149,333	$ 1,172,320	$ 1,255,571	$ 83,251
May	$ 854,049	$ 1,178,207	$ 1,264,205	$ 1,398,362	$ 1,342,565	$ 1,423,150	$ 1,451,612	$ 1,531,858	$ 80,246
June	$ 828,973	$ 1,096,183	$ 1,185,985	$ 1,309,063	$ 1,336,725	$ 1,420,042	$ 1,448,443		
July Accrual	$ 947,306	$ 1,114,903	$ 1,298,919	$ 1,399,744	$ 1,394,836	$ 1,478,482	$ 1,508,052		
Total	$ 10,270,968	$ 12,220,428	$ 13,775,928	$ 15,736,090	$ 16,092,659	$ 16,620,915	$ 16,953,333	$ 14,599,981	$ 603,142

Resolution # _____

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS, it has become necessary to adjust certain appropriations within the General Purpose School Fund to properly reflect anticipated expenditures through fiscal year-end; and

WHEREAS, such adjustments are necessary to reallocate budgeted funds between line items for the purpose of year-end account cleanup and to align appropriations with actual expenditure needs;

WHEREAS, these adjustments do not increase the total budget of the General Purpose School Fund;

NOW, THEREFORE, BE IT RESOLVED by the Cumberland County Board of Education, meeting on this **25th day of June 2026**, that the following budget amendment be approved:

Operation Of Plant

Increase Expenditures:		
141-72610-307	Operation of Plant - Communication	$4,750.00
141-72610-359	Operation of Plant -Disposal Fees	$3,250.00
141-72610-415	Operation of Plant -Electricity	$10,000.00
Total Increase		$18,000.00
Decrease Expenditures:		
141-72610-347	Operation of Plant - Pest Control	$6,000.00
141-72610-434	Operation of Plant - Natural Gas	$6,000.00
141-72610-454	Operation of Plant - Water and Sewer	$6,000.00
Total Decrease		$18,000.00

SPONSORED BY: _____ BOE Member

APPROVED BY: _____ Chairman of the Board

ATTEST: _____ Director of Schools

Ayes: ____ Nays: ____ Abstain: ____

Resolution #_____

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS, the approved FY 2026 budget for the Cumberland County Board of Education included appropriations for vehicle maintenance & repair services; and

WHEREAS, actual vehicle maintenance & repair services expenditures have exceeded original projections due to unforeseen maintenance needs and repairs; and

WHEREAS, the proposed reallocation will not increase the total approved budget and is necessary to ensure the continued operation and maintenance of the school system's transportation fleet;

NOW, THEREFORE, **BE IT RESOLVED**, by the Cumberland County Board of Education, meeting on this 25th day of June 2026, that the following budget amendment be adopted.

Transportation

Increase Expenditures:		
141-72710-338	Transportation-Maintenance & Repair Services - Vehicles	$3,600.00
Total Increase in Revenue		$3,600.00
Decrease Expenditures:		
141-72710-433	Transportation - Lubricants	$3,600.00
Total Increase in Expenditures		$3,600.00

SPONSORED BY:

_____

BOE Member

APPROVED BY:

_____

Chairman of the Board

ATTEST:

_____

Director of School

Ayes: ____ Nays: ____ Abstain: ____

Resolution #_____

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS, the approved FY 2026 budget for the Cumberland County Board of Education included appropriations for teacher in-county travel; and

WHEREAS, actual travel expenditures have exceeded original projections; and

WHEREAS, the proposed reallocation will not increase the total approved budget and is necessary to ensure all travel costs are properly funded and accounted for in compliance with fiscal policies;

NOW, THEREFORE, **BE IT RESOLVED**, by the Cumberland County Board of Education, meeting on this 25th day of June 2026, that the following budget amendment be adopted.

Regular Instruction Program

Increase Expenditures:		
141-72210-355	Regular Instruction Program - Travel	$700.00
Total Increase in Revenue		$700.00
Decrease Expenditures:		
141-72210-432	Regular Instruction Program - Library Books	$700.00
Total Increase in Expenditures		$700.00

SPONSORED BY: APPROVED BY:

_____ _____

BOE Member Chairman of the Board

ATTEST:

_____ Ayes: ____ Nays: ____ Abstain: ____

Director of School

FUNDRAISER AUTHORIZATION FORM

School CCHS

Fund/club/class account Cheerleading

Expected date of fundraiser Aug 3, 2026
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Pink Out shirts - School Spirit shirts

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Competition fees, expenses

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
13 cheerleaders
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit T-shirt sales from School/Community

Requested by Dana Phipps (Name/Title) Date 5-18-26

Approved by [signature] Principal Date 5-19-26

Approved by _____ Director of Schools Date _____

Rev 9-10-25

FUNDRAISER AUTHORIZATION FORM

School CCHS

Fund/club/class account Cheerleading

Expected date of fundraiser August 3
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Fall Mum sales

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Competition fees, expenses
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
13 cheerleaders
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit percentage of profit from each sale - check from distributor. ~~Disbursed on a~~

Requested by Dana Phipps Date 5-18-26
Name/Title

Approved by [signature] Date 5-19-26
Principal

Approved by _____ Date _____
Director of Schools

Rev 9-10-25

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account General Fund

Expected date of fundraiser 2026/2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Book Fairs

Method of fundraising (in-person, crowdfunding, etc.) in-person
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised library items, million word club activities and prizes, school needs
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
school wide
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash, check

Requested by Brandy Martin Date 5.21.26
Name/Title

Approved by Barbi Clonse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account General Fund

Expected date of fundraiser 9/1/26 - 10/12/26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities World's Finest Chocolate Bars / Charleston Wrap Online Sale

Method of fundraising (in-person, crowdfunding, etc.) in-person
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised supplement school needs

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
school-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash / check / credit card

Requested by BClouse Date 5-21-26
Name/Title

Approved by BClouse Date 5-21-26
Bookkeeper

Approved by MaryEEdmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Brandy Martin

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Brandy Martin Date 5.26.26
Name/Title

Approved by BClouse Date 5-26-26
Bookkeeper

Approved by MaryEEdmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Julia Griffin

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Julia Griffin / 3rd grade teacher Date 5/21/26
Name/Title

Approved by BOnse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Kat Sisco

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Kat Sisco Date 5/21/26
Name/Title

Approved by BClouse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Riley Smith

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Riley Smith Date 5-26-26
Name/Title

Approved by BCoose Date 5-26-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Sue Alva

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Sue Alva Date 5/21/26
Name/Title

Approved by BClouse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Miranda Andreasen

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Miranda Andreasen Date 5-21-26
Name/Title

Approved by BMouse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Mason Wyatt

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Mason Wyatt Date 5/21/26
Name/Title

Approved by [signature] Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Kayla Wadlington

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Kayla Wadlington Date 5-21-26
Name/Title

Approved by BClouse Date 5-21-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Bri Hunt

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Bri Hunt 4th grade (Name/Title) Date 5/20/26

Approved by BDonse (Bookkeeper) Date 5-20-26

Approved by Mary E Edmonds (Principal) Date 5/27/26

Approved by _____ (Director of Schools) Date _____

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Jennifer Richard

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Jennifer Richard Date 5-20-26
Name/Title

Approved by BClouse Date 5-20-26
Bookkeeper

Approved by MaryEEdmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Madison Bond

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Madison Bond Date 5/19/26
Name/Title

Approved by BBoss Date 5/19/26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Misty Thompson

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Misty Thompson Date 05/15/26
Name/Title

Approved by BClouse Date 5/15/26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Amber Houghton

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by _____ Date 5-15-26
Name/Title

Approved by B Clouse Date 5/15/26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Ashleigh Burgess

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Ashleigh Burgess Date 5/15/26
Name/Title

Approved by BClouse Date 5/15/26
Bookkeeper

Approved by MaryEEdmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Shayla Rollins

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Shayla Rollins Teacher
Name/Title
Date 5/1/26

Approved by [illegible]
Bookkeeper
Date 5/1/26

Approved by Mary Edmonds
Principal
Date 5/27/26

Approved by _____
Director of Schools
Date _____

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Kayley D'Aprile

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Kayley D'Aprile Date 5/1/26
Name/Title Teacher

Approved by BClouse Date 5/1/26
Bookkeeper

Approved by MaryEEdmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Jessica Rollins

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by _____ Date 5-26-26
Name/Title

Approved by _____ Date 5-26-26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Rachel Davis

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon Wish List

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Rachel Davis Date 5/27/26
Name/Title

Approved by [signature] Date 5/27/26
Bookkeeper

Approved by Mary Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Joseph Brannum

Expected date of fundraiser 2026-2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items will be used by students and/or in the classroom
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by _____ Date 5/27/26
Name/Title

Approved by B Morse Date 5/27/26
Bookkeeper

Approved by Mary E Edmonds Date 5/27/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School North Elementary

Fund/club/class account General

Expected date of fundraiser 2026/2027 JV + Varsity Basketball season

(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Concessions for JV + Varsity Basketball 2026-2027 school year

Method of fundraising (in-person, crowdfunding, etc.) In Person

(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised North Elementary Student + school expenses

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) School wide JV + Varsity Basketball

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash / Profit after concession expenses

Requested by _____ Date 5-22-26
Name/Title

Approved by Carolyn Ziegler Date 5-22-26
Bookkeeper

Approved by Mary Jane M. Dunn Date 5-22-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Pine View Elementary

Fund/club/class account Teacher Wishlists Amazon

Expected date of fundraiser 7-1-26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Supplemental supplies for teacher classrooms as monitored and approved by administration.

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Provide classroom supplies for all students in class.

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

School-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Teachers will receive items listed for their classrooms

Requested by Kara Spicer/Principal Date 6-1-26
Name/Title

Approved by [signature] Date 6-2-26
Principal

Approved by _____ Date _____
Director of Schools

Rev 9-10-25

FUNDRAISER AUTHORIZATION FORM

School SMHS

Fund/club/class account Band

Expected date of fundraiser Oct. 5 - Oct. 26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Snap raise

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...) *Crowdfunding Must be Board Approved *

Proposed uses of funds raised buy new music, instrument repair, new instruments, instrument care items (reeds, oil, cork grease)
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
Band
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit money will be recieved from Snapraise after fundraiser

Requested by Elana Douglas / Band Director Date 5/1/26
Name/Title

Approved by Shawn Garrett Date 6.2.26
Bookkeeper

Approved by [signature] Date 5/1/26
Principal

Approved by _____ Date _____
Director of Schools

* *** Crowdfunding & School-Wide need board approval
*** All others require Director approval

*Taxes must be paid on anything that is resold. —

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School SMHS

Fund/club/class account Band

Expected date of fundraiser July 1 - August 31
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon Wish list

Method of fundraising (in-person, crowdfunding, etc.) crowd funding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...) *Crowdfunding Must be Board Approved *

Proposed uses of funds raised to provide students with essentials for band camp and throughouts marching season
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
Band
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items will be shipped to the school for students

Requested by [signature] / Band Director Date 6/4/26
Name/Title

Approved by [signature] Date 6.8.26
Bookkeeper

Approved by [signature] Date 6/4/26
Principal

Approved by _____ Date _____
Director of Schools

* *** Crowdfunding & School-Wide need board approval
*** All others require Director approval

*Taxes must be paid on anything that is resold. —

Rev 3-12-26

Your Lists | Your Friends

Create a List List help

Shared
Private
Band 26-27 List Private
Private
Private
Private

Band 26-27 List Private

Add item

+ Invite

Search this list | Show: Unpurchased | Sort by: Most recently added



Coume 36 Pcs Wholesale Bulk Lot Baseball Caps Bulk Adjustable Blank Denim Plain Trucker Hat for Men Women(Black)
by Coume (Apparel)
74
$65.99 FREE One-Day
Size : One Size Color : Black

Item added June 3, 2026

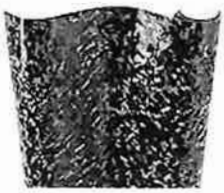
Add to Cart | Add a note | Move



Scotch Magic Tape, Invisible, Home Office Supplies and Back to School Supplies for College and Classrooms, 16 Rolls
by Scotch (Office Product)
2,665
$30.79 FREE One-Day
Size : 16 Rolls

Item added June 3, 2026

Add to Cart | Add a note | Move



VViViD+ Forged Composite Carbon Patternless Car Vinyl Wrap Roll (3ft x 5ft, Black)
by VViViD (Automotive)
2,428
$27.98
Size : 3ft x 5ft Color : Black
We are wrapping our percussion equipment in this!
Needs 10 · Has: 0 · Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Lichamp 10-Pack White Electrical Tape Waterproof, 3/4 in x 66ft, Industrial Grade UL/CSA Listed High Temp Electrical Tape Electric



by Lichamp (Misc.)

810

$18.80 FREE One-Day

Item added June 3, 2026

Add to Cart | Add a note | Move

Lichamp 10-Pack Black Electrical Tape Waterproof, 3/4 in x 66ft, Industrial Grade UL/CSA Listed High Temp Electrical Tape Electric Super Vinyl



by Lichamp (Misc.)

2,130

$18.99 FREE One-Day

Item added June 3, 2026

Add to Cart | Add a note | Move

12V AC Adapter Yamaha Keyboard Power Cord for Yamaha PSR, YPG, YPT, DGX, DD, EZ, PA130 150 and P Digital Piano and Portable Keyboard Series, Universal 3.3 Ft 12V 2A Charger Adapter



by Goffeu

97

$9.99

Item added June 3, 2026

Add to Cart | Add a note | Move

Seismic Audio Speakers Guitar Cables, TS ¼" Guitar Cables, Black, Pack of 6, 10 Feet



by Seismic Audio (Electronics)

1,613

$52.99

Size : 10 Foot Color : Black

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller

New Bee Guitar Cable 10 ft Electric Instrument Cable Bass AMP Cord 1/4 Straight to Straight for Electric Guitar, Bass Guitar, Electric Mandolin, Pro Audio, Black



by New Bee (Misc.)

30,989

$10.99 FREE One-Day

Size : 10FT Style : Straight

Item added June 3, 2026

Add to Cart Add a note Move

Best Seller



New Bee Guitar Cable 10ft Electric Instrument Bass AMP Cord for Electric Mandolin, Pro Audio (Right Angle to Straight, Black)
by New Bee (Misc.)
30,989
$8.99 FREE One-Day
Size : 10FT Style : Right

Item added June 3, 2026

Add to Cart Add a note Move

Best Seller



EastRock Drum Keys 3-Pack Drum Tuning Key with Continuous Standard Motion Speed key,Universal Drum Key Tuner (Chrome-Plated Steel)
by EASTROCK (Electronics)
2,345
$6.29 FREE One-Day
Size : 1-3 Color : Chrome-Plated Steel

Item added June 3, 2026

Add to Cart Add a note Move



Lallisa 12 Pcs Clarinet Swab Cleaning Cloth Swab for Inside Tube Cloth Clarinet Cleaner Pull Through Instrument Fabric with Weighted String for Flute Piccolo Sax Saxophone(Blue, Purple)
by Lallisa (Unknown Binding)
18
$17.99
Color : Blue, Purple

Item added June 3, 2026

Add to Cart Add a note Move



CONLI Flute Cleaning Kit with 4 Flute Cleaning Rod and 8 Flute Cleaning Cloth, Cleaning Kit Flute Swab Flute Polishing Cloth for Musical Instruments Polishing and Cleaning
by CONLI (Unknown Binding)
75
$9.99
Color : Black, Pink, Yellow, Blue, Green

Item added June 3, 2026

Add to Cart Add a note Move

Vandoren SR2425 Bari Sax Traditional Reeds Strength 2.5; Box of 5



by Vandoren (Electronics)

355

$48.00 FREE One-Day

Pattern : Reeds Strength Style : Strength 2.5

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren SR223 Tenor Sax Traditional Reeds Strength 3; Box of 5

by Vandoren (Electronics)

4,163

$30.00 FREE One-Day

Size : Strength 3

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren SR2225 Tenor Sax Traditional Reeds Strength 2.5; Box of 5

by Vandoren (Electronics)

4,163

$27.00

Size : Strength 2.5

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren SR2135 Alto Sax Traditional Reeds Strength 3.5; Box of 10

by Vandoren (Electronics)

980

$34.00 FREE One-Day

Pattern : Alto Saxophone Reeds Size : Strength 3.5

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren SR213 Alto Sax Traditional Reeds Strength 3; Box of 10

by Vandoren (Electronics)

5,063

$34.00 FREE One-Day

Pattern : Alto Saxophone Reeds Size : Strength 3

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren SR2125 Alto Sax Traditional Reeds Strength 2.5; Box of 10
by Vandoren (Electronics)
5,463
$34.00 FREE One-Day
Pattern : Alto Saxophone Reeds Size : Strength 2.5

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren CR1025 Bb Clarinet Traditional Reeds Strength 2.5; Box of 10
by Vandoren (Electronics)
17,680
$31.00 FREE One-Day
Pattern : Clarinet Size : Strength 2.5

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Vandoren CR103 Bb Clarinet Traditional Reeds Strength 3; Box of 10
by Vandoren (Electronics)
17,680
$27.00 FREE One-Day
Price dropped 13% (was $31.00 when added to List)
Pattern : Clarinet Size : Strength 3

Item added June 3, 2026

Add to Cart | Add a note | Move



Superslick Tuning Slide Grease, .25 oz
by Superslick (Unknown Binding)
657
$6.72

Needs 2 · Has: 0 · Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Yamaha Trombone Slide Lubricant, 30ml
by Yamaha (Electronics)
1,496
$9.99 FREE delivery for Prime members
Style : Lubricant

Needs 2 · Has: 0 · Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move



Blue Juice 2 Fluid Oz. Trumpet Valve Oil - pack of 2
by Blue Juice (Electronics)
6,168
$15.91 FREE One-Day
Price dropped by $0.08 (was $15.99 when added to List)
Size : Pack of 2
Needs 2 · Has: 0 · Priority: high
Item added June 3, 2026
Add to Cart | Edit a note | Move



L LIKED 500 Stickers - 3.5" x 2.25"Colors Plain Name tag Labels with Perforated Line for School Office Home (Blank - 500 Labels)
by L LIKED (Office Product)
3,750
$9.99
Size : Blank - 500 Labels
Item added June 3, 2026
Add to Cart | Add a note | Move



HERKKA Clear Packing Tape, 12 Rolls Heavy Duty Packaging Tape for Shipping Packaging Moving Sealing, Thicker Clear Packing Tape, 1.88 inches Wide, 65 Yards Per Roll, 780 Total Yards
by HERKKA (Misc.)
3,757
$25.99 FREE One-Day
Size : 12 PACK 1.88 INCH WIDE
Item added June 3, 2026
Add to Cart | Add a note | Move



Madisi Golf Pencils With Eraser, #2 HB Half, 3.5" Mini, Pre-Sharpened, 96 Count
by Madisi (Unknown Binding)
2,437
$9.99 FREE One-Day
Size : 96 Count (Pack of 1)
Item added June 3, 2026
Add to Cart | Add a note | Move

Best Seller

Goldfish Crackers Big Smiles Variety Pack with Cheddar, Colors, and Pretzels, Snack Packs, 30 Ct
by Goldfish (Grocery)



$12.86 FREE One-Day

Extra 20% off when you subscribe

Size : 29 Ounce (Pack of 1) Flavor Name : Variety

Item added June 3, 2026

Add to Cart | Add a note | Move

Lysol Disinfecting Wipes Bundle, Home Apartment Dorm Room Essentials and Cleaning Supplies, All Purpose Cleaner, Multi-surface Cleaning Wipes, Multi-Scent Sanitizing Wipes Bundle, 80 Count (4pk)

by Lysol (Health and Beauty)



22,379

$14.97 FREE One-Day

Size : 80 Count (Pack of 4)

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller

Kleenex Ultra Soft Facial Tissues, 8 Cube Boxes, 80 Tissues per Box, 3-Ply, Packaging May Vary

by Kleenex (Health and Beauty)



29,137

$17.98 FREE One-Day

Extra 25% off when you subscribe

Size : 80 Tissues (Pack of 8) Color : White

Item added June 3, 2026

Add to Cart | Add a note | Move

Mini Lip Balm 50 Pack, Natural Lip Balms with Vitamin E and Coconut Oil. Moisturizes for Dry Lips, Perfect for, Party Favors, Gift Bags and Small Gifts-13 Flavors

by HCKLM



375

$9.99

Size : 1 count (Pack of 50)

Item added June 3, 2026

Add to Cart | Add a note | Move

Xtreme Pro-Expert Clear Styling Hair Gel, Alcohol Free 24-Hours Xtreme Control With Aloe Vera, 17.63 Oz Squeeze Bottle (Pack of 3)

by Xtreme (Health and Beauty)

139

$12.00 FREE One-Day

when you subscribe



Item added June 3, 2026

Add to Cart | Add a note | Move

Rave 4X Mega Unscented Aerosol Hairspray - Hair Spray for High Humidity Weather - 24-Hour Lasting Hold - Vitamin-Enhanced Hair Volume Spray - 4 pc
by rave (Health and Beauty)
89



$16.53 FREE delivery for Prime members
Size : 0.11 Fl Oz (Pack of 4) Scent : Unscented

Item added June 3, 2026

Add to Cart | Add a note | Move

50PCS Black Hair Ties for Women, Cotton Seamless Hair Bands, Elastic Ponytail Holders, No Damage for Thick Hair, 2 Inch in Diameter, by Qarwayoc
by Qarwayoc (Target)
15,028



$5.99 FREE One-Day
Color : Black

Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Best Seller

Goody Ouchless Hair Elastics - No Pull, No Breakage, Tangle-Free Hold for Thick, Curly, Coily & Textured Hair - 30 Count, Black, Long-Lasting Ponytail Holders for Women & Men
by GOODY (Health and Beauty)
18,765



$4.85 FREE One-Day
Size : 30 Count (Pack of 1) Color : Black

Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Joyclub 5 PCS Unisex Sublimation Blanks Bulk Polyester T Shirts for Sublimation Crew Neck Short Sleeve Wholesale DIY Gifts
by Joyclub (Apparel)
314

Limited time deal

$24.64 FREE One-Day
List Price: ~~$29.99~~
Color : Black 5 Pack

Needs 2 · Has: 0



Item added June 3, 2026

Add to Cart | Edit a note | Move



Fox Valley Athletic Field Marking Spray Paint – 18 oz (Pack of 6), Water-Based Marking Paint, Vibrant, Fast-Drying & Long-Lasting – For Grass, Turf, Dirt, Sports & Outdoor Fields – Athletic White

by Fox Valley Paint

10

$69.00 & **FREE Shipping**

Color : Athletic White

Needs 2 · Has: 0 · Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move



CAROD Striping Line Painting Wand, Striping Paint Sprayer Wand for Paint Stripe Ground, Sports Field, Parking Lot, Compatible with Professional Inverted Striping Paint T-tip Nozzle

by CAROD (Apparel)

20

$39.99 FREE One-Day

Color : Black Style Name : Dual wheel

Item added June 3, 2026

Add to Cart | Add a note | Move



HONGDA Mason Line String Line, 328 Feet #18 Braided Nylon Twine String, Nylon Twine for Plants, Reloadable Line Reel Perfect for Masonry Jobs and Gardening, Fluorescent Orange

by HONGDA

12

$16.99

Style : High-Vis Fluorescent Orange

Item added June 3, 2026

Add to Cart | Add a note | Move

BALENNZ Athletic Shorts for Men with Pockets and Elastic Waistband Quick Dry Activewear

Deleted Undo

BALENNZ Athletic Shorts for Men with Pockets and Elastic Waistband Quick Dry Activewear

Deleted Undo

BALENNZ Athletic Shorts for Men with Pockets and Elastic Waistband Quick Dry Activewear

Deleted Undo

BALENNZ Athletic Shorts for Men with Pockets and Elastic Waistband Quick Dry Activewear

by BALENNZ (Apparel)

32,203



Ends in 08:49:26

$33.97 FREE One-Day

List Price $43.99

Size : Medium Color : 5 Pack Black, Black, Navy, Dark Grey, Light Grey

Item added June 3, 2026

See all buying options | Add a note | Move

BALENNZ Athletic Shorts for Men with Pockets and Elastic Waistband Quick Dry Activewear

by BALENNZ (Apparel)

32,203



Ends in 08:49:26

$19.98 FREE One-Day

List Price $43.99

Size : Large Color : 5 Pack Black, Black, Navy, Dark Grey, Light Grey

Item added June 3, 2026

See all buying options | Add a note | Move

Joyclub White T Shirts Polyester Bulk Sublimation Blanks Wholesale Unisex Crew Neck Short Sleeve for Heat Transfer

by Joyclub (Apparel)

156



$18.99 FREE One-Day

Color : White 1 Set (5 Pack)

Needs 2 · Has: 0

Item added June 3, 2026

Add to Cart | Edit a note | Move

AND1 Mens Crew Socks - 12 Pack Moisture Wicking Cushioned Performance Breathable Athletic Socks for Men (Sizes: 6-12.5)

by AND1 (Apparel)

4,533



$19.99 FREE One-Day

Size : 6-12.5 Color : Black

Needs 2 · Has: 0 · Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Winterlace 48 Pairs Womens Ankle Socks, Low Cut No Show Teen Girls Colorful Fun Athletic Casual Lightweight Casual Bulk Pack

Deleted Undo

Sophproton 120 Pairs Mens Quarter Ankle Socks Athletic Moisture Casual Sports Socks Bulk Pack for Homeless Unisex Men



by Sophproton (Apparel)

456

$39.99 FREE One-Day

Item added June 3, 2026

Add to Cart | Add a note | Move



GoodtoU Drawstring Bags Bulk 100 Pack, Nylon Drawstring Backpack Cinch Bags for Kids & Adults, Lightweight String Backpacks for Gym School Travel Party Favors Goodie Bags, 15.5 x 13.5 in, 10 Colors

by GoodtoU (Apparel)

3,011

Limited time deal

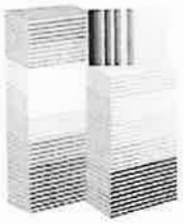
$53.16 FREE delivery for Prime members

List Price: ~~$59.99~~

Color : 10 Colors Number of Items : 100

Item added June 3, 2026

Add to Cart | Add a note | Move



ALKALO 150 Pack Mini Pocket Colorful Lined Notebook Bulk, Journals Bulk, Small Notebooks 3.5x5.5, 30 Sheets/60 Pages, Mini Notebooks for Traveler, Students, School Supplies(Lined-150 pack, 15 Colors)

by ALKALO

72

$42.99 FREE One-Day

Color : 150 Packs Lined & Colorful Cover Style : Lined/Ruled

Item added June 3, 2026

Add to Cart | Add a note | Move



Rarlan Highlighters, Chisel Tip, Assorted Fluorescent, 96 Count Bulk Pack

by Rarlan (Office Product)

1,716

Limited time deal

$15.99 FREE One-Day

Typical price: ~~$20.99~~

Number of Items : 96

Item added June 3, 2026

Add to Cart | Add a note | Move

Crest Cavity Regular Toothpaste, Travel Size .85 oz. (Pack of 24)

by Crest (Health and Beauty)



$21.22 FREE One-Day

Item added June 3, 2026

Add to Cart | Add a note | Move



natraco Bulk Toothbrush Pack with Covers | Premium Quality Individually Wrapped Colorful Tooth Brushes | Medium Soft Bristles for Travel, Donations, Hotels (100)

by natraco (Health and Beauty)

1,653

$27.99 FREE One-Day

Item added June 3, 2026

Add to Cart | Add a note | Move



Degree Men's Travel Deodorant Cool Rush 36-Pack – 72H Body Heat Activated Mini Antiperspirant, 0.5 Oz Ea

by Degree (Health and Beauty)

986

$35.64 FREE One-Day

Size : 0.5 Ounce (Pack of 36) Scent : Cool Rush

Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move



Secret Antiperspirant and Deodorant for Women, 24hr Sweat & Odor Protection, PH Balanced Protection, Gentle on Skin, Invisible Solid, Travel Size, Powder Fresh Scent, 0.5 oz (Pack of 24)

by Secret (Health and Beauty)

2,179

$19.87 FREE One-Day

Size : 0.5 Ounce (Pack of 24)

Priority: high

Item added June 3, 2026

Add to Cart | Edit a note | Move

Dove Advanced Care Antiperspirant Deodorant Dry Spray Cool Essentials 3 Count for Helping Your Skin Barrier Repair After Shaving with Pro Ceramide Technology 3.8 oz

by Dove (Health and Beauty)

11,862

$18.99

Size : 11.4 Ounce (Pack of 1) Scent : Cool Essentials



Item added June 3, 2026

Add to Cart | Add a note | Move



Degree Men Antiperspirant Deodorant Dry Spray Cool Rush 3 count Deodorant for Men With MotionSense Technology 3.8 oz
by Degree (Health and Beauty)
7,032
$15.57
Extra 25% off when you subscribe
Size : 3.8 Ounce (Pack of 3) Scent : Fresh

Item added June 3, 2026

Add to Cart | Add a note | Move



Gatorade G2 Grape, 12 Fl Oz Bottles, 12 Pack
by Gatorade (Grocery)
2,276
$12.45
Extra 25% off when you subscribe
Size : 12 Fl Oz (Pack of 12) Flavor Name : Grape

Item added June 3, 2026

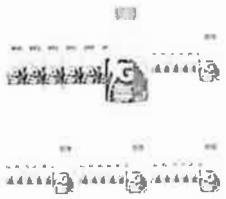
Add to Cart | Add a note | Move



Gatorade Thirst Quencher, Lemon-Lime, 12 Fl Oz (Pack of 12)
by Gatorade (Grocery)
6,587
$6.98 FREE One-Day
Size : 12 Fl Oz (Pack of 12) Flavor Name : Lemon-Lime

Item added June 3, 2026

Add to Cart | Add a note | Move



Gatorade Glacier Cherry, 12 Fl Oz, pack of 60
by Gatorade (Product Bundle)
2,023
$34.90 FREE One-Day
Size : 12 Fl Oz (Pack of 60) Flavor Name : Glacier Cherry

Item added June 3, 2026

Add to Cart | Add a note | Move

Gatorade Thirst Quencher, Glacier Freeze | 12 Fl Oz Bottles | 24 Pack
by Gatorade (Product Bundle)



$13.96 FREE One-Day

Size : 12 Fl Oz (Pack of 24) Flavor Name : Cool Blue

Item added June 3, 2026

Add to Cart | Add a note | Move

Gatorade Thirst Quencher Sports Drink, Variety Pack, 12 Fl Oz (Pack of 18)

by Gatorade (Grocery)

5,689



$11.98 FREE One-Day

Extra 25% off when you subscribe

Flavor Name : Fruit Punch+Orange+Lemon Lime

Item added June 3, 2026

Add to Cart | Add a note | Move

Gatorade Thirst Quencher, Fruit Punch, Glacier Cherry, Cool Blue Variety Pack, 12 Fl Oz (Pack of 18)

by Gatorade (Unknown Binding)

1,904



$11.98 FREE One-Day

Flavor Name : Cool Blue+Fruit Punch+Glacier Cherry

Item added June 3, 2026

Add to Cart | Add a note | Move

Gatorade Thirst Quencher, Grape Berry, Strawberry Variety Pack, 12 Fl Oz (Pack of 18)

by Gatorade (Unknown Binding)

2,092



$11.98 FREE One-Day

Flavor Name : Berry+Grape+Strawberry

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller

Frito-Lay Fun Times Mix Variety Pack, 40 Count

by Frito Lay (Grocery)

35,025



$22.43 FREE One-Day

Size : 40 Count (Pack of 1) Flavor Name : Fun Times Mix

Needs 2 · Has: 0

Item added June 3, 2026

Add to Cart | Edit a note | Move



Pure Life Purified Water, 16.9 Fl oz. Plastic Bottled Water, 24/Carton (110109)
by Nestle (Unknown Binding)
3,304

Needs 10 · Has: 0 · Priority: highest

Item added June 3, 2026

See all buying options | Edit a note | Move



Pure Life Purified Water, 16.9 oz. Bottles, 4 Cases (24 Bottles)...
by Pure Life (Kitchen)
191

$38.20 & **FREE Shipping**
Price dropped 3% (was $39.50 when added to List)

Needs 10 · Has: 0 · Priority: highest

Item added June 3, 2026

Add to Cart | Edit a note | Move

Best Seller



OREO Original, OREO Golden, CHIPS AHOY! & Nutter Butter Cookie Snacks Variety Pack, 56 Snack Packs (2 Cookies Per Pack)
by NABISCO (Grocery)
88,229

$22.58 FREE One-Day
Extra 25% off when you subscribe

Item added June 3, 2026

Add to Cart | Add a note | Move

Best Seller



Frito-Lay Ultimate Classic Snacks Package, Variety Assortment of Chips, Cookies, Crackers, & Nuts, 0.56 ounces, (Pack of 40) (Packaging May Vary)
by Frito Lay (Grocery)
12,417

$26.91 FREE One-Day
Size : 40 Count (Pack of 1) Flavor Name : Classic Snack Pack

Item added June 3, 2026

Add to Cart | Add a note | Move

Unittype 12-120 Pcs Neon Bandanas Paisley Bandana Unisex Novelty Headband Cowboy Square Scarves for Western 80s Party Costume
by Unittype (Apparel)



$45.99
Item Package Quantity : 120 Color : Neon

Item added June 3, 2026

Add to Cart | Add a note | Move



32 Pack Sunglasses Bulk with UV Protection, 16 colors Neon 80s Retro Plastic Sun Glasses Toy, Summer Pool Party Favors, Beach Party Supplies, Gift for Birthday Goody Bag Filler School Classroom Prizes
by Bakatatoyz
282
$24.95
Needs 2 · Has: 0

Item added June 3, 2026

Add to Cart | Edit a note | Move



OFF! Family Care Mosquito & Tick Repellent Aerosol, Bug Spray Containing 15% DEET, Smooth & Dry Bug Spray, 4 Oz (Pack of 2)
by OFF! (Health and Beauty)
16,603
$11.59
Size : 4 Ounce (Pack of 2)

Item added June 3, 2026

Add to Cart | Add a note | Move



Banana Boat Sport Ultra SPF 50 Sunscreen Spray | Banana Boat Sunscreen Spray SPF 50, Water Resistant, Oxybenzone Free, Sunblock, 6oz each Twin Pack
by Banana Boat (Health and Beauty)
25,666
$13.97
Extra 20% off when you subscribe
Size : 6 Ounce (Pack of 2) Style : SPF 50

Needs 2 · Has: 0 · Priority: high

Item added June 3, 2026

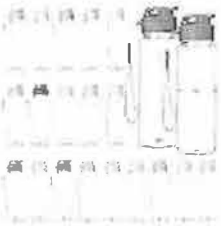
Add to Cart | Edit a note | Move

LYDTICK 30Pack Cooling Towels for Neck and Face (40"x12"), Ice Microfiber Cooling Towels Bulk for Workout Chill Sweat Towels Cooling Neck Wraps for Gym Yoga Golf Running Sport
by LYDTICK (Kitchen)
446
$21.99 FREE One-Day
Color : Multicolor



Item added June 3, 2026

Add to Cart | Edit a note | Move



Mifoci 20 Pieces Water Bottle Bulk 17 oz Plastic Water Bottles Bulk Gym Sports Adults Reusable Large Bottles with Leak Proof Flip Top for Party Outdoor (Colorful)
by Mifoci (Tools & Home Improvement)
331
$36.99
Color : Colorful Number of Items : 20
Needs 3 · Has: 0

Item added June 3, 2026

Add to Cart | Edit a note | Move



LYDTICK 20 Pack Baseball Cap Blank Trucker Hats Bulk Wholesale Hats Adjustable Plain for Men Women
by LYDTICK (Apparel)
231
$46.99
Size : One Size Color : White
Needs 3 · Has: 0

Item added June 3, 2026

Add to Cart | Edit a note | Move



CURAD Assorted Bandages Bulk Variety Pack | 320 Count |5 Styles Including Waterproof, Sheer, Plastic, Heavy Duty & Flex-Fabric | First Aid Kit Essentials | Protects Scrapes, Cuts & Burns
by Curad (Health and Beauty)
7,375
$18.78 FREE One-Day
Size : 320 Count (Pack of 1)

Item added June 3, 2026

Add to Cart | Add a note | Move



OK TAPE Self Adherent Cohesive Bandages Wrap - 24Packs, 1" x 5 Yards, Non-Woven Self Adhesive Bandage Wrap for Thumb, Finger, Wrist, Ankle, Vet Wrap Bandages Tape (Mixed Colors)
by OK TAPE
3,947
$13.99
Size : 1 In x 5 Yards Color : Mix Color 01

Item added June 3, 2026

Add to Cart | Add a note | Move



LOCONHA 50 Pack black lanyards Lanyards for Id Badges Lanyards Safety Badge Lanyard 18" with Swivel Hook
by LOCONHA (Apparel)
782

10% off Limited time deal

$8.99 FREE One-Day
Typical price: ~~$9.99~~
Color : Black Number of Items : 50

Item added June 3, 2026

Add to Cart | Add a note | Move



Welch's Fruit Snacks, Juicefuls Fusions, Three Unique Flavor Snack Packs, Citrus Surge, Tropical Tornado, Original Fruits, Gluten Free, No Artificial Dyes & Flavors, 0.8oz (Pack of 50)
by Welch's (Unknown Binding)
71

$19.99
Extra 25% off when you subscribe
Size : 0.8 Ounces (Pack of 50) Flavor Name : Citrus Surge, Tropical Tornado, Original Fruits

Item added June 3, 2026

Add to Cart | Add a note | Move

End of list

Buy it again View All & Manage

Page 1 of 6



Crush Grape Flavored Powder Drink Mix, 6 Pieces, Sugar Free, 0.48 Ounces (Pack Of 12)
1,947
800+ bought in past month
$26.28 ($4.56/ounce)
FREE delivery **Jun 16 - 18** for Prime members



Earth's Daughter USDA Organic Lip Balm 4-Pack Vanilla Flavor - Beeswa...
19,439
400+ bought in past month
$8.95 ($2.24/count)
Two-Day
FREE delivery **Sat, Jun 6**
Purchased May 2026
1 sustainability feature



Brown Noise Sound Machine with 30...
11,720
10K+ bought in past month
-15% $18.68
($18.68/count)
Limited time deal
List: ~~$21.98~~
Tomorrow
FREE delivery **Tomorrow, Jun 5**
Purchased Mar 2026



Alani Nu HAWAIIAN SHAVED ICE, Sugar Free, Low Calorie Energy...
2,866
1K+ bought in past month
$54.33 ($4.53/fluid ounce)
Two-Day
FREE delivery **Sat, Jun 6**
Purchased Mar 2026



Earth's Daughter Balm 4-Pack - Li Sunscreen, SPF 1
19,4
200+ bought in pas
$8.95 ($8.95/count)
Tomorrow
FREE delivery **Tom 5**
Purchased Aug 202

FUNDRAISER AUTHORIZATION FORM

School SMHS

Fund/club/class account HOSA

Expected date of fundraiser September / October 2026
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Selling First Aid Kits

Method of fundraising (in-person, crowdfunding, etc.) In-person + online link
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...) *Crowdfunding must be Board Approved * (crowd funding)

Proposed uses of funds raised Conferences / student supplies / materials

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
HOSA Club

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Right Response will send back profit from sale

Requested by Annalee Dunbar / Nicole McKie Date 5/22/26
Name/Title

Approved by _____ Date 6.2.26
Bookkeeper

Approved by _____ Date 6/1/26
Principal

Approved by _____ Date _____
Director of Schools

* *** Crowdfunding & School-Wide need board approval
*** All others require Director approval

*Taxes must be paid on anything that is resold. —

Rev 3-12-26

2026-27

FUNDRAISER AUTHORIZATION FORM

School Stone Memorial High School

Fund/club/class account Principal's Acct / General

Expected date of fundraiser Fall and Spring 2026/2027
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Commission from student pictures

Method of fundraising (in-person, crowdfunding, etc.) school-wide pictures offered
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...) *Crowdfunding Must be Board Approved *

Proposed uses of funds raised Supplemental needs for school operation, needs of school
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
school-wide
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check from Lifetouch/Shutterfly

Requested by Sharon Garrett / Bookkeeper Date 5.19.26
Name/Title

Approved by Sharon Garrett Date 5.19.26
Bookkeeper

Approved by [signature] Date 5.19.26
Principal

Approved by _____ Date _____
Director of Schools

* *** Crowdfunding & School-Wide need board approval
*** All others require Director approval

*Taxes must be paid on anything that is resold. —

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Stone Elementary

Fund/club/class account School-Wide Fundraiser General

Expected date of fundraiser August 20 - Sept 11 2026
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities in-person sales of World's Finest Chocolate candy bars

Method of fundraising (in-person, crowdfunding, etc.) in-person
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised School needs - furniture, supplies, etc.
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
School-wide participation of students in Pk-8
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash/check

Requested by Heather Johnson/AP Date 5/29/26
Name/Title

Approved by Janie Honeycutt Date 6.2.26
Bookkeeper

Approved by [signature] Date 6-2-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

SINCE 1949

WORLD'S FINEST CHOCOLATE

Program Details $2 Bar sale :

- **Case cost is $40.00**, and retails for $80.00
- Tax will be charged unless a tax exempt form is provided
- Minimum 1 week lead time for initial orders
- Minimum 8 case order for continuation orders
- Continuation orders will deliver in 2 to 3 business days
- Selling organization is responsible for the cost of student incentives
- A separate invoice for incentives will be sent from your sales rep at the end of the sale
- Student incentive cost will be offset with free prize chocolate based on the number of cases sold

Freight:

- $120.00 freight surcharge on all orders. Continuation orders also incur a $120.00 freight surcharge

Return Policy:

- Unopened cases of chocolate in resalable condition can be returned
- After 30 days chocolate can be returned to your representative.
- After 60 days, chocolate cannot be returned
- **If cases are returned and you drop to a lower profit bracket (less than 200 cases). Cost will automatically be adjusted to $48/box.**

Terms:

- Full payment due within 45 days of initial invoice date to avoid a potential late fee
- ***Save Time - Pay by E-Check, a fast and secure way to pay Online.***

Prize Chocolate Guide

Receive free prize chocolate to offset the cost of your student incentive program and freight surcharge.

You will receive **8** cases of free prize chocolate for selling **200** cases or more.

Stone Elementary

Requested delivery date 8/17/2026

200 + 8 prize cases ($640 value)

Total Invoice (includes tax + shipping) - $8,911.70

Steve RB

6-9-26

FUNDRAISER AUTHORIZATION FORM

School Stone Elementary School

Fund/club/class account Pictures / yearbook + General

Expected date of fundraiser 2026-2027 School year - August 2026
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Picture Sales + yearbook Sales

Method of fundraising (in-person, crowdfunding, etc.) In Person / Online
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised School needs as determined by Administration.

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific schoolorganization)
School Wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit See Contract

Requested by Janie Honeycutt Date 6.2.26
Name/Title

Approved by Janie Honeycutt Date 6.2.26
Bookkeeper

Approved by [signature] Date 6.2.26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

FUNDRAISER AUTHORIZATION FORM

School Stone Elementary

Fund/club/class account Book Fair

Expected date of fundraiser 8/31/26 - 9/11/26
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Books | School supplies | Novelty items

Method of fundraising (in-person, crowdfunding, etc.) In-person | on-line
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised AR rewards, library supplies and books

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
~~School-Wide~~ Library Ark.

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash | Check

Requested by Michele Ballwell Date 5-20-26
Name/Title

Approved by Jami Honeycutt Date 5.26.26
Bookkeeper

Approved by [signature] Date 5-27-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in July	**School Board Meetings**	**1.400**	**08/24/23**
		Rescinds: **1.400**	Issued: **06/22/23**

The Board will transact all business at official meetings that may be either regular or special.

All Cumberland County Board of Education meetings, including regular monthly meetings, special called meetings and work sessions, will begin with a moment of silence and the pledge of allegiance to our country's flag.

Every meeting of the Board shall be open to the public, except for those meetings in which the law allows closed sessions.[1] Open meetings will be physically accessible to all students, employees, and interested citizens.[2]

The Board may restrict the recording of board meetings via camera, camcorder, or other photographic equipment when such recording creates a threat to public safety and welfare or impedes the conducting of efficient and orderly public meetings.[3]

REGULAR MEETINGS

Regular meetings of the Board shall be held on the fourth Thursday of the month at 6:00 p.m. in the Central Office Complex or at a place pre-determined by the Board. The meeting date may be adjusted by the Board in order to accommodate board member scheduling conflicts or for other reasons.

In instances when any regular meeting date falls on a legal holiday, the meeting shall be rescheduled by the Chair.

SPECIAL MEETINGS

The Board shall hold such special meetings as necessary to transact the business of the Board. Such meetings shall be called by the Chair whenever, in the Chair's judgment, the interests of the schools require it or when requested to do so by a majority of the Board.[4]

Only business related to the call of the meeting and details related to agenda items shall be discussed or transacted by the Board at a special meeting.

ELECTRONIC ATTENDANCE[5]

Absent board members may attend a regular or special meeting by electronic means for certain qualifying reasons. The following requirements apply to all electronic attendance, regardless of the reason for the absence:

1. A quorum of the Board shall be physically present at the meeting in order for any board member to attend electronically except in the case of inclement weather or natural disasters (permitted for a maximum of three (3) times per year;

2. Any board member wishing to participate electronically shall do so using technology that allows the Chair to visually identify the board member; and

3. The responsibility for the connection lies with the board member wishing to participate electronically. No more than three (3) attempts to connect shall be made unless the Board chooses to make additional attempts.

Work-Related Absence

A board member may attend a meeting by electronic means if out of the county due to work; however, he/she may only participate electronically two (2) times per year for this reason. The board member shall give the Chair and Director of Schools at least five (5) days' notice prior to the meeting of the board member's intention to participate electronically.

Sickness or Period of Convalescence

A board member may attend a meeting by electronic means if sick or in a period of convalescence on the advice of a healthcare professional; however, he/she may only participate electronically three (3) times per year for this reason.

Inclement Weather or Natural Disaster

A board member may attend a meeting by electronic means due to inclement weather or natural disaster if the schools in the school district are closed; however, he/she may only participate electronically three (3) times per year for this reason.

Family Emergency

A board member may attend a meeting by electronic means if there is a family emergency that prevents him/her from attending in person. The absence shall be due to the hospitalization of the board member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or sister-in-law. The board member may only participate electronically two (2) times per year for this reason.

Military Service

A board member may attend a meeting by electronic means if out of the county due to military service. The board member may participate electronically as often as he/she is able to do so.

Legal References

1. TCA 8-44-102; TCA 49-6-804(~~b~~)(c)
2. 28 CFR § 36.201(a); 28 CFR § 36.202
3. Tenn. Att'y Gen. Op. No. 95-126 (December 28, 1995)
4. TCA 49-2-202(c)(1)
5. TCA 49-2-203(c); Public Acts of 2026 ~~2023~~, Chapter No. ~~350~~ 852

Cross References

School Board Legal Status and Authority 1.100
Board Committees 1.300
Notification of Meetings 1.402
Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Charter School Renewal**	**1.905**	**06/19/25**
		Rescinds: **1.905**	Issued: **03/21/24**

ANNUAL NOTICE[1]

The Director of Schools/designee shall annually notify the charter school of whether the charter school is "on-track" or "off-track" for renewal. The status of each charter school shall be published in the annual authorizing report.

INTERIM REVIEW

The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year of a charter term in accordance with guidelines developed by the State Board of Education. As part of this process, the charter school shall submit a report on the progress of the school in achieving the goals and objectives set forth in the charter agreement.~~1~~ [2]

CUMULATIVE PERFORMACE REPORT

Three (3) months prior to the date on which a charter school is required to submit a renewal application, the Director of Schools/designee shall submit a performance report to the charter school that summarizes the school's performance record over the charter term and states the summative findings concerning the school's performance and prospects for renewal.~~2~~ [3]

APPLICATION AND EVALUATION

No later than April 1 of the year prior to the year in which the charter agreement expires, the governing body of a charter school shall submit a renewal application to the Board.[3] The Director of Schools/designee shall report each renewal application received to the Tennessee Public Charter School Commission ("the Commission") within ten (10) days of receipt. ~~3~~ [4]

The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school that submits a charter renewal application.

The Board will make renewal decisions by February 1st in the year the charter school agreement expires.

RENEWAL CRITERIA~~4~~ [5]

The Board shall define and communicate with schools the criteria for renewal that is consistent with the charter agreement. The Board shall make its renewal decision based on the renewal application, annual progress reports, and renewal performance report.

Within ten (10) days of the Board voting by resolution on a renewal application, the Director of Schools/designee shall promptly notify a school of its renewal recommendation and decision, including the reasons for the decision and any rights to an appeal. The Director of

Schools/designee shall promptly communicate renewal decisions to the school community and public as well as the Department of Education and the Commission.

Legal References

1. ~~TCA 49-13-121(k);~~ Public Acts of ~~2025~~ 2026, Chapter No. ~~275~~ 1012
2. ~~State Board of Education Policy 6.111~~ TCA 49-13-121(k)
3. ~~TCA 49-13-121(a); Public Acts of 2025, Chapter No. 275~~ State Board of Education Policy 6.111
4. TCA 49-13-121(a); ~~State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275~~
5. TCA 49-13-121; State Board of Education Policy 6.111

Version Date: April 3, 2024

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Fiscal Management Goals**	**2.100**	**04/27/23**
		Rescinds: **2.100**	Issued: **03/30/17**

The Board shall practice sound fiscal management procedures which guarantee maximum use of all resources provided. The Board assumes responsibility, within its financial capabilities, for providing at public expense all items of equipment, supplies and services that may be required in the interest of education in the schools under its jurisdiction.[1]

In fiscal management, the Board seeks to achieve the following goals:

1. To engage in advance planning, with broad-based staff and community involvement;

2. To establish levels of funding which will provide quality education for the system's students;

3. To use the available techniques for budget development and management;

4. To provide timely and useful information to all staff with fiscal management responsibilities; and

5. ~~To establish efficient~~ Require the Director of Schools to develop procedures for accounting, reporting, purchasing and delivery, payroll, payment of vendors and contractors, internal controls, and all other areas of fiscal management. Financial policies and accompanying procedures shall be reviewed annually to ensure ongoing compliance. [2]

Legal References

1. ~~TCA 49-3-314 (c); *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-23~~ *Internal School Funds Manual, Section 3-1*
2. *Tenn. Comptroller of the Treasury, Fiscal Health Principals for Tenn. School Districts and Local Governments (2026)*

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Annual Operating Budget**	**2.200**	**10/23/25**
		Rescinds: **2.200**	Issued: **02/22/24**

General

All school system budgets are the operational plans stated in financial terms which describe the programs to be conducted during the fiscal year beginning July 1 ending June 30 the following year [1]. The Director of Schools is tasked with ensuring that they budget documents are presented in a clear and understandable manner. This may include providing narrative and visual tools that assist the public in understanding why the funds are needed and how they will be used. [2]

Central Office

PREPARATION PROCEDURES

Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections requiring additional staffing, curriculum modifications, and additional facilities.

The budget proposal should be balanced, consistent with board policy and contract conditions, and in accordance with the revenue estimates and revenue determinations made by the County Commission. It shall include provisions for:

- Programs to meet the needs of the entire student body;
- Staffing arrangements adequate for proposed programs;
- Maintenance of the district's equipment and facilities; ~~and~~
- Efficiency and economy.~~.~~
- An unrestricted fund balance of _____. The Board shall determine the fund balance percentage that meets fiscal health standards and expectations of both school board members and takes into consideration feedback from the County Commission. [2]

Budget preparation shall be the responsibility of the Director of Schools[3]. The Director of Schools will establish procedures for the involvement of staff, including requests from department heads and principals, all of whom shall seek advice and suggestions from other staff and faculty members. This shall be completed no later than March 1 of each year. The Director of Schools and the Chairman of the Board will prepare and review the budget on the appropriate forms no later than March 20.

The Director of Schools and the chairman of the board shall develop a budget preparation calendar no later than January 1 of the current school year. The calendar shall be used as a guide for coordinating the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems, and making budget decisions. Director of Schools will present the budget to the Board of Education no later than April 1.

HEARING AND REVIEWS

The proposed budget will be available for inspection by various interested citizens or groups in the office of the Director of Schools April 15 – May 1 of each year.

Public feedback shall be gathered by _____.

FINAL ADOPTION PROCEDURE

The board shall have a proposed budget in accordance with the budget timeline established by the board and county commission.[4] ~~3~~ If a budget timeline is not agreed upon, the Board shall submit a proposed budget to the County Commission no later than May 1st.~~4~~ [5] If the proposed budget is rejected, the board shall submit a revised budget proposal within ten (10) business days after receiving notice of the rejection.~~5~~ [6]

Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the Commissioner of Education.~~6~~ [7] Within thirty (30) days of the beginning of each fiscal year, the Director of Schools shall submit to the Commissioner an complete and certified copy of its entire school budget for the school year that is singed by the Director of School and the County Commission. [8]

Beginning in 2027, the Director of Schools/designee shall annually provide the following to the Office of Research and Accountability in the office of the Comptroller of the Treasury by August 1:

1. A planning and budgetary report for the upcoming school year; and

2. An expenditure report for the immediately preceding school year. [9]

Legal References

1. *Internal School Funds Manual*, Section 4-35
2. ~~TCA 49-2-203(a)(9)~~ Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments 2026
3. TCA ~~5-9-402(d)(4)~~ 49-2-203 (a) (9)
4. TCA 5-9-402(~~d~~)~~(5)(C)~~ (c)
5. TCA 49-2-301(d)(4)~~(b)(1)(X)~~; ~~TRR/MS 0520-01-02-.13(2)(a)~~
6. TCA 5-9-402 (d)(5)(C)
7. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)
8. Public Acts of 2026, Chapter No. 1012
9. Public Acts of 2026, Chapter No. 1007

Cross References

Role of the Board of Education 1.101
Executive Committee 1.301

Cumberland County Board of Education

Monitoring: **Review: Annually, in November**	Descriptor Term: **Instructional Program**	Descriptor Code: **4.100**	Issued Date: **06/19/25**
		Rescinds: **4.100**	Issued: **01/26/23**

General

The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability in its instructional program or activities.[1]

Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth" [2]

Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.[2] [3]

GOALS

The Board approves the following instructional goals for students:

1. To develop the skills necessary to function as a self-directed person;
2. To know the principles involved in making moral and ethical choices;
3. To develop the basic skills of reading, writing, mathematics, spelling, speaking, and problem solving;
4. To develop a positive attitude toward the lifelong endeavor;
5. To learn to identify personal talents and interests, make appropriate career choices, and develop career skills;
6. To acquire knowledge and to develop skills in the management of personal and public resources necessary for meeting obligations to self, family, and society;
7. To learn to act in a responsible manner;
8. To learn of the rights and responsibilities of citizens of the community, state, nation, and world; and
9. To learn to understand, respect, and interact with people of different cultures, generations, and races.

Legal References

1. 42 USCA § 2000d *et seq.*
2. Public Acts of ~~2025~~, 2026 Chapter No. ~~293~~ 938
3. TCA 49-50-1801; TCA 49-50-1802

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Family Life Education**	**4.213**	**02/26/26**
		Rescinds: **4.213**	Issued: **07/25/24**

A family life education program shall be implemented within the school district in compliance with state law.[1]

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, including the following: [2]

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, and internet crimes against children;

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; and

10. Include the presentation of high-quality, computer-generated animation or high-definition ultrasound of at least three (3) minutes in duration that shows the development of the brain, heart, and other vital organs in early fetal development per state academic standards.[3]

Instruction in topics related to sexual activity are not age-appropriate for students in grades kindergarten through five (K-5) and shall not be taught as part of the family life curriculum. This does not prohibit instruction on detection, intervention, prevention, and treatment of child sexual abuse and human trafficking of children.[4]

The family life education program shall be reviewed annually to assure that the prohibited items of instruction, as provided for in state law,[5] are not included in curriculum.

TRAINING ON INSTRUCTION

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

CHILD TRAFFICKING PREVENTION EDUCATION

Instruction on child trafficking prevention and awareness shall be provided for all students in grades K-12 in a manner that is age-appropriate, grade-appropriate, and advances each year through developmentally appropriate instruction and skill building.

The Director of Schools/designee shall develop a plan to implement child trafficking prevention education into the district's health education instruction and present it to the Board for approval.

REPORTING[2]

At the beginning of each school year, the Director of Schools shall provide the contact information to the Department of Children's Services of each employee or trained professional providing instruction on family life curriculum related to child sex abuse, human trafficking, and internet crimes. The Director shall also report on the curriculum selected by the Board of Education.

Legal References

1. TCA 49-6-1302
2. TCA 49-6-1304(a); TCA 49-6-1601(g)(2)
3. TCA 49-6-1304(c)
4. TCA 49-6-1304(d)
5. TCA 49-6-1304(b)
6. Public Acts of 2026, Chapter No. 744

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Extracurricular Activities**	**4.300**	**07/27/23**
		Rescinds: **4.300**	Issued: **05/25/23**

The following shall be adhered to:

1. The Board shall initially approve each specific extracurricular activity so that proper support and supervision may be assured.
2. Each student activity shall be under the guidance and direction of a staff member.
3. All extracurricular activities at the school level shall have the approval of the principal.
4. Student activities occurring before or after regularly scheduled school hours must be under the supervision of the principal/designee.
5. All student activities must have the approval of the principal.
6. Student activities occurring before or after regularly scheduled school hours must be under the supervision of the principal or his/her designee.
7. Secret organizations shall not be operated in any school.
8. A student shall not be required to attend a school-sponsored student activity that is scheduled at a time, which conflicts with his religious practices.[1]
9. Extracurricular activities during vacation periods shall be restricted to regularly scheduled athletic programs and major events, which cannot be scheduled otherwise.
10. Student groups shall not participate in state or national activities, which are not listed as, approved activities by regional accrediting associations or state and national principals' associations without the approval of the director of schools.
11. A student on in-school or out-of-school suspension shall not be permitted to participate in school-sponsored activities.
12. Activities, which restrict participation because of race, color, religion, sex, disabilities, or national origin, are forbidden.[2] Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth"[3]

STUDENT CLUBS & ORGANIZATIONS~~3~~ [4]

All students under the age of eighteen (18) shall present a signed and dated statement from their parent/guardian before joining any club or organization or participating in activities of a club or organization. The Director of Schools shall develop administrative procedures outlining this recordkeeping process.

Legal References
1. TCA 49-6-1002(c)
2. 34 CFR § 106.41
3. Public Acts of 2026 ~~2023~~, Chapter No. ~~353~~938
4. TCA 49-6-1031(b)

Cross References
Special Use of School Vehicles 3.402
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Attendance 6.200

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Interscholastic Athletics**	**4.301**	**06/19/25**
		Rescinds: **4.301**	Issued: **01/23/25**

General

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any athletic program of the school. Equal athletic opportunities shall be provided for members of both sexes.[1]

Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth" [2]

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.~~[2]~~ [3]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.

Interscholastic athletics shall be administered as a part of the regular school program and shall be the principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport are reasonable. Athletic schedules shall be filed in each school principal's office. The principal or his/her designee must accompany an athletic team on trips. Transportation of teams to athletic games is approved by the Board, provided the team's school reimburses the Board for mileage.

Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control of ~~High School~~ athletics.~~[3]~~ ~~Bylaws of the Tennessee Middle School Athletic Association shall regulate the operation and control of all Elementary/Middle school athletics~~. The Cumberland County Athletic Manual will serve as standard operating procedures for elementary and middle school athletics. The Director of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health and safety of athletes.[4]

INSURANCE & PHYSICAL EXAMINATIONS

In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must provide proof of independently secured catastrophic coverage and liability coverage, with the school system as a named insured, of not less than the limits set forth in State law.[5] It shall be the responsibility of the parent(s) or guardian to provide health and hospitalization insurance for all students participating in interscholastic athletics.

Prior to participation in interscholastic athletics, every student must complete an annual physical examination.[6] The parents/guardians of each student shall be responsible for covering the cost of the examination, and these records shall be on file in the principal's office.

SCHEDULING CONFLICTS

No principal or teacher of any school under the control of the Board shall dismiss his/her school or any group of students for the purpose of attending the practice of any interscholastic sport during the school day without written permission from the Board.[7] This does not prevent regular physical training lessons in the daily school program.

Students shall not be required to attend a school athletic event or event related to participation on a school athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday. The student's parent/guardian shall notify the coach in writing three (3) full school days prior to the event.[8]

SEVERE WEATHER[4]

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.

PROHIBITION AGAINST HAZING

Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate hazing activities. [9]

HOME SCHOOLS STUDENT PARTICIPATION[10]

Home school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, home school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

VIRTUAL SCHOOL STUDENT PARTICIPATION [11]

Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, virtual school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

PRIVATE SCHOOL STUDENT PARTICIPATION [12]

While students from private schools are permitted to try out for interscholastic athletics teams, this does not guarantee that they will make the team. As with all students, those from other schools shall only be admitted to the team subject to the independent decision of the coach or other relevant school official.

Public Schools with TSSAA or TMSSAA Membership

Private school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines subject to the following conditions. These students must:

- Attend a private school that is not a member with TSSAA or TMSAA and serves fewer than two-hundred (200) students in grades six through eight (6-8) or fewer than two hundred students in grades nine through twelve (9-12);
- Satisfy the eligibility requirements established by TSSAA or TMSAA; and
- Reside within the geographic boundaries of the district.

These students shall be permitted to participate in athletic programs not offered by the private school, but only in the middle or high school that they are zoned to attend.

TSAA AMATUER RULE

All student athletes must adhere to TSSAA rules regarding payment and representation. This extends to name, and likeness agreements. Payments provided to student athletes through private agreements shall not be the responsibility of the school district.

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 *et seq.*
2. ~~TCA 49-6-310(a)~~ Public Acts of 2026, Chapter No. 938
3. ~~TRR/MS 0520-01-02-.08(1)~~ TCA 49-6-310(a)
4. TCA 49-6-3601
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120
10. TCA 49-6-3050(e)(1)(B)
11. ~~Public Acts of 2025, Chapter No. 173~~ TCA 49-16-216
12. Public Acts of 2026, Chapter No. 893

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Grading System**	**4.600**	**02/26/26**
		Rescinds: **4.600**	Issued: **07/25/24**

The Director of Schools shall develop an administrative procedure to establish a system of grading and assessment for evaluating and recording student progress and to measure student performance in conjunction with Tennessee Academic standards for grades K-8. The grading/assessment system shall follow all applicable statutes and rules and regulations of the State Board of Education. The grading/assessment system shall be uniform district-wide at comparable grade levels, except that the Director of Schools shall have the authority to establish and operate ungraded and/or unstructured classes in grades K-3 according to state rules and regulations.[1]

The Director of Schools shall submit a copy of the grading, reporting and assessment systems to the Board before the system is implemented. These guidelines shall be communicated annually to students and parents/guardians.

Conduct grades are based on behavior and shall not be deducted from scholastic grades.

The report cards shall indicate the information necessary to communicate effectively with the parents concerning their child's academic progress, conduct, and attendance. For students in grades kindergarten through eight (K-8), the student's score on the most recently administered universal reading screener shall also be provided on or with the report card along with the results of a dyslexia screener, if applicable.

Report cards communicating student academic progress or status (grades) and attendance will be provided to parents on a regular basis (9 weeks).

GRADING SYSTEM: GRADES NINE - TWELVE (9-12)[2]

Schools teaching grades nine through twelve shall use the uniform grading system established by the State Board of Education. This shall also apply to students enrolled in eighth grade for the grades achieved on high school courses. Using the uniform grading system, students' grades shall be reported for the purposes of application for post-secondary financial assistance administered by the Tennessee Student Assistance Corporation.

Subject-area grades shall be expressed by the following letters with their corresponding percentage range:

- A (90-100)
- B (80-89)
- C (70-79)
- D (60-69)
- F (0-59)

Letter grades transferred into the Cumberland County School System will be converted to numerical grades for figuring class rank and scholarship purposes. Each letter grade will be assigned a numerical grade that falls within the mid-point of the grade scale used in this system.

Transfer Scale: A+ = 100; A = 95; A- = 90; B+ = 89; B = 85; B- = 80; C+ = 79; C = 75; C- = 70; D+ = 69; D = 65; D- = 60; F = 59

This grading system shall be uniform throughout the school system for each grade.

The following courses shall include the addition of percentage points to each term grade used to calculate the semester average.

- Honors courses-(3) three percentage points;
- Local Dual Credit, Statewide Dual Credit, Industry Certification-(4) four percentage points; and
- Advanced Placement, Cambridge International, College Level Exam Program (CLEP), International Baccalaureate Courses, and Dual Enrollment Courses-(5) five percentage points.

GPA calculations will be called Lottery GPA and Local Weighted GPA. The Lottery GPA will be based on a 4.0 scale. The Local Weighted GPA will be based on a 5.0 scale. Weights will be added as outlined as outlined below:

Weighting Scale

Course Type	A (90–100)	B (80–89)	C (70–79)	D (60–69)	F (Below 60)
Regular Course	4.0	3.0	2.0	1.0	0.0
Honors Course	4.5	3.5	2.5	1.5	0.0
AP / IB / Dual Enrollment / SDC/ LDC	5.0	4.0	3.0	2.0	0.0

LOTTERY SCHOLARSHIPS[3]

Each school counselor shall provide incoming freshmen with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT score, etc.) that must be met in order to receive a scholarship.

Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or online at www.fafsa.ed.gov. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit application in a timely manner.

Elementary school counselors should explain the HOPE Scholarship and its requirements to their students and impress upon them the benefits of making good grades.

LOTTERY SCHOLARSHIP DAY

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.[4]

Legal References

1. TCA 49-2-203(b)(16); TCA 49-2-301(b)(1)(H)
2. TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407
3. TCA 49-4-904, 905, 907
4. TCA 49-4-932(f)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210

Reporting Student Progress 4.601

Honor Roll, Awards, & Class Ranking 4.602

Promotion and Retention 4.603

Transcript Alterations 4.608

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Promotion and Retention**	**4.603**	**02/26/26**
		Rescinds: **4.603**	Issued: **01/23/25**

General

All promotion and retention decisions shall be made on a case-by-case basis and comply with state and federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if applicable.[1]

Students who have difficulty in achieving the requirements for promotion may be considered for retention. Schools shall identify these students by February 1st. Factors used to identify students for retention shall include:[2]

1. Ability to perform at the current grade level;
2. Results of local assessments, screening, or monitoring tools;
3. State assessments, as applicable;
4. Home Literacy Reports;[3]
5. Overall academic achievement of the student;
6. Likelihood of success with more difficult material if promoted to the next grade;
7. Attendance record; and
8. The student's maturity.

Students may be identified for retention after the February 1st deadline if the delay in identifying a student is due to:[4]

1. Date of enrollment; or

2. Additional information acquired after results of local assessment, screening, or monitoring are released.

VOLUNTARY RETENTION[5]

A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain his/her student in the current grade level if:

1. The student has a documented academic or behavioral delay; and

2. The parent/guardian believes that retention may benefit the student.

This information shall be submitted in writing within thirty (30) days of the end of the school year. The district shall send written notice to the parent/guardian confirming whether the student is eligible for retention under state law.

PROMOTION PLANS[6]

When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school counselor, or other appropriate school personnel.

Promotion plans shall incorporate evidence-based strategies, including expectations and measurements that will verify whether a student has made sufficient progress to be promoted to the next grade level, and be tailored to the student's learning needs. Promotion plans for the students in third and fourth grade will include additional requirements for promoting students in these grades. A copy of the plan will be provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the promotion plan.

A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.[7]

If a student has not demonstrated sufficient academic progress according to his/her promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.[8]

RETENTION[7]

A student may be retained when such retention is in the best interest of the student or when retention is required per additional requirements for students in third and fourth grade.

Decision of Retention – General[9]

If a student is retained, the Director of Schools/designee shall develop an individualized academic remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its development. This plan shall include at least one of the following strategies:

1. Adjustment to the current instructional strategies or materials;
2. Additional instructional time;
3. Individual tutoring;
4. Modification to the student's classroom assignment to ensure the student received instruction from a teacher with a level of overall effectiveness of above expectations (level 4) or significantly above expectations (level 5); or
5. Attendance or truancy interventions.

A student shall not be retained more than once in any grade. The progress of students who are retained shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the school year in which the student is retained. The Director of Schools shall develop procedures to ensure appropriate recordkeeping of students who are retained.

Decision of Retention – Third Grade[10]

Third grade students shall not be promoted to the next grade unless they are determined to be proficient (i.e., receive a performance level rating of met or exceeded expectations) in English language arts (ELA) based on the student's most recent TCAP test.

Students who are not proficient in ELA may still be promoted if the following conditions are met:

1. A student in third grade receiving a performance level rating of "approaching" on the ELA portion of the student's most recent TCAP test may be promoted if:

    □. The student is an English language learner and has received less than two (2) full years of ELA instruction;

    □. The student was previously retained in grades K-3;

    □. The student is retested before the next school year and scores proficient in ELA;

    □. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-test at the end of the camp;

□. The student receives tutoring for the entirety of the next school year in accordance with state law; or

□. Beginning with the 2023-2024 school year, the student demonstrates proficiency in ELA standards by scoring within the fiftieth percentile on the most recently administered state-provided benchmark assessment and the district provides tutoring services to the student during the entire fourth grade school year and notifies the student's parent/guardian, in writing, of the benefits of enrolling the student in summer programming.

□. The student was administered a state-mandated assessment pursuant to TCA 49-1-616 (d) as a third-grade student and the student demonstrates proficiency in ELA based on the student scoring within the fiftieth (50th) percentile on the most recently administered universal reader screener approved by the State Board of Education or the Tennessee universal reading screener. [11]

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

□. The student is an English language learner and has received less than two (2) full years of ELA instruction;

□. The student was previously retained in grades K-3;

□. The student is retested before the next school year and scores proficient in ELA; or

□. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with the state law.

Decision of Retention – Fourth Grade[10]

Students in the following categories may be promoted to fifth grade if they demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test:

1. A student who was promoted to the fourth grade due to receiving tutoring for the entirety of the fourth-grade school year; and

2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the fourth grade school year.

If a student that was promoted to fourth grade under one of the provisions above does not demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

1. The student's principal shall convene a conference consisting of the following parties: the student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.

2. The conference shall review the student's fourth grade ELA performance to determine if the student should be promoted to fifth grade.

3. At the conclusion of the conference, a majority of the parties shall agree to one of the following:

    □. The student will be promoted to fifth grade and be assigned a tutor for the entirety of the student's fifth-grade year; or

    □. The student will be retained in fourth grade. A student shall not be retained more than once in fourth grade.

Decision of Retention – Students with Disabilities~~11~~ 12

Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of TCAP was due to the student's disability. The school district shall not retain a student with a disability or a suspected disability that impacts their ability to read.

APPEALS[8,]~~12~~ 13

When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision to retain the student and provided with information on the right to appeal the decision. Appeals shall be made to a committee appointed by the principal within 10 business days. The student and his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee shall conduct a hearing within 10 business days to determine if the student will be promoted and issue such decision within 10 business days. Upon notification of the committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of their right to appeal such action within 10 business days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A decision shall be issued within 10 business days.

Within five (5) business days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

For students where retention is required per the additional requirements for students in third and fourth grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.~~13~~ 7

Legal References

1. 20 USCA § 1400 *et seq*.; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)
4. TRR/MS 0520-01-03-.16(4)
5. TCA 49-6-314; TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(76)(f)
8. TRR/MS 0520-01-03-.16(76)(e)
9. TRR/MS 0520-01-03-.16(76)(g)
10. TRR/MS 0520-01-03-.16(87)
11. ~~29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq*.; TRR/MS 0520-01-03-.16(7)(e);~~ Public Acts of ~~2024~~2026, Chapter No. 1030 ~~989~~
12. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq*.; TRR/MS 0520-01-03-.16(7)(e); TRR/MS 0520-01-03-.16(73) (e); ~~TRR/MS 0520-01-02-.17(7);~~ TCA 49-6-~~3102~~3115~~(e)(1)~~(a)(3)
13. TRR/MS 0520-01-03-.16(3)~~(7)(f)~~ TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)

Cross References
Credit Recovery 4.210
Grading System 4.600
Reporting Student Progress 4.601
Attendance 6.200
Student Assignments 6.205
Homeless Students 6.503
Student Records 6.600

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Graduation Requirements**	**4.605**	**02/26/26**
		Rescinds: **4.605**	Issued: **07/27/23**

General

The program of studies shall include areas required by the State Board of Education.

Before high school graduation, every student shall:[1]

1. Achieve the specified twenty-two (22) units of credit; (For Phoenix and Special Education) 27 units of credit for Cumberland County High School and Stone Memorial High School (Note: The minimum state requirement for graduation is twenty-two (22) units of credit).
2. Take the required end of course exams;
3. Have satisfactory records of attendance and conduct;
4. Take the American College Testing (ACT) or Scholastic Assessment Test (SAT) prior to graduation;[2] and
5. Pass a United States civics test.[3]

If a middle school student successfully completes any of the State Board-required high school credits, as evidenced by a passing grade in the course prior to grade nine (9), the student shall receive graduation credit for that coursework. [4]

SPECIAL EDUCATION STUDENTS[~~4~~ 5]

Special education students, who earn the prescribed twenty-two (22) credit minimum shall be awarded a regular high school diploma.

Students who have received the below diplomas shall continue to make progress towards a regular high school diploma until the end of the school year in which they turn twenty-two (22) years old.

Special Education Diploma

A special education diploma shall be awarded to students who have not met the requirements for a regular high school diploma but have:[~~5~~ 6]

1. Completed four (4) years of high school;
2. Made satisfactory progress on their Individualized Education Program (IEP); and
3. Maintained satisfactory records of attendance and conduct.

Occupational Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an occupational diploma if the student has:[1,~~4~~ 5]

1. Completed at least four (4) years of high school;
2. Made satisfactory progress on their IEP;
3. Maintained satisfactory records of attendance and conduct;
4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment (SKEMA);
5. Has two (2) years of paid or non-paid work experience.

The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade year or two (2) academic years prior to the expected graduation date.

Alternate Academic Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an alternate academic diploma if the student has:~~4~~ 5

1. Completed at least four (4) years of high school;
2. Participated in the high school alternate assessments;
3. Earned the prescribed twenty-two (22) credit minimum;
4. Made satisfactory progress on their IEP;
5. Maintained satisfactory records of attendance and conduct; and
6. Completed a transition assessment that measures postsecondary education and training, employment, independent living, and community involvement.

STUDENT LOAD

All full-time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal this requirement to the director of schools and then to the board.~~6~~ 7

EARLY GRADUATION~~7~~ 8

Student has met all Tennessee and Cumberland County Board of Education requirements for graduation.

"MOVE ON WHEN READY" EARLY GRADUATION7

High school students shall be permitted to complete an early graduation program. Students intending to graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as soon thereafter as the intent is known.

In order to graduate early, students must meet the following requirements:

1. Earn the required seventeen (17) credits which are outlined in the state's high school policy 2.103 II.2a;

2. Achieve the required benchmark score for each required end-of-course exam;

3. Attain an unweighted cumulative Grade Point Average (GPA) of at least 3.2 on a 4.0 scale;

4. Meet the minimum ACT or SAT benchmark score;

5. Obtain a qualifying benchmark score on a world language proficiency assessment; and

6. Complete at least two (2) ~~early postsecondary~~ types of the following courses.
    a. AP
    b. IB
    c. Dual Enrollment; or
    d. Dual Credit

The director of schools shall develop administrative procedures to ensure that the early graduation program is conducted in accordance with state law, including reporting the total number of requests to graduate early to the TN Department of Education [9].

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103; TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. ~~TRR/MS 0520-01-03-.06.~~ State Board of Education Policy 2.103
5. TRR/MS 0520-01-03-.06; TCA 49-6-6005; State Board of Education Policy 2.103
6. ~~TRR/MS 0520-01-03-.06(19)~~ TCA 49-6-6005; State Board of Education Policy 2.103
7. ~~TCA 49-6-8103; State Board of Education Policy 2.103~~ TRR/MS 0520-01-03-.06(19)
8. TCA 49-6-8103; State Board of Education Policy 2.103; Public Acts of 2026, Chapter No. 912
9. Public Acts of 2026, Chapter No. 1040

Cross References
Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Equal Opportunity Employment**	**5.104**	**04/27/23**
		Rescinds: **5.104**	Issued: **04/27/17**

Opportunity for employment, as well as continuation and advancement in employment, shall be afforded equally to members of all races, creeds, colors, sex (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth" unless otherwise required by federal law), religions, ages, national origins, and individuals with disabilities or veteran status with regard only for qualifications for the positions involved.[1]

Legal References

. ~~U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; and 42 USC § 12101-12213~~ U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cnty., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 (2020); Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; 42 USCA § 12101-12213; TCA 50-10-101

Cross References

Section 504 & ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Version Date: March 6, 2023

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Application and Employment**	**5.106**	**03/27/25**
		Rescinds: **5.106**	Issued: **07/27/23**

APPLICATION

An individual desiring a position with the Cumberland County School District shall make application to the Director of Schools on forms approved by the Board. To ensure the safety and welfare of students and staff, the district shall require criminal history background checks and fingerprinting of applicants for teaching positions and any other positions that require proximity to children.[1] If applying for a teaching position, the Director of Schools shall also check the applicant's license status in the State Board of Education's database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.[2]

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which shall be reported to the District Attorney General for prosecution.[3]

Any costs incurred to perform these background checks and fingerprinting shall be paid by the applicant. The Board shall reimburse the applicant if a position is offered and accepted.[4]

Professional Employees

The application shall include a transcript of credits earned at the colleges or universities attended along with references from persons such as previous employers, college professors, and supervisors of student teachers. Other information shall include whether such applicant has been dismissed for cause from a school district.[5] If previously employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board of Education;[6]

2. Who has been identified by the Department of Children's Services, or on a similar registry in another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;[7]

3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health, or on a similar registry in another jurisdiction;[7]

4. Who refuses to sign a health declaration form showing a satisfactory health record and no contagious or communicable disease in such form that might endanger the health of school children;[8]

5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;[9]

6. Who has not had their information verified using E-Verify; [10]

7. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or

8. Who does not receive a satisfactory background check.~~10~~ [11]

Support Employees

No person shall be employed:

1. Who has any contagious or communicable disease in such form that might endanger the health of school children;[8]

2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;[7]

3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;[7]

4. Who has not had their information verified using E-Verify; [10]

5. ~~Who has not complied with the Immigration Reform and Control Act of 1986;~~~~11~~

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or

7. Who does not receive a satisfactory background check.~~10~~ [11]

8. A bus driver who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children.[8]

EMPLOYMENT

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Initial Employment for Professional Employees

The Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.~~12~~ [13] From the date of the written acceptance, such person is considered to be under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406(a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e)
8. TCA 49-5-404
9. TCA 49-5-405
10. ~~TCA 49-5-413(a), (f)~~ Immigration Reform and Control Acts of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq;* Public Acts of 2026, Chapter No. 772
11. ~~Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*~~ TCA 49-5-413(a)(f)
12. TCA 49-5-406(b)

Cross References

Orientation and Probation 5.107
Compensation Guides & Contracts 5.110
Background Investigations 5.118
Recommendations and File Transfers 5.203
Interim Employees 5.700
Qualifications and Duties of the Director of Schools 5.802

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Compensation Guides & Contracts**	**5.110**	**07/24/25**
		Rescinds: **5.110**	Issued: **06/22/23**

General

Certified personnel shall make a written contract with the Board at a fixed annual salary per month before entering upon their duties.[1]

The Director of Schools shall establish the salary rating of all personnel and shall recommend the salary schedule to the Board for its approval.[2]

Contracts for certified personnel shall provide the following [3]

1. A minimum of one hundred and eighty (180) working days;
2. A minimum of five (5) days for in-service education;
3. Ten (10) vacation days; and
4. Five (5) days as designated by the board (teachers shall use one (1) day for parent-teacher conferences).

The school calendar adopted by the Board each year shall become part of all certified personnel contracts.

Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the revenue is deposited with and salaries paid through the Board. This includes donations or contributions from individual, civic or other non-school related sources of funds from individual school activity funds, such as gate receipts and concessions.[1,4]

The district will recognize 100% of the same job experience. The burden of experience rests with the individual. Verification must be submitted within 30 days of date of hire to be considered for advancement on the pay scale.

ACCRUED LEAVE & BENEFICIARIES[5]

A deceased ~~teacher's~~ employee's estate or designated beneficiary shall be paid the value of any unused accumulated leave. Unless an employee ~~teacher~~ designates differently, the beneficiary shall be the same as the beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated Retirement System.

Legal References

1. TCA 49-2-203(a)(1); TCA 49-5-408
2. TCA 49-5-402
3. TCA 49-6-3004
4. TCA 49-6-2006(a)
5. TCA 49-5-717; Public Acts of ~~2025~~ 2026, Chapter No. ~~433~~ 909

Cross References

School Calendar 1.800
Revenues 2.400
Payroll 2.802
Application and Employment 5.106

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Tenured Teachers**	**5.200**	**04/27/23**
		Rescinds: **5.200**	Issued: **09/22/22**

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a tenured 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 tenured teacher with pay. If vindicated or reinstated, the tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2,3]

A Director of Schools/designee may suspend a tenured teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a tenured 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 at a conference, if requested within five (5) working days; and (3) given a written decision of the suspension within ten (10) working days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated, the tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS[4]

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.

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 tenured teacher, and a copy of a form provided by the Commissioner of Education advising the tenured teacher of his/her legal duties, rights, and recourse.

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) working days after receipt of request, assign a hearing officer from the list maintained by the Board.

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.

The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any prehearing conference may be conducted by telephone if each participant has an opportunity to participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered to issue appropriate orders and to regulate the conduct of the proceedings.

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) working 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, 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 decision. 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 and reviewed by the Board to the chancery court for its review.

RESIGNATION

A tenured teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation. A tenured teacher who fails to give such notice, in the absence of justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.[5]

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

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; and

2. The release by the Board of the tenured teacher from the contract, which the tenured teacher has entered into with the Board.

Any tenured teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the tenured teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.[7]

~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a tenured teacher's license. After the State~~

~~Board of Education has provided the tenured 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.[8]~~

RETIREMENT

Retirement is a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or Social Security benefits. Tenured 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 tenured teachers in securing retirement benefits; however, it shall be the responsibility of the retiring tenured teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring tenured teacher to file for benefits.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a) TCA 49-5-411(b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. ~~TCA 49-5-411(b)~~

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Separation Practices for Non-Tenured Teachers**	**5.201**	**05/25/23**
		Rescinds: **5.201**	Issued: **09/22/22**

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a non-tenured 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. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2]

A Director of Schools/designee may suspend a non-tenured teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a non-tenured 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** working days; and (3) given a written decision of the suspension within ten **10** working days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[2]

The Director of Schools may dismiss or suspend for more than three **3** working 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. The hearing officer will hear the case and the non-tenured teacher shall have the right to:

1. Be represented by counsel;

2. Call and subpoena witnesses;

3. Examine all witnesses; and

4. Require that all testimony be given under oath.

Factual findings and decisions in all dismissal cases shall be provided in written form and delivered to the affected non-tenured teacher within ten **10** working days following the close of the hearing. The non-tenured teacher may appeal the decision to the Board within ten **10** working days of the hearing officer rendering the written decision to the non-tenured teacher. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty **20** working days of receipt of notice, the Director of School shall prepare a copy of the proceedings including all transcripts, documentary and evidence or otherwise presented and provide the Board a copy of the same.

The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in same manner as the non-tenured teacher.

The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may appear in person or be represented by counsel and argue why the decision should be modified or reversed. The Board shall take one of the following actions:

1. Sustain the decision;

2. Send the record back if additional evidence is necessary; or

3. Revise the penalty or reverse the decision.

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.

Within twenty **20** working days after receipt of notice of the decision of the Board, either party may appeal to the chancery court in the county where the school district is located. The Board shall provide the entire record of the hearing to the court.

NON-RENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

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, 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, overnight carrier or by email within five (5) business days following the last instructional day for the school year.[3] If the reason for the non-renewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for non-renewal.[4]

RESIGNATION

A non-tenured teacher shall give the Director of Schools notice of resignation at least thirty **30** days before the effective date of the resignation.[5] The Board may waive the thirty **30** days-notice requirement and permit a non-tenured teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

1. The incapacity on the part of the non-tenured teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; and

2. The release by the Board of the non-tenured teacher from the contract, which the non-tenured teacher has entered into with the Board.

Any non-tenured teacher on leave shall notify the Director of Schools in writing at least thirty **30** days prior to the date of return if the non-tenured teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.[7]

~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a non-tenured teacher's license. After the State Board of Education has provided the non-tenured 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.~~[8]

RETIREMENT

Retirement shall mean a termination of services under conditions, which will allow the non-tenured teacher to draw benefits from retirement plans and/or Social Security benefits.

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

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. ~~Public Acts of 2022, Chapter No, 678~~ TCA 49-5-409 (b)(2)
5. TCA 49-5-508; TCA 49-5-411 (b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. ~~TCA 49-5-411(b)~~

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Sick Leave**	**5.302**	**02/26/26**
		Rescinds: **5.302**	Issued: **07/27/23**

PROFESSIONAL PERSONNEL

Professional personnel shall earn ~~one (1) day of~~ sick leave as outline below ~~for each month employed during the school year,~~ and these days shall accumulate for an unlimited number of days.[1]

- 10-month contract=8 sick days earned per year
- 11-month contract=9 sick days earned per year
- 12-month contract=10 sick days earned per year

Sick leave shall be defined as: illness of an employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of an employee including the 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.[2]

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. An employee absent for five (5) consecutive working days shall submit a doctor's statement verifying illness or injury of the employee or immediate family member.

Frequent of suspected misuse of sick leave by an employee are sufficient grounds for requiring a physician's certificate stating the reason for absence.

A physician's certificate may be required, on forms furnished by the Board in support of any claim for sick leave pay.

The supervisor/designee shall immediately notify the Director of Schools' office if an employee is absent 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 or readily available from the county finance department.

Upon employment transfer of accumulated sick leave from another Tennessee school district may be credited when the Director of Schools of the district in which the accumulated leave was held provides notarized verification.[3]

SUPPORT PERSONNEL

Support personnel shall earn one (1) day of sick leave for each month an employee is employed.

At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated or donated.

The immediate supervisor may require a physician's certificate stating the reason for absence.

SICK LEAVE BANK

The purpose of the sick leave banks is to provide sick leave to all personnel[4] who have suffered an unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition the Board for permission to establish a sick leave bank.[5] Upon approval, sick leave bank trustees shall be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and regulations consistent with state law.[6] Employees wishing to participate shall initially give a maximum of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and nontransferable.[7]

At any time, the number of days in the sick leave bank is less than twenty (20), or one (1) per employee if there are more than twenty (20) members, or at any time deemed advisable, the trustees shall assess each member one (1) or more days of accumulated sick leave. If an employee has no accumulated sick leave at the time of assessment, the first earned days shall be donated as they are accrued by the employee. [7]

An employee who is a member of the sick leave bank may request an allotment of days (for the employee's personal illness or on account of an illness of his/her minor child) in the manner designated by the trustee. The need for these days shall be verified by a statement from a physician. [8]

By written notice to the trustees, an employee may withdraw from bank participation on June 30th of any year.[9] Membership withdrawal results in forfeiture of all days contributed.

The sick leave bank shall be operated in accordance with state law.[10]

Legal References

1. TCA 49-5-710(a)(1) Public Acts of 2026, Chapter No. 1022
2. TRR/MS 0520-01-02-.04(2)
3. TCA 49-5-710(a)(5)
4. TCA 49-5-811
5. TCA 49-5-803
6. TCA 49-5-804; TCA 49-5-805
7. TCA 49-5-807
8. TCA 49-5-808(j), (m)
9. TCA 49-5-806(d)
10. TCA 49-5-801 *et seq.*

Cross References

Workers' Compensation 3.602
Orientation and Probation 5.107
Short Term Leaves of Absence 5.300
Family and Medical Leave 5.305
Physical Assault Leave 5.307

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Personal and Professional Leave**	**5.303**	**04/27/23**
		Rescinds: **5.303**	Issued: **03/17/22**

Personal and professional leave shall be granted in accordance with laws of the State of Tennessee, the rules and regulations of the State Board of Education and the policy and benefit schedules of the Cumberland County Board of Education.

~~Certified~~ Professional employees shall earn personal and professional leave at the rate of two (2) ~~one (1)~~ days for each half-year employed for a total of four (4) ~~two (2)~~ days per year. Any personal and professional leave remaining unused at the end of year from this allocation shall be credited to sick leave.[1]

Certified employees may convert existing accumulated sick days into additional personal days based on the following years of service to Cumberland County Schools:

10-15 years = 1 additional day
16-24 years = 2 additional days
25 + years = 3 additional days

In addition, certified employees who have utilized five (5) or fewer sick days in the previous calendar school year and have exhausted personal leave for the current calendar school year (July 1st through June 30th) may petition their principal or supervisor to convert sick days from the current calendar year (July 1st through June 30th) into additional personal days not to exceed a total of three (3) converted days for a total of five (5) personal days annually

Certified supervisors who accrue more than two (2) annual personal days (per a Board approved benefit schedule) may carry over five (5) days per year. As of July 1, all accrued personal days in excess of five (5) will be lost without compensation. A maximum of ten (10) days of personal leave may be compensated upon termination of employment of these supervisors.

Non-certified employees shall earn personal leave based on their job assignment, longevity, and number of annual workdays. A carryover of five (5) days per year is authorized. As of July 1, all accrued personal days in excess of five (5) will be converted to sick days. A maximum of ten (10) days of personal leave may be compensated upon termination of employment for non-certified employees.

If, at the termination of employment, any employee has been absent for more days than leave has been earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final salary payment.[2]

PERSONAL LEAVE

Subject to the following conditions, personal leave may be taken at the discretion of the employee:

1. Except in an emergency, each employee shall give the principal/supervisor at least two (2) days' notice in writing of intent to take leave.

2. The approval of the principal/supervisor of the school shall be required: ~~consider the following when approving leave~~:[3]

a. If more than ten percent (10%) of the teachers in any given school request its use on the same day;

b. If requested during any prior established student examination period;

c. If requested on the day immediately preceding or following a holiday or vacation period;

d. If personal leave is requested for days scheduled for professional development or in-service training, according to a school calendar adopted by the Board prior to the commencement of the school year; or

e. If personal leave is requested for days scheduled for parent-teacher conferences, according to a school calendar adopted by the Board prior to the commencement of the school year.

3. The converted personal days will not be approved for:

a. Extension of scheduled breaks.

b. The first or last week of school.

c. Scheduled testing dates.

PROFESSIONAL LEAVE

Professional leave is a short, temporary absence for the purpose of attending workshops and other meetings relating to school business or serving on boards and commissions which meet during daytime hours when duly elected as or appointed by a mayor, city council, county executive, or county commission.[4]

Legal References

1. TCA 49-5-711(a); Public Acts of 2026, Chapter No. 1022; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711(b)
3. TCA 49-5-711(c)(1)
4. TCA 49-5-205

Cross References

Short Term Leaves of Absence 5.300
Legislative Leave 5.309

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Staff Rights & Responsibilities**	**5.600**	**07/27/23**
		Rescinds: **5.600**	Issued: **04/27/23**

In fulfilling any rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their duties.

Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious discrimination/harassment.[1]

Educators have the right to:[2]

1. Be treated with civility and respect as well as having his/her professional judgement and discretion respected;

2. Have their professional judgment and discretion respected;

3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;

4. Provide students with a safe environment;

5. Defend themselves and their students from physical violence or harm;[3]

6. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;[4]

7. Review all instructional material or curriculum before being utilized by students;

8. Not be required to use his/her personal money to appropriately equip a classroom;

9. Report students who commit offenses of assault and battery or vandalism on school property endangering the life, health, or safety of others pursuant to state law;[5] and

10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to a physical assault or other violent criminal act committed during the course of employment.[6]

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and the procedures designed to implement them;

2. To adhere to the Teacher Code of Ethics, to the extent applicable;[7]

3. Refrain from any sexually related behavior with students, including students who have graduated or withdrawn in the immediately preceding twelve (12) months; [8]

4. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

5. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and members of the public;

6. Keep all records and prepare and submit promptly all reports that may be required by state law, State Board of Education rules and regulations, board policy, and administrative procedures; and

7. Wear appropriate dress for work according to local school rules.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; ~~Public Acts of 2023, Chapter No. 153~~
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001 ~~*et seq.*~~
8. Public Acts of 2026, Chapter No. 898

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Cumberland County Board of Education

Monitoring: **Date Last Reviewed: 04/08/04**	Descriptor Term: **Director of Schools Recruitment and Selection**	Descriptor Code: **5.801**	Issued Date: **07/24/25**
		Rescinds: **5.801**	Issued: **05/25/23**

When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.[1] The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim Director of Schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures. A board member may not apply for or in any other way be considered for the interim or permanent position of Director of Schools.[2]

Prior to conducting a search to fill the position, the Board shall initially develop the following:[3]

1. A job description
2. A timeline
3. A ~~process~~ system for accepting and reviewing applications, including a process for handling public versus non-public material (Note: Per state law, records of all applicants are public unless candidates request their records be made private); and
4. Selection procedures which shall include, but not be limited to, the following:

a.1. The Board may invite the community, including board employees, to participate in the process of selecting a Director of Schools. Resumes of persons interviewed by the Board shall be available in the central office for public inspection.

b. ~~2~~. The interview process for each finalist shall include meetings with various staff and community groups and an interview with the entire Board if possible.

c.~~3.~~ Candidates shall be interviewed by the Board in an ~~open~~ executive session. All deliberation shall occur during public meetings. Only board members will be allowed to ask questions during the interview.

d.~~4.~~ The Board will attempt to select a Director of Schools by unanimous vote during a regular meeting, but only a majority vote of the membership of the Board shall be required for the appointment of a Director of Schools.

TCA 49-2-202(g) states the following:

A majority of all of the members constituting the Board, and not merely a majority of the quorum, shall be required to transact all business coming before the Board in regular or special meeting.

Legal References

1. TCA 49-2-203(a)(13)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(13)(B) Public Acts of 2026, Chapter No. 1048

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Goals**	**6.100**	**05/25/23**
		Rescinds: **6.100**	Issued: **04/23/20**

In order to establish an environment conducive to learning for each student, the Board establishes the following goals:

1. To assure all students the same educational opportunities regardless of race, color, creed, religion, ethnic origin, sex, or disabilities; ~~,~~ Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth";[1]

2. To protect and observe the legal rights of students;

3. To educate all students in a respectful and encouraging environment;

4. To promote faithful attendance and diligent effort;

5. To provide an environment where students can learn personal and civic responsibility for their actions through meaningful experiences as school citizens;

6. To discipline students in a fair and constructive manner; and

7. To provide for the safety, health and welfare of students.

Legal Reference:

1. 20 U.S.C. § 1703; TCA 49-6-3109; Public Acts of 2026, Chapter No. 938

Cross References:

School District Goals 1.700
Instructional Goals 4.100
Student Discrimination/Harassment, Bullying, Cyberbullying and Intimidation 6.304

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Attendance**	**6.200**	**06/19/25**
		Rescinds: **6.200**	Issued: **07/27/23**

Attendance is a key factor in student achievement and therefore, students are expected to be present each day school is in session.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

The attendance supervisor shall oversee the entire attendance program which shall include:[1]

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school;
4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and
5. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.[2]

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent/guardian.[3]

Absences shall be classified as either excused or unexcused as determined by the principal or his/her designee.

Excused absences shall include:[4]

1. Personal illness/injury;
2. Illness of immediate family member;
3. Death in the family; funeral notice
4. Extreme weather conditions;
5. Religious observances;[5]
6. Pregnancy;
7. School-endorsed activities
8. Summons, subpoena, or court order; or
9. Circumstances which in the judgement of the principal create emergencies over which the student has no control.
10. Other absences as pre-approved by the principal, based on appropriate documentation at least 10 (ten) school days prior to day(s) to be missed. This does not include personal family vacations.

11. If a student is exempt from final exams per Board policy, the absence on the day of the exam is excused.
12. Driver's license/permit appointments will be excused with proof of appointment.

Tardies including early dismissal for any reason other than the previously mentioned excuses will be considered unexcused.

The Principal shall be responsible for ensuring that:[6]

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign-out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness; and
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

Annually the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s) and the school system provides transportation, unexcused absences from these programs shall be reported in the same manner.[7]

Students who are absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parents/guardians of the student's absence. If a parent/guardian does not provide documentation within adequate time excusing those absences, or request an attendance hearing, then the Director of Schools/designee shall implement the progressive truancy plan described below prior to referral to juvenile court.

The Director of Schools/designee shall develop appropriate administrative procedures to implement this policy.

Progressive Truancy Plan[8]

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to;

1. After three (3) unexcused absences a student will be required to meet with a school attendance representative to discuss reasons for student absences.
2. Regularly scheduled follow-up meetings, with the student to discuss his/her progress. If the student accumulates additional unexcused absences, he/she shall be subject to the additional tiers.

Tier II of the progressive truancy plan shall be implemented after the student accumulates four (4) unexcused absences, but before referral to juvenile court, and includes the following;

1. A conference with the student and the student's parent(s)/guardian(s);

2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
   a. A specific description of the school's attendance expectations for the student;
   b. The period for which the contract is effective; and
   c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court.

3. Regularly scheduled follow-up meetings to discuss the student's progress; and

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.

Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III shall consist of the following interventions:

1. After the 5th unexcused absence, the student will be referred to Truancy Court.
2. Failure to attend Truancy Court and/or additional unexcused absences, the student will be cited to Juvenile Court
3. The Court will be provided a report of all interventions that have been provided to support this student.

The interventions shall address student's needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

Upon completion of Tiers I, II, and III, the student will be cited to Juvenile Court.

Transfer Students and Truancy Tracking

The district shall request attendance records for students enrolling after the start of the school year from the previous public school district. Unexcused absences accumulated at a previous district for the current school year shall be factored into the student's placement on the truancy intervention plan tiers, if applicable. [9]

NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY~~9~~[10]

A principal/designee may excuse a student to participate in non-school sponsored extracurricular activities. The principal shall document the approval in writing and shall excuse no more than ten (10) absences each school year. No later than seven (7) business days prior to the student's absence, the student shall provide documentation to the school as proof of the student's participation along with a written request for the excused absence from the student's parent/guardian. The Director of Schools will develop procedures to implement this process. The request shall include the following:

1. Student's name and personal identification number;
2. Student's grade;

3. The dates of the student's absence;
4. The reason for the student's absence; and
5. The signature of the student and parent/guardian.

RELEASED TIME COURSE~~10~~ 11

A principal/designee may excuse a student to attend a course in religious moral instruction for up to one (1) class period per school day. Students shall not be excused during any class which requires an examination for state or federal accountability purposes.
Students shall only be permitted to attend courses provided by entities that certify in writing that they have complied with background check requirements outlined in state law.~~11~~ 12 The student shall submit a written consent form signed by the student's parent/guardian prior to participation in the released time course. The principal/designee shall document the approval in writing. The student shall provide documentation to the principal/designee as proof of the student's participation in the released time course. The district shall not be responsible for transporting students to and from the place of instruction.

Upon submission of the student's transcript from the entity that provided the released time course, the student may be awarded one (1) unit of elective credit. The Director of Schools shall develop procedures with secular criteria for determining whether credit shall be awarded.

MAKE-UP

All missed work from an excused absence may be made up.
All missed work from an unexcused absence may be made up at principal's discretion.
All missed work shall be completed by the end of the current grading period.
Extenuating circumstances may be appealed to the building principal.

EXAM EXEMPTIONS

"A" average and a maximum of 3 days excused absence
"B" average and a maximum of 2 days excused absence
"C" average and a maximum of 1 day excused absence

Students with any unexcused absences are ineligible for exam exemptions.

All students who obtain four (4) or more unexcused tardies in any class will be required to take the semester exam regardless of grade average or days absent. Students who are suspended from school or who are remanded to the Alternative School for cause shall forfeit all exam exemptions.

STATE-MANDATED ASSESSMENT

Students who are absent the day of the scheduled End of Course Exams (EOC) shall present a signed doctor's excuse or shall have been given an excused release by the principal prior to testing to receive an excused absence. Students who have excused absences will be allowed to take a make-up exam. Excused students will receive an incomplete in the course until they have taken the EOC exam.

Students who have an unexcused absence shall receive a failing grade on the EOC exam which shall be averaged into their final grade.

Extenuating circumstances may be appealed to the building principal.

CREDIT/PROMOTION DENIAL

Credit/promotion denial determinations may include student attendance, however, student attendance may not be the sole criterium.~~12~~ [13]If attendance is a factor, prior to credit/promotional denial, the following shall occur:

1. Parents/guardians and students shall be advised if a student is in danger of credit/promotion denial due to excessive absenteeism.
2. Procedures in due process are available to the student when credit or promotion is denied.

DRIVER'S LICENSE REVOCATION[2]

A student who has more than ten (10) consecutive or fifteen (15) unexcused absences during any semester shall be ineligible to retain a driver's permit or license.

ATTENDANCE HEARING~~13~~ [14]

Students with excessive (more than 5) unexcused absences or those in danger of a credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s) guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee.

An attendance committee appointed by the principal will conduct a hearing to determine if any extenuating circumstances exist or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parents/guardians of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of schools/designee.

The action of the Board shall be final.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009
9. Public Acts 2026, Chapter No.844
10. TCA 49-6-3022
11. TCA 49-2-130
12. ~~Public Acts of 2025, Chapter No. 401~~TCA 49-2-130(i)
13. TCA 49-2-203(b)(7); TCA 49-6-3002(b)
14. TRR/MS 0520-01-02-.17(7)

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays 4.803
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Home Schools**	**6.202**	**07/24/25**
		Rescinds: **6.202**	Issued: **07/27/23**

A "home school" is a school conducted or directed by parent(s)/guardian(s) for their own children. Home schools which teach K-12 where the parents/guardians are associated with an organization that conducts church-related schools[1] are exempt from the following provisions but shall follow procedures issued by the State Department of Education.

A parent/guardian wishing to conduct a home school shall meet the following requirements:[2]

1. Provide annual notice to the Director of Schools before the commencement of each school year of the intent to conduct a home school;

2. Submit to the Director of Schools the name, number, age, grade level of children involved, location of the school, curriculum to be offered, proposed hours of instruction, and qualifications of the parent-teacher;

3. Maintain attendance records, subject to inspection by the Director of Schools;

4. Submit attendance records to the Director of Schools at the end of each school year;

5. Provide instruction for at least four (4) hours per day for the same number of instructional days as required by state law; [3]

6. Possess a high school diploma or high school equivalency credential approved be the State Board of Education; [4]

7. ~~Cooperate in~~ Ensure the administration to home school students of appropriate tests approved by the ~~Commissioner~~ State Board of Education~~/designee or by a professional testing service~~ or a standardized test selected by the parent-teacher that provides nationally normed analytics in English and Math in grades five (5), seven (7), and nine (9);[5]

~~8. Take actions according to state law if home school student falls behind appropriate grade level;~~

8 ~~9~~. Submit proof to the Director of Schools that other health services and examinations as required by state law have been received by the home school student; and

9 ~~10~~. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject, employ a tutor having the same qualifications as required of parent-teacher.

If one or more of these requirements are not met, the Board authorizes the Director of Schools/designee to take formal action to bring the child into compliance with the Compulsory Attendance Law (until the

child has reached age seventeen 17), either in the home school or in a public, private or church-related school.

FACILITIES USE

~~It may be the policy of this Board that public school facilities may~~ School facilities shall be available for home school instruction only when *all* of the following conditions exist:

1. Special needs courses are being taught which require services unavailable to the home school student;

2. These services cannot be provided through any means other than the public schools;

3. Requests for services are made known by the home school parent when notice is given to the Director of Schools/designee of the intent to conduct a home school;

4. The Director of Schools/designee investigates requests and makes recommendations to the Board;

5. No overcrowding, additional expenses, including providing transportation, or other special situations which interfere with the normal operation of the school system shall be incurred; and

6. Approval by the Board on a case-by-case basis.

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**[5]~~

~~The Director of Schools shall develop administrative procedures regarding necessary consultations with home school parents in regard to student performance.~~

Legal References

1. TCA 49-50-801(a)
2. TCA 49-6-3050(b), (c)
3. TCA 49-6-3004(a); TCA 49-6-3050(b)(3)
4. TCA 49-6-3050(b)(4)
5. TCA 49-6-3050(b)~~(6)~~ (5); Public Acts of 2026, Chapter No. 912

Cross References

Compulsory Attendance Ages 6.201

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Student Assignments**	**6.205**	**04/27/23**
		Rescinds: **6.205**	Issued: **01/23/20**

TO SCHOOLS

Students, including those in kindergarten, are expected to attend the school to which they are assigned by virtue of their residence.[1] Students will enroll in the school of appropriate grade nearest their local residence. The Zoning-Residency Check Guidelines found in procedures may be used to verify residency of any student.

If a student wishes to attend a school other than his or her zoned school in Cumberland County, the parent or guardian must follow Board of Education Policy 6.206 to request a transfer to another school. Policy 6.206 and the corresponding out of zone procedures will serve as guidelines to respond to this request.

For the purpose of this policy, the term "legal residence" shall mean the domicile of the child in question. Although a child may have several residences, he or she shall have only one domicile, and that is the child's primary place of living, where food, toys, clothes, furniture, and the like are maintained. The child's domicile shall be that of his or her parents. If the parents of the child are separated or divorced, the child's domicile shall be that of the primary residential parent. In the event the parents have equal parenting time and are designated as joint primary residential parents in a Permanent Parenting Plan and/or Order of the Court: a) If the school zone is addressed in the Permanent Parenting Plan or Court Order, the child will be allowed to attend school within the school zone ordered as long as one of the parents resides in that zone; b) If the school zone is not addressed, in the Permanent Parenting Plan or Court Order, or if neither parent resides in a school zone named in their Permanent Parenting Plan or Court Order, the parents may, by written agreement, at the beginning of each school year, determine which of their addresses will determine the child’s school zone. In the event that no primary residential parent is named in a Parenting Plan or other legal document concerning the parent's separation, the domicile of the child shall be that of the child's mother. In the case of a child whose parents are deceased, or incompetent, the domicile of the minor child is that same as the domicile of the legal guardian who has custody of the child. The domicile of an adopted child is that of the adoptive parents.

With the Director of Schools' approval, parents may elect to enroll their children in any school in the school system provided the parent provides transportation to and from that respective school and provided that such choice does not cause overcrowding in the chosen school.

Parents/guardian(s) who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the system from another school system are to be placed by the principal in the grade and/or level as indicated by records from the former school. If the student's placement is inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade level. Parents shall be kept advised.

Students transferring from any school not approved by the Tennessee State Department of Education shall be tested to justify their grade placement in Cumberland County Public Schools. When first enrolled and until test results are available, the child shall be placed in the grade in which he/she was last enrolled. An achievement test shall be administered at the very earliest possible date to see if achievement test scores justify appropriate grade placement.

The principal shall separate an alleged victim of child abuse from an alleged perpetrator if the abuse allegedly occurred while the child was under the supervision or care of the school. If available and appropriate, a child shall be reassigned if a request is made by the child's parent or custodian and the perpetrator has been: (1) substantiated by the Department of Children's Services; (2) adjudicated by a juvenile court to have committed the child sexual abuse; or (3) criminally charged.[3]

If an order of protection is issued to protect a student from another student enrolled in the same school, then the principal shall develop a student safety plan and implement it for the student who is named as the petitioner. This shall occur as soon possible, but no later than five (5) school days from the date on which the school receives a copy of the order of protection. When reasonably practicable and appropriate, the building level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide input into the plan. The Director of Schools shall develop administrative procedures to implement this process. [4]

Legal References

1. TCA 49-6-3102, 3103
2. TCA 49-6-3201
3. TCA 49-6-3102(h), (i)
4. Public Acts of 2026, Chapter No. 862

Cross References

Promotion and Retention 4.603
Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Questioning Students and Searches**	**6.303**	**06/19/25**
		Rescinds: **6.303**	Issued: **05/25/23**

QUESTIONING BY SCHOOL PERSONNEL

Students may be questioned by teachers or principals about any matter pertaining to the operation of a school and/or the enforcement of its rules. Questioning shall be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student. Any student answering falsely or evasively or refusing to answer a question may be subject to disciplinary action, including suspension.

If a student is suspected or accused of misconduct or infraction of the student code of conduct, the principal may interrogate the student without the presence of parent(s)/guardian(s).

INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

If the principal has requested assistance by law enforcement to investigate a crime involving his/her school, the police may interrogate a student suspect in school during school hours. The principal shall first attempt to notify the parent(s)/guardian(s) of the student unless circumstances require otherwise. However, the interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.[1]

POLICE-INITIATED INTERROGATIONS

If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated crimes committed outside of school hours, the police department should first contact the principal regarding the planned interrogation and inform him/her of the probable cause to investigate. The principal shall make reasonable efforts to notify the parent(s)/guardian(s) of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.

SEARCHES BY SCHOOL PERSONNEL

The school principal shall authorize all searches at the outset per state law.[2] All principal initiated searches shall be conducted by a school security officer or a school administrator or school employee designated by the Director of Schools who has completed the state required training.[2,3] The following conditions shall apply to principal initiated searches:

1. All the following standards of reasonableness must be met:

    □. A particular student has violated school policy;

□. The search will yield evidence of the violation of school policy or will lead to finding dangerous weapons, drugs, or drug paraphernalia;

□. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;

□. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and

□. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student (sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth") as well as the nature of the alleged infraction;[4]

2. A school administrator shall be on-site at any principal-initiated search;

3. A school administrator shall oversee the search and may end the search at any time; and

4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the search[~~3~~] [7]

If a school resource officer searches a student, based on having probable cause, the principal shall notify the Director of Schools/designee.[5]

In order to ensure a safe and secure learning environment, the Director of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers which are consistent with state law. The Director of Schools shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.[6]

Legal References

1. TCA 49-6-4203(b)
2. TCA 49-6-4204(a); TCA 49-6-4205(a)
3. TCA 49-6-4212; Public Acts of 2026 ~~2025~~, Chapter No. 1040 ~~244~~
4. TCA 49-6-4205(b); Public Acts of 2026, Chapter No.938
5. State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 (Tenn. Ct. App. July 16, 2009)
6. TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 (February 24, 2014)
7. TCA 49-6-4205 (a)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation**	**6.304**	**05/25/23**
		Rescinds: **6.304**	Issued: **09/24/20**

The Cumberland County Board of Education has determined that a safe, civil, and supportive environment in school is necessary for students to learn and achieve high academic standards. In order to maintain that environment, acts of bullying, cyber-bullying, discrimination(including the definition of antisemitism found in policy 4.100) , harassment, intimidation, hazing or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited.[1]

This policy shall be disseminated annually to all school staff, students, and parents/guardians[2]. This policy shall cover employees, employees' behaviors, students and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. 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 or students and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.[2]

Building administrators are responsible for educating and training their respective staff and students as to the definition and recognition of discrimination/harassment.[3]

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

DEFINITIONS[4]

Bullying is defined as unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. The imbalance of power involves the use of physical strength, access to embarrassing information, or popularity to control or harm others. Bullying/Intimidation/Harassment is an act that substantially interferes with a student's education benefits, opportunities, or performance, and the act has the effect of:

- Physically harming a student or damaging a student's property;
- Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
- Causing emotional distress to a student or students; or
- Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, gender, sex (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth.")[5] age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment.

Cyber-bullying - A form of bullying undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices, text messaging, emails, social networking sites, instant messaging, videos, web sites or fake profiles.

Hazing - An intentional or reckless act by a student or group of students that is directed against any other student(s) that endangers the mental or physical health or safety of the student(s) or that induces or coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees of the school district shall not encourage, permit, condone or tolerate hazing activities. [5]

"Hazing" does not include customary athletic events or similar contest or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.[6]

COMPLAINTS AND INVESTIGATIONS

Any individual who has knowledge that may constitute a violation of this policy shall promptly report such behavior to the principal/designee.~~6~~[7]

While reports may be made anonymously, an individual's need for confidentiality must 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, and the identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

The principal/designee at each school shall be responsible for investigating and resolving complaints. Once a complaint is received, the principal/designee shall initiate an investigation within forty-eight (48) hours of receipt of the report. 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.~~7~~[8]

The principal/designee shall notify the parent/legal guardian when a student is involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information on district counseling and support services. Students involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the principal/designee when deemed necessary.~~8~~[9]

The principal/designee is responsible for determining whether an alleged act constitutes a violation of this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- It places the student in reasonable fear or harm for the student's person or property;
- It has a substantially detrimental effect on the student's physical or mental health;

- It has the effect of substantially interfering with the student's academic performance; or

- It has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. All investigations shall be completed and appropriate intervention taken within twenty (20) calendar days from the receipt of the initial report.[7] 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.~~[4]~~ [7] Within the parameters of the federal Family Educational Rights and Privacy Act (FERPA) at ~~20 U.S.C. § 1232g,~~[9] [10] a written report on the investigation will be delivered to all involved parties and to the Director of Schools.

RESPONSE AND PREVENTION~~[10]~~ [11]

School administrators shall consider the nature and circumstances of the incident, the age of the violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate to properly respond to each situation.

A substantiated charge against an employee shall result in disciplinary action up to and including dismissal, suspension, or termination. The employee may appeal this decision by contacting the Federal Rights Coordinator.

A substantiated charge against a student may result in corrective or disciplinary action up to and including suspension. The student may appeal this decision in accordance with disciplinary policies and procedures.

REPORTS

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 of education.~~[11]~~ [12]

By July 1 of each year, the Director of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. 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.~~[12]~~ [13]

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged in this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.~~[13]~~ [14]

False accusations accusing another person of having committed an act prohibited under this policy are prohibited. 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 suspension and expulsion.~~14~~ 15

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686; TCA 49-50-1801
2. TCA 49-6-4503(b)(11); Public Acts of 2026, Chapter No. 1093
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. Public Acts of 2026, Chapter No. 938
6. TCA 49-2-120
7. TCA 49-6-4503(b)(5)
8. TCA 49-6-4503(b)(6)
9. TCA 49-6-4503(b)(14)
10. 20 USCA § 1232g
11. TCA 49-6-4503(b)(4), (7)-(8);Public Acts of 2026, Chapter No. 1093
12. TCA 49-6-4503(d)(3)
13. TCA 49-6-4503(c)(2)(B)
14. TCA 49-6-4503(b)(9)
15. TCA 49-6-4503(b)(10)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Instructional Programs 4.100
Staff-Student Relations 5.610
Student Goals 6.100
Title IX and Sexual Harassment 6.3041
Code of Conduct and Discipline 6.300
Student Complaints and Grievances 6.305
Child Abuse and Neglect 6.409
Accident and Illnesses 6.410
Student Suicide Prevention 6.415

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Title IX & Sexual Harassment**	**6.3041**	**04/23/26**
		Rescinds: **6.3041**	Issued: **04/27/23**

General

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited.[1] Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth"[2] ;This policy shall cover employees, employees' behaviors, students, and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in accordance with federal law. This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).~~2~~[3] The Title IX Coordinator as well as any personnel chosen to facilitate the grievance process shall not have a conflict of interest against any party of the complaint.[3] These individuals shall receive training as to how to promptly and equitably resolve student and employee complaints.~~3~~[4]

All employees shall receive training on complying with this policy and federal law.~~4~~[5]

TITLE IX COORDINATOR~~5~~[6]

The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and shall provide input on an ongoing basis as appropriate.

Any individual may contact the Title IX Coordinator at any time using the information below:

Federal Programs Supervisor and 9-12 Supervisor

368 Fourth Street, Crossville, TN 38555

931-484-6135

whittenbarj@ccschools.k12tn.net and ksmith3@ccschools.k12tn.net

DEFINITONS~~4~~[5]

"Complainant" is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

"Respondent" is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

"Sexual harassment" is conduct on the basis of sex that satisfies one or more of the following:~~3~~ 4

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or

3. Sexual assault,~~6~~ 7 dating violence,~~7~~ 8domestic violence,~~8~~ 9or stalking~~9~~ 10 as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;

2. Verbal harassment or abuse;

3. Sexually suggestive pictures;

4. Sexually suggestive gesturing;

5. Harassing or sexually suggestive or offensive messages that are written or electronic;

6. Subtle or direct propositions for sexual favors; and

7. Touching of a sexual nature.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

"Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered to the complainant and the respondent, as appropriate. These measures may include, but are not limited to, the following:

1. Counseling;

2. Course modifications;

3. Schedule changes; and

4. Increased monitoring or supervision.

The measures offered to the complainant and the respondent shall remain confidential to the extent that maintaining such confidentiality would not impair the ability of the school district to provide the supportive measures.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator shall:

1. Promptly contact the complainant to discuss the availability of supportive measures;

2. Consider the complainant's wishes with respect to supportive measures;

3. Inform the complainant of the availability of supportive measures; and

4. Explain the process for filing a formal complaint.~~10~~ 11

While the school district will respect the confidentiality of the complainant and the respondent as much as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall be consistent with the school district's legal obligations and the necessity to investigate allegations of harassment and take disciplinary action.

Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance process has been completed. Unless there is an immediate threat to the physical health or safety of any student arising from the allegation of sexual harassment that justifies removal, the respondent's placement shall not be changed.~~11~~ 12 If the respondent is an employee, he/she may be placed on administrative leave during the pendency of the grievance process.~~12~~ 13 The Title IX Coordinator shall keep the Director of Schools informed of any employee respondents so that he/she can make any necessary reports to the State Board of Education in compliance with state law.~~13~~ 14

Complaints

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the Title IX Coordinator, however, nothing in this policy requires a complainant to either report or file a formal complaint within a certain timeframe. If the complaint

involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate notification shall be made per the board policy on reporting child abuse.

Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:~~14~~ 15

1. Provide written notice of the allegations, and the grievance process to all known parties to give the respondent time to prepare a response before an initial interview;

2. Inform the parties of the prohibition against making false statement or knowingly submitting false information;

3. Inform the parties that they may have an advisor present during any subsequent meetings; and

4. Offer supportive measures in an equitable manner to both parties.

If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal, shall be provided to both parties simultaneously.~~15~~ 16

Investigations~~16~~ 17

The Federal Programs Supervisor and 9-12 Supervisor shall serve as the investigator and be responsible for investigating complaints in an equitable manner that involves an objective evaluation of all relevant evidence. The burden for obtaining evidence sufficient to reach a determination regarding responsibility rests on the school district and not the complainant or respondent.

Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.

All investigations shall be completed within twenty (20) calendar days from the receipt of the initial complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons why the investigation has not been completed.

All investigations shall:

1. Provide an equal opportunity for the parties to present witnesses and evidence;

2. Not restrict the ability of either party to discuss the allegations under investigation or gather and present relevant evidence;

3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that seek disclosure of information protected under a legally recognized privilege unless such privilege has been waived;~~17~~ 18

4. Provide the parties with the same opportunities to have others present during any grievance proceeding;

5. Provide to parties whose participation is requested written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;

6. Provide both parties an equal opportunity to inspect and review any evidence directly related to the allegations in the formal complaint; and

7. Result in the creation of an investigative report that fairly summarizes relevant evidence.

□. Prior to the completion of the investigative report, the investigator shall send to each party the evidence subject to inspection and review. All parties shall have at least ten (10) calendar days to submit a written response which shall be taken into consideration in creating the final report.

Within the parameters of the federal Family Educational Rights and Privacy Act,~~18~~ 19 the Title IX Coordinator shall keep the complainant and the respondent informed of the status of the investigation process. At the close of the investigation, a written final report on the investigation will be delivered to the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the Director of Schools.

Determination of Responsibility~~19~~ 20

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.~~20~~ 21 The preponderance of the evidence standard shall be used in making this determination.~~21~~ 22

Director of Schools shall act as the decision-maker. He/she shall receive the final report of the investigation and allow each party the opportunity to submit written questions that he/she wants asked of any party or witness prior to the determining responsibility.

The decision-maker shall make a determination regarding responsibility and provide the written

determination to the parties simultaneously along with information about how to file an appeal.

A substantiated charge against a student may result in corrective or disciplinary action up to and including expulsion. A substantiated charge against an employee shall result in disciplinary action up to and including termination.

After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine whether any other actions are necessary to prevent reoccurrence of the harassment.

APPEALS~~22~~ 23

Either party may appeal from a determination of responsibility based on a procedural irregularity that affected the outcome, new evidence that was not reasonably available at the time of the determination that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX Coordinator within ten (10) calendar days of a determination of responsibility.

Upon receipt of an appeal, the Title IX Coordinator shall:

1. Assign an impartial hearing officer within five (5) calendar days of receipt of the appeal; and

2. Notify the parties in writing.

During the appeal process, the parties shall have a reasonable, equal opportunity to submit written statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing the result of the appeal and the rationale for the result. The written decision shall be provided simultaneously to both parties.

RETALIATION~~23~~ 24

Retaliation against any person who makes a report or complaint or assists, participates, or refuses to participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. 34 CFR § 106.1
2. Public Acts of 2026, Chapter No. 938
3. 34 CFR § 106.8(b),(c)
4. 34 CFR § 106.45(b)(2); 34 CFR § 106.8(d)
5. 34 CFR § 106.2
6. 34 CFR § 106.8(a)
7. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(12); TCA 71-6-302
8. 34 USCA 12291(a)(11)
9. 34 USCA 12291(a)(12); TCA 40-14-109
10. 34 USCA 12291(a)(36); TCA 39-17-315; TCA 36-3-601(11)
11. 34 CFR § 106.44
12. 34 CFR § 106.44(h)
13. 34 CFR § 106.44(i)
14. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
15. 34 CFR § 106.45(c)
16. 34 CFR § 106.45(d)
17. 34 CFR § 106.45(f); 34 CFR § 106.45(b)(4)
18. 34 CFR § 106.45(b)(7)
19. 20 USCA § 1232g
20. 34 CFR § 106.45(h)
21. 34 CFR § 106.45(b)(3)
22. 34 CFR § 106.45(h)(1)
23. 34 CFR § 106.45(i)
24. 34 CFR § 106.71

Cross References

Section 504 and ADA Grievance Procedures 1.802
Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) 5.500
Complaints and Grievances 5.501
Staff-Student Relations 5.610
Code of Conduct 6.300
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Student Concerns 6.305
Reporting Child Abuse 6.409

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Interference/Disruption of School Activities**	**6.306**	**05/25/23**
		Rescinds: **6.306**	Issued: **07/22/21**

General

A student shall not engage in conduct which causes the disruption or interference with the operation of the school while on school property, in school vehicles or buses, or at school-sponsored events, whether on or off campus. The student shall not urge other students to engage in such conduct.

Employees are authorized to take reasonable measures to establish appropriate school behavior and have the authority to control the conduct of any student while under the supervision of the school district.[1]

A student may receive disciplinary action ranging from verbal reprimand to suspension and/or expulsion depending on the severity of the offense and the student's prior record.[2]

REMOVAL OF STUDENT[1]

If a student repeatedly or substantially interferes with the learning environment, the teacher may submit a written request along with the required documentation to the principal/designee to remove the student from the teacher's classroom. The student will be given notice of the rationale for the request as well as the opportunity to offer an explanation.

The principal/designee will investigate the request and make a decision regarding the student's placement and the principal will notify the teacher of that decision.

If a teacher abuses or overuses the student removal process, the principal/designee shall address the abuse or overuse with the teacher and may require the teacher to complete additional professional development to improve the teacher's classroom management skills.

Appeal Process

If the teacher's request for removal is denied, the teacher may file an appeal with the Director of Schools/designee. The Director of Schools/designee will review the teacher's request for removal as well as the decision of the principal/designee and make a determination as to the student's placement.

CLASSROOM EVACUATION

Some of all students may be removed from a classroom or instructional area due to violent, aggressive, or severely disruptive behavior of another student that creates a safety concern or substantially interrupts classroom instruction. [3]

Parental Notification

The principal/designee shall provide notification to the parent(s)/guardian(s) of each student in the classroom or instructional area at the time of the classroom evacuation. The notification shall be provided by the end of the day in which the classroom evacuation took place unless the event that prompted the evacuation is an ongoing emergency or is otherwise under investigation by state or local law enforcement.

Notification to the parent(s)/guardian(s) must include: [3]

1. The fact that a classroom evacuation occurred;
2. A brief description of the general nature of the incident sufficient to explain why the classroom evacuation occurred; and
3. Any steps taken by the school to ensure the continued safety and supervision of students.

Parental notification provided in compliance with the Family Education Rights and Privacy Act (FERPA) and other applicable privacy laws. [4] No information shall be disclosed about the student whose conduct caused the classroom evacuation, or any other student, if the disclosure would violate privacy laws.

Recordkeeping

Each school shall maintain records of:

1. The date and time of the classroom evacuation;
2. The number of students evacuated;
3. The time and manner of parental notification; and
4. The staff member responsible for issuing parental notifications.

Legal References
1. TCA 49-6-2804
2. TCA 49-6-3401
3. Public Acts of 2026, Chapter No. 850
4. 20 USCA § 1232g; TCA 10-7-504

Cross References

Code of Conduct 6.300
Suspension 6.316
Safe Relocation of Students 6.4081

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Admission of Suspended or Expelled Students**	**6.318**	**07/25/24**
		Rescinds: **6.318**	Issued: **05/25/23**

STUDENT READMISSION TO DISTRICT [1]

The district may continue a disciplinary investigation of a student who withdraws from the district during the investigation. If the student later reenrolls in the district, then the disciplinary investigation and/or consequences shall resume.

STUDENT DISCIPLINED IN ANOTHER DISTRICT

The Board may deny admission of any student (except those in state custody) who has been expelled or suspended from another school system in Tennessee or another state even though the student has established residency in the district in which seeks enrollment is sought.

After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding the suspension/expulsion from the former school district. The principal may ask the parent(s)/guardian(s) in writing if their student has been adjudicated delinquent for an offense listed in TCA ~~9-6-3051~~ 49-6-3051 and submit any records to the Director of Schools. ~~1~~[2] Based on the results of the investigation, the Director of Schools shall make a recommendation to the Board to approve or deny the request.

The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

A student may be dismissed if it is determined subsequent to the enrollment that the student has been suspended or expelled from the former school district. ~~2~~[3]

Legal References

1. Public Acts of 2026 ~~2024~~, Chapter No. 760 ~~721~~
2. TCA 49-6-3051 (a) ~~3401(f); 20 USCA § 1232g(b)(4), (h)~~
3. TCA 49-6-3401(f); 20 USCA § 1232g(b)(4), (h)

Cross References

School Admissions 6.203
Student Records 6.600

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Outside Applied Behavior Analysis Therapy**	**6.4053**	**draft**
		Rescinds:	Issued:

General

This policy applies to "private pay providers", which include licensed behavior analysts, registered behavior technicians, and licensed assistant behavior analysts, who are under contract with parent(s)/guardian(s) of students with autism spectrum disorder or developmental delays.[1]

Private pay providers shall adhere to the memorandum of understanding ("MOU"), board policies, and state and federal laws while assisting students on school property and/or at school functions. This includes adhering to student confidentiality laws for any student the private pay provider encounters. The school district shall require a background check and fingerprinting of all private pay providers.

A private pay provider accompanying a student on campus shall be responsible for attending to the ongoing needs of the student they are contracted to assist. The school district shall not request the private pay provider to provide services to any other students, staff, or visitors.

The Director of Schools shall develop administrative procedures to implement this policy.

IEP TEAM COORDINATION

Private pay providers shall coordinate with the student's IEP team by:

- Attending an onboarding session;
- Defining roles and communication channels;
- Conducting a review of relevant student records;
- Ensuring documentation is accurate and promptly provided to all parties; and
- Coordinating with the IEP team prior to each meeting.

TERMINATION OF SERVICES

Services of the private pay provider may be terminated for cause. Termination shall be based on violation of the terms of the MOU. If termination is necessary, the [**insert title of employee**] shall provide the parent/legal guardian with a letter outlining the reason for the termination.

APPEALS PROCESS

If a parent/legal guardian disagrees with the school district on the provision of services, a complaint may be filed in writing with the Director of Schools. The Director shall appoint a panel to make a decision on the appeal. The panel shall be composed of three individuals: a building level administrator, a special education staff member, and one other school employee. The panel shall review the complaint from the parent/legal guardian along with information provided by district staff and make a determination on the matter within ten (10) business days.

Legal References

1. Public Acts of 2026, Chapter No. 1112; 20 U.S.C. § 1401

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Emergency Allergy Response Plan**	**6.412**	**07/27/23**
		Rescinds: **6.412**	Issued: **06/26/08**

The Director of Schools shall develop and maintain an Emergency Allergy Response Plan that meets state guidelines for managing students with life-threatening allergies. The Plan shall include measures to reduce exposure to allergens and procedures to treat allergic reactions. Components of the plan shall include, but are not limited to; education and training of personnel, record keeping/documentation, development and reviews of the allergy action plan, and protocols for classrooms and cafeterias that include strategies to reduce exposure to allergens.[1]

Using the state food allergy guidelines plan as a guide, the director shall also develop a process to identify all students with food allergies and develop and implement an Individualized Health Care Plan (IHCP) with an Allergy Action Plan for each specific student.[2]

EPHINEPHRINE [3]

Each school shall maintain epinephrine, either as auto-injectors, nasal sprays, or other forms, in at least two (2) unlocked, secure locations including, but not limited to, the school office and the school cafeteria.

In the event of such a reaction, the school nurse or other trained school personnel shall utilize epinephrine to respond, under a standing protocol from a physician.

The Director of School/designee is authorized to seek epinephrine through a prescription written to Cumberland County Schools. Upon the issuance of the auto-injectors, the Director of Schools shall ensure that they are placed within each school and that any needed trainings are conducted by staff.

Legal References:

1. TCA 49-~~5-415 (f)(1) and (2)~~ 50-1602(f)
2. *Guidelines for Use of Health Care Professionals and Health Care Procedures in a School Setting*, ~~including *Guidelines for Managing Life Threatening Food Allergies in Tennessee Schools*~~ (Tennessee Department of Education and Tennessee Department of Health, 2023, pg 90) (~~2007).~~
3. Public Acts of 2026, Chapter No. 947

Cross Reference:

Medicines 6.405

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Students from Military Families**	**6.506**	**01/26/23**
		Rescinds: **6.506**	Issued: **09/26/19**

General

The Director of Schools shall develop the necessary administrative procedures to ensure that students with parent(s)/guardian(s) in the armed services are identified and that appropriate and available services are provided for these students.[1]

RELOCATION OF MILITARY SERVICE MEMBER[2]

A student who does not currently reside within the school district shall be allowed to enroll if he/she is a dependent child of a service member who is being relocated to Tennessee on military orders. To be eligible for enrollment, the student will need to provide documentation that he/she will be a resident of the school district on relocation. This documentation must be provided to the school district within one (1) calendar year from the date of enrollment.

If the child of a military member enrolls per this policy and has an active 504 plan, IEP, or an individualized family service plan, then the district shall take the necessary steps to ensure that services are in place when the student enrolls.

Within 30 days of enrollment, the parent(s)/guardian(s) of the student shall provide proof of residency within the school district.

ABSENCES

Principals shall provide students with a one (1) day excused absence prior to the deployment of and a one (1) day excused absence upon the return of a parent/guardian serving active military service.

Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork missed during these absence [3].

REMAINING IN THE DISTRICT [4]

If a student is enrolled in grades eleven (11) through twelve (12) and is a dependent child of a service member who relocates on military order resulting in the student no longer residing in the school district due to relocation, the student shall have the option to remain enrolled in the same high school until the student graduates or withdraws.

Legal References

1. State Board of Education Policy 2.103
2. ~~Public Acts of 2019, Chapter No. 138~~ TCA 49-6-3101; Public Acts of 2026, Chapter No. 834
3. TCA 49-6-3019
4. Public Acts of 2026, Chapter No. 834

Cross References

Attendance 6.200
School Admissions 6.203

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**School Attorney**	**1.302**	**01/08/04**
		Rescinds: **1.302**	Issued: **02/06/97**

The Board may ~~employ~~ contract with an attorney to represent the Board in legal matters which arise concerning the school system.[1]

Legal Reference:

1. TCA 49-2-203(b)(5)

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Alcohol & Drugs in the Workplace**	**1.804**	**09/26/19**
		Rescinds: **1.804**	Issued: **10/03/02**

No employee shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace alcohol or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in federal law.[1]

DEFINITIONS

"Workplace" shall include any school building or any school premise; any school-owned or any other school-approved vehicle used to transport students to and from school or school activities; and off-school property during any school-sponsored or school-approved activity, event or function.

"Illegal drugs" shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined by federal law.[2]

"Unauthorized drugs" shall include, but are not limited to, inhalants, any designer, synthetic derivative, analogous, or "look alike" substances that are manufactured, designed, or intended to resemble and/or mimic the effects of illegal drugs; any legally prescribed drugs being used in a manner for which they were not intended or prescribed including, but not limited to, the use of prescription drugs prescribed for another individual; and any lawful substances that could result in impairment of physical or mental capacity that is threatening to the health or safety of the employee or others.[3]

"Alcohol" shall include but is not limited to spirits, liquor, wine, beer and any liquid containing alcohol as defined by state and federal law.[4]

ALCOHOL & DRUG-FREE WORKPLACE

No employee while on duty or in the workplace shall unlawfully manufacture, distribute, dispense, posses, use, or be under the influence of any illegal or unauthorized drugs[1] or any alcohol.[5]

Any employee who violates the terms of this policy shall be suspended and shall be subject to dismissal and referral for prosecution.[2]
The Director of Schools shall be responsible for providing a copy of this policy to all school system employees.[2]

PHYSICAL EXAMINATION/SCREENING BASED UPON REASONABLE SUSPICION

Whenever the Director, or his/her authorized designee reasonably suspects that an employee's work performance or on-the-job behavior may have been affected in any way by illegal drugs or alcohol or that an employee has otherwise violated this policy, Alcohol & Drugs in the workplace, the employee

may be required to submit a breath and/or urine sample for drug and alcohol testing as detailed in Policy 5.403 Drug & Alcohol Testing for Employees.

Legal References

1. Drug Free Workplace Act of 1988, 41 USCA § 8103; 34 CFR §§ 84.205 – 84.215
2. 21 USCA § 812
3. TCA 49-5-1003(b)(16), (17), (18)
4. TCA 57-4-102; 26 USCA § 5002
5. TCA 39-17-715

Cross References

Supervision 5.108
Drug & Alcohol Testing for Employees 5.403
Drug-Free Schools 6.307

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Revenues**	**2.400**	**10/23/25**
		Rescinds: **2.400**	Issued: **12/07/23**

General

Any money collected by any school shall be documented with a receipt.

The schools may receive funds collected from activities and for events held at or in connection with the school, including contracts with other schools for interschool events. To be included in this accounting are all monies collected from lunchrooms, athletics, entertainments, school clubs, fees, concessions, all fundraising activities, and various online platforms such as, EMS (Electronic Merchant Systems), LINQ, AND OSP (Online School Payments). Each principal shall determine the reconciliation method to be used for all events which require a ticket.[1]

FEES

School fees are to be kept to a minimum and may be expended only for the purposes for which they were collected. The school shall not require any student to pay a fee to the school for any purpose, except as authorized by the Board. No fees shall be required of any student as a condition to attend the school or use its equipment.[2] School fees shall be waived for students who receive free or reduced-price lunches.[3] No student will be penalized for nonpayment of any school fee.

EXTENDED SCHOOL PROGRAM

Extended school funds shall be collected at the individual schools and receipted and deposited in the school bank account. The principal shall report the collections and pay the Board by school check.[4]

FINES

A student will be held responsible for the cost of replacing any materials or property which the student loses or damages,[5] including textbooks, library books, equipment, and buildings. All money collected as fines shall be placed in the system-wide school fund.

TUITION INCOME

Tuition collected from nonresident students shall be placed in the system-wide school fund.

RENTAL INCOME

The principal will collect and remit to the central office all money received for use of a particular school facility or other school property.

GRANTS

Grants for educational purposes made available by the state and/or federal government may be sought by the school district but only when the conditions of their availability are in harmony with the purposes and policies of the Board and the laws of the state and county. Principals may apply for and receive grants, but funds shall be recorded in a separate restricted fund account.[4]

COLLECTION OF FUNDS THROUGH ONLINE PAYMENT[6]

Approved district staff may utilize EMS LINQ for electronic transactions. The Director of Schools/designee shall determine when this type of transaction may be utilized on a case-by-case basis. At the individual school level, the principal shall oversee the collection of funds and submit a plan that includes the following:

1. Adequate supporting documentation for the electronic collection method including a plan to provide a total daily receipt summary;

2. Methods of providing receipts to payers;

3. Information on maintaining and inspecting any voided receipts; and

4. How daily electronic collections shall be reconciled with the total daily receipt summary and who will be assigned to complete this task.

Processing fees for these transactions shall be charged.

The Director of School/designee shall establish adequate internal controls to ensure compliance with the *Tennessee Internal School Funds Manual*.

ROUNDING IN CASH TRANSACTIONS

Due to the discontinuance of the penny, rounding procedures shall be utilized in cash transactions. This applies to collections of all cash funds received by the district. Cash transactions shall be rounded to the nearest $0.05. The following rounding method shall be utilized:

1. Amounts ending in $0.01 or $0.02 shall be rounded down
2. Amounts ending in $0.03 or $0.04 shall be rounded up
3. Amounts ending in $0.06 or $0.07 shall be rounded down
4. Amounts ending in $0.08 or $0.09 shall be rounded up

The Director of Schools/designee shall monitor implementation to ensure compliance with accounting standards and state law.

Legal References

1. TCA 49-2-110(a); *Internal School Funds Manual,* Section 5-4
2. TCA 49-6-3001(a); TCA 49-2-110(c)
3. TCA 49-2-114
4. *Internal School Funds Manual*, Section 4-32, 4-33
5. TCA 37-10-101, 102
6. *Internal School Funds Manual*, Section 5-8

Cross References

Fundraising Activities 2.601
Student Activity Funds Management 2.900
Food Service Management 3.500
Textbooks and Instructional Materials 4.400
Compensation Guides & Contracts 5.110
Attendance of Non-Resident Students 6.204
Student Fees and Fines 6.709

Cumberland County Board of Education

Monitoring: **Review: Annually, in April**	Descriptor Term: **Personnel Records**	Descriptor Code: **5.114**	Issued Date: **02/26/26**
		Rescinds: **5.114**	Issued: **05/25/23**

The Director of Schools/designee(s) shall be authorized to maintain personnel records and to permit inspection of the same. The following records shall be maintained for all employees as appropriate in the office of the Director of Schools:

1. Employee applications and contracts;

2. Professional certificates and other documents required by state and federal laws and regulations;[1]

3. Cumulative information files:
   a. Date and place of birth
   b. Work history
   c. Qualifications
   d. Physical exams
   e. Evaluations (non-teachers)
   f. Military Service
   g. Criminal history record information

4. INS Form I-9[2]; and

5. Disciplinary action, as appropriate and any response from the employee.

All employment will be contingent upon all required documentation (ex. drug test, background check, parapro test completion, etc.) being satisfactorily completed before his or her first day of employment.

The following guidelines regarding records and files shall be followed:

1. Information contained in personnel records shall be limited to job-related matters;

2. The Director of Schools shall be responsible for notifying all employees of the types of information kept and its uses;

3. Employees shall be granted an opportunity to respond in writing to material placed in records;

4. Employee records are public records, except for medical records and matters deemed confidential by law, and shall be open for inspection during regular business hours;[2]

5. In accordance with federal law, the district shall release information regarding the professional qualifications and degrees of teachers and the qualifications of paraprofessionals to parents upon request for any teacher or paraprofessional who is employed by a school receiving Title I funds and who provides instruction to their child at that school;[3]

6. Members of the public may not obtain the home telephone number, personal cell phone number, bank account information, social security number, residential street address, driver license information (except where driving or operating a vehicle is considered to be a part of the employee's duties), of an employee or of the immediate family members or household members of an employee, unless release of this information is expressly authorized by the employee;[4]

7. A record of the person inspecting and the date of inspection shall be recorded; and

8. Copies of administrative records may be made under rules determined by the director of schools.[5]

Teacher evaluations and other instruments of communication between the teacher and the principal will be maintained in a secured file in the principal's office, of the school of assignment. Similar files of principals and supervisors shall be maintained in the office of the Director of Schools.[6]

Legal References

1. TCA 49-2-301(b)(1)(M)
2. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359
3. TCA 10-7-503, 504
4. 20 USCA § 6312(e)(1)
5. TCA 10-7-504(f)(1); TCA 10-7-504(a)(23)
6. TCA 10-7-506; TCA 49-2-301(b)(1)(AA)

Cross References

Teacher Effect Data 5.1141

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Telework During Emergencies**	**5.1151**	**04/27/23**
		Rescinds: **5.1151**	Issued: **04/02/20**

General

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

The Director of Schools may require an employee to telework if the duties and responsibilities of the position are required during times of emergency. An employee's participation in the program will be determined by the length and duration of the emergency and will be both initiated and ended at the discretion of the supervisor and/or the Director of Schools. Telework outside of times of emergency is not permitted.

WORK ENVIRONMENT

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

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

Cross References

Emergency Closings 1.8011

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Tenured Teachers**	**5.200**	**04/27/23**
		Rescinds: **5.200**	Issued: **09/22/22**

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

Reassignment to alternate duties;

Placement on administrative leave with pay; or

Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a tenured 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 tenured teacher with pay. If vindicated or reinstated, the tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2,3]

A Director of Schools/designee may suspend a tenured teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a tenured 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 at a conference, if requested within five (5) working days; and (3) given a written decision of the suspension within ten (10) working days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated, the tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS[4]

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.

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 tenured teacher, and a copy of a form provided by the Commissioner of Education advising the tenured teacher of his/her legal duties, rights, and recourse.

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) working days after receipt of request, assign a hearing officer from the list maintained by the Board.

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.

The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any prehearing conference may be conducted by telephone if each participant has an opportunity to participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered to issue appropriate orders and to regulate the conduct of the proceedings.

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) working 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, 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 decision. 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 and reviewed by the Board to the chancery court for its review.

RESIGNATION

A tenured teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation. A tenured teacher who fails to give such notice, in the absence of justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.[5]

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

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; and

2. The release by the Board of the tenured teacher from the contract, which the tenured teacher has entered into with the Board.

Any tenured teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the tenured teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.[7]

Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a tenured teacher's license. After the State Board of Education has provided the tenured 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.[8]

RETIREMENT

Retirement is a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or Social Security benefits. Tenured 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 tenured teachers in securing retirement benefits; however, it shall be the responsibility of the retiring tenured teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring tenured teacher to file for benefits.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Separation Practices for Non-Tenured Teachers**	**5.201**	**05/25/23**
		Rescinds: **5.201**	Issued: **09/22/22**

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

Reassignment to alternate duties;

Placement on administrative leave with pay; or

Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a non-tenured 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. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2]

A Director of Schools/designee may suspend a non-tenured teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a non-tenured 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** working days; and (3) given a written decision of the suspension within ten **10** working days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[2]

The Director of Schools may dismiss or suspend for more than three **3** working 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. The hearing officer will hear the case and the non-tenured teacher shall have the right to:

1. Be represented by counsel;
2. Call and subpoena witnesses;
3. Examine all witnesses; and
4. Require that all testimony be given under oath.

Factual findings and decisions in all dismissal cases shall be provided in written form and delivered to the affected non-tenured teacher within ten **10** working days following the close of the hearing. The non-tenured teacher may appeal the decision to the Board within ten **10** working days of the hearing officer rendering the written decision to the non-tenured teacher. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty **20** working days of receipt of notice, the Director of School shall prepare a copy of the proceedings including all transcripts, documentary and evidence or otherwise presented and provide the Board a copy of the same.

The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in same manner as the non-tenured teacher.

The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may appear in person or be represented by counsel and argue why the decision should be modified or reversed. The Board shall take one of the following actions:

1. Sustain the decision;
2. Send the record back if additional evidence is necessary; or
3. Revise the penalty or reverse the decision.

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.

Within twenty **20** working days after receipt of notice of the decision of the Board, either party may appeal to the chancery court in the county where the school district is located. The Board shall provide the entire record of the hearing to the court.

NON-RENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

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, 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, overnight carrier or by email within five (5) business days following the last instructional day for the school year.[3] If the reason for the non-renewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for non-renewal.[4]

RESIGNATION

A non-tenured teacher shall give the Director of Schools notice of resignation at least thirty **30** days before the effective date of the resignation.[5] The Board may waive the thirty **30** days-notice requirement and permit a non-tenured teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

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

Any non-tenured teacher on leave shall notify the Director of Schools in writing at least thirty **30** days prior to the date of return if the non-tenured teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.[7]

Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a non-tenured teacher's license. After the State Board of Education has provided the non-tenured 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.[8]

RETIREMENT

Retirement shall mean a termination of services under conditions, which will allow the non-tenured teacher to draw benefits from retirement plans and/or Social Security benefits.

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

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. ~~Public Acts of 2022, Chapter No, 678~~ TCA 49-5-409(b)(2)
5. TCA 49-5-508
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Suspension/Dismissal of Non-Certified Employees**	**5.202**	**02/26/26**
		Rescinds: **5.202**	Issued: **04/27/23**

ALLEGATION REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION

A Director of Schools/designee may suspend an employee at any time when deemed necessary.[1] Before an employee is suspended, he/she shall be: (1) provided with reasons for the suspension; (2) given an opportunity to respond; and (3) given a written decision of the suspension.

Under no circumstances shall a Director of Schools suspend an employee with pay. If reinstated, the employee shall be paid full salary for the period of suspension, unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL

The Director of Schools may dismiss any classified employee during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty.

NONRENEWAL

Non-certified personnel shall be notified of non-renewal within five (5) business days following the last instructional day for the school year.[2]

RESIGNATION

Support personnel shall give the immediate supervisor written notice of resignation at least two (2) weeks (ten (10) working days) in advance of the effective date of voluntary termination. The ten (10) working days may be waived by the director of schools for justifiable reason. The immediate supervisor shall forward copies the day received to the Director of Schools' office. The payroll office will prepare final payment for the next appropriate scheduled pay day.

RETIREMENT

Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or social security benefits. Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist employees in securing retirement benefits; however, it shall be the responsibility of the retiring employee to obtain verification of eligibility in writing from Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring employee to file for eligible benefits. Employees who retire under Tennessee Consolidated Retirement System (TCRS) may be employed up to one-hundred-twenty (120) days per year without loss of retirement benefits.

Legal References

1. TCA 49-2-301(b)(1)(EE), (FF)
2. TCA 8-36-805

Cross References

Recommendations and File Transfers 5.203

Version Date: March 6, 2023

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Sick Leave**	**5.302**	**02/26/26**
		Rescinds: **5.302**	Issued: **07/27/23**

PROFESSIONAL PERSONNEL

Professional personnel shall earn ~~one (1) day of~~ sick leave as outline below ~~for each month employed during the school year,~~ and these days shall accumulate for an unlimited number of days.[1]

- 10-month contract=8 sick days earned per year
- 11-month contract=9 sick days earned per year
- 12-month contract=10 sick days earned per year

Sick leave shall be defined as: illness of an employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of an employee including the 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.[2]

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. An employee absent for five (5) consecutive working days shall submit a doctor's statement verifying illness or injury of the employee or immediate family member.

Frequent of suspected misuse of sick leave by an employee are sufficient grounds for requiring a physician's certificate stating the reason for absence.

A physician's certificate may be required, on forms furnished by the Board in support of any claim for sick leave pay.

The supervisor/designee shall immediately notify the Director of Schools' office if an employee is absent 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 or readily available from the county finance department.

Upon employment transfer of accumulated sick leave from another Tennessee school district may be credited when the Director of Schools of the district in which the accumulated leave was held provides notarized verification.[3]

SUPPORT PERSONNEL

Support personnel shall earn one (1) day of sick leave for each month an employee is employed.

At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated or donated.

The immediate supervisor may require a physician's certificate stating the reason for absence.

SICK LEAVE BANK

The purpose of the sick leave banks is to provide sick leave to all personnel[4] who have suffered an unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition the Board for permission to establish a sick leave bank.[5] Upon approval, sick leave bank trustees shall be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and regulations consistent with state law.[6] Employees wishing to participate shall initially give a maximum of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and nontransferable.[7]

At any time, the number of days in the sick leave bank is less than twenty (20), or one (1) per employee if there are more than twenty (20) members, or at any time deemed advisable, the trustees shall assess each member one (1) or more days of accumulated sick leave. If an employee has no accumulated sick leave at the time of assessment, the first earned days shall be donated as they are accrued by the employee. [7]

An employee who is a member of the sick leave bank may request an allotment of days (for the employee's personal illness or on account of an illness of his/her minor child) in the manner designated by the trustee. The need for these days shall be verified by a statement from a physician. [8]

By written notice to the trustees, an employee may withdraw from bank participation on June 30th of any year.[9] Membership withdrawal results in forfeiture of all days contributed.

The sick leave bank shall be operated in accordance with state law.[10]

Legal References

1. TCA 49-5-710(a)(1) Public Acts of 2026, Chapter No. 1022
2. TRR/MS 0520-01-02-.04(2)
3. TCA 49-5-710(a)(5)
4. TCA 49-5-811
5. TCA 49-5-803
6. TCA 49-5-804; TCA 49-5-805
7. TCA 49-5-807
8. TCA 49-5-808(j), (m)
9. TCA 49-5-806(d)
10. TCA 49-5-801 *et seq.*

Cross References

Workers' Compensation 3.602
Orientation and Probation 5.107
Short Term Leaves of Absence 5.300
Family and Medical Leave 5.305
Physical Assault Leave 5.307

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Personal and Professional Leave**	**5.303**	**04/27/23**
		Rescinds: **5.303**	Issued: **03/17/22**

Personal and professional leave shall be granted in accordance with laws of the State of Tennessee, the rules and regulations of the State Board of Education and the policy and benefit schedules of the Cumberland County Board of Education.

~~Certified~~ Professional employees shall earn personal and professional leave at the rate of two (2) ~~one (1)~~ days for each half-year employed for a total of four (4) ~~two (2)~~ days per year. Any personal and professional leave remaining unused at the end of year from this allocation shall be credited to sick leave.[1]

Certified employees may convert existing accumulated sick days into additional personal days based on the following years of service to Cumberland County Schools:

10-15 years = 1 additional day
16-24 years = 2 additional days
25 + years = 3 additional days

In addition, certified employees who have utilized five (5) or fewer sick days in the previous calendar school year and have exhausted personal leave for the current calendar school year (July 1st through June 30th) may petition their principal or supervisor to convert sick days from the current calendar year (July 1st through June 30th) into additional personal days not to exceed a total of three (3) converted days for a total of five (5) personal days annually

Certified supervisors who accrue more than two (2) annual personal days (per a Board approved benefit schedule) may carry over five (5) days per year. As of July 1, all accrued personal days in excess of five (5) will be lost without compensation. A maximum of ten (10) days of personal leave may be compensated upon termination of employment of these supervisors.

Non-certified employees shall earn personal leave based on their job assignment, longevity, and number of annual workdays. A carryover of five (5) days per year is authorized. As of July 1, all accrued personal days in excess of five (5) will be converted to sick days. A maximum of ten (10) days of personal leave may be compensated upon termination of employment for non-certified employees.

If, at the termination of employment, any employee has been absent for more days than leave has been earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final salary payment.[2]

PERSONAL LEAVE

Subject to the following conditions, personal leave may be taken at the discretion of the employee:

1. Except in an emergency, each employee shall give the principal/supervisor at least two (2) days' notice in writing of intent to take leave.

2. The approval of the principal/supervisor of the school shall be required: ~~consider the following when approving leave~~:[3]

a. If more than ten percent (10%) of the teachers in any given school request its use on the same day;

b. If requested during any prior established student examination period;

c. If requested on the day immediately preceding or following a holiday or vacation period;

d. If personal leave is requested for days scheduled for professional development or in-service training, according to a school calendar adopted by the Board prior to the commencement of the school year; or

e. If personal leave is requested for days scheduled for parent-teacher conferences, according to a school calendar adopted by the Board prior to the commencement of the school year.

3. The converted personal days will not be approved for:

a. Extension of scheduled breaks.

b. The first or last week of school.

c. Scheduled testing dates.

PROFESSIONAL LEAVE

Professional leave is a short, temporary absence for the purpose of attending workshops and other meetings relating to school business or serving on boards and commissions which meet during daytime hours when duly elected as or appointed by a mayor, city council, county executive, or county commission.[4]

Legal References

1. TCA 49-5-711(a); Public Acts of 2026, Chapter No. 1022; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711(b)
3. TCA 49-5-711(c)(1)
4. TCA 49-5-205

Cross References

Short Term Leaves of Absence 5.300
Legislative Leave 5.309

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Date Last Reviewed: 04/08/04	**Personnel Health Examinations / Communicable Diseases**	**5.400**	**05/25/23**
		Rescinds: **5.400**	Issued: **04/08/04**

All employees, prior to entering service, shall present a certificate showing a satisfactory health record.[1] Employees shall inform the Director of Schools whenever they contract a contagious or communicable disease.

No employee who has a communicable disease shall perform his/her duties in any location where such might endanger the health of school children. The Board shall require any employee to submit to a physical examination by a physician whenever there is reason to believe that the employee has any communicable disease.[2]

The Director of Schools shall reassign ~~or suspend~~ any employee to alternate duties, place employee on administrative leave with pay, or temporarily remove employee from the school setting who is ~~believed~~ suspected to have a communicable disease which might endanger the health of children, pending investigation and final disposition of the case before the Board.

To assist the Board in making final disposition of the case, the Director of Schools may refer the case to the County Health Office or other medical experts.

The Board shall use the written report to determine the employment status of the employee.

Legal References

1. TCA 49-5-404
2. TCA 49-2-203(b)(2); TCA 49-5-710(a)(7)

Cross References

1.802 Section 504 and ADA Grievance Procedures
~~5.200 202 Suspension/Dismissal~~

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Date Last Reviewed: 04/08/04	**Drug & Alcohol Testing for Employees**	**5.403**	**03/26/26**
		Rescinds: **5.403**	Issued: **05/25/23**

REASONABLE SUSPICION DRUG TESTING

~~Administrators have the responsibility to~~ If a supervisor observes a~~nd document the cause for reasonable suspicion and when appropriate, refer the matter~~ ~~to~~ or receives a report of conduct suggesting a potential violation of policy 1.804, Alcohol & Drugs in the Workplace, the supervisor shall promptly inform the Director of Schools/designee. ~~It is not the supervisor's responsibility to attempt diagnosis. All information, facts and circumstances leading to and supporting this suspicion should be included in documentation detailing the basis for the suspicion. After the documentation is complete, the employee should be notified.~~ Upon reasonable suspicion that an employee's job performance or behavior may be impaired by illegal drugs, including improper use of prescribed drugs, or alcohol, the Director of Schools/designee may require the employee to undergo drug or alcohol testing.

Any employee ~~may be~~ who is required to submit to drug or alcohol testing based upon reasonable suspicion and refuses shall be charged with insubordination, and necessary procedures will be taken to terminate the employee in accordance with board policy, and state law, where applicable. ~~substance screening if the following conditions exist: (list is not inclusive)~~
An employee who tests positive on a reasonable suspicion test will be in violation of this policy and subject to termination.

The Director of Schools/designee are the only individuals in the district authorized to make the determination that reasonable suspicion or cause exists to order a drug screen and are the only individuals who may order an employee to submit to a drug screen.

Two types of cases for which reasonable suspicion procedures may be invoked are:

1. Chronic Case: Deteriorating job performance or changes in personal traits characteristics where the use of alcohol or drugs may be reasonably suspected as the cause.
2. Acute Case: Appearing in a specific incident or observation to then be under the present influence of alcohol or drugs, or investigation of an accident where the use of alcohol or drugs is reasonably suspected to be a contributing cause.

Circumstances under which substance screening may be considered, in either the chronic or acute cases, include, but are not limited to, the following:

1. Observed use, possession or sale of illegal drugs and/or use, possession, sale, or abuse of alcohol and/or the illegal use or sale of prescription drugs.

2. Apparent physical state of impairment of motor functions.

3. Marked changes in personal behavior not attributed to other factors.

4. Employee involvement in or contribution to an accident where the use of alcohol or drugs is reasonably suspected or employee involvement in a pattern of repetitive accidents whether or not they involve actual or potential injury.

5. Violation of criminal drug law statutes involving the use of illegal drugs, alcohol or prescription drugs and/or violations of drug statutes.

The circumstances, under which substance screening may be considered, as outlined above, are strictly limited in time and place to employee conduct on duty or during work hours, or on or in Board of Education property, or at school system-approved or school-related functions.

Prior to substance screening, employees must sign an acknowledgement that the summary result will be transmitted to the Medical Review Officer and the Director/designee.

Drug and alcohol screening shall be conducted by Board approved, independent, certified laboratories utilizing recognized techniques and procedures. A breath analysis test will be performed by a certified Breath Alcohol Technician.

TESTING FOR CDL EMPLOYEES

All drivers and applicants for driver positions who are required to hold a Commercial Driver's License (CDL) to perform their job function must adhere to the requirements of this policy and all procedures relating to this policy.[1]

The use, possession, sale, purchase or transfer of any controlled substances except medically prescribed drugs on school property, while on school business or while operating school vehicles and equipment is prohibited. Drinking alcoholic beverages during working hours, four (4) hours before reporting to work or having any measurable amount of alcohol in his/her system during working hours is prohibited, whether on or off school property. Working hours include all breaks. Off-duty use of drugs and alcohol is prohibited to the extent that it affects driver's attendance or performance and his/her ability to pass required DOT alcohol and controlled substance tests. Any violation of this policy is grounds for termination as employee of the Board and possible legal prosecution.

The use, possession, sale, purchase, or transfer of any controlled substances, except medically prescribed drugs on school property, while on school business, or while operating school vehicles and equipment, is prohibited. Drinking alcoholic beverages during working hours, four (4) hours before reporting to work, or having any measurable amount of alcohol in the employee's system during working hours is prohibited, whether on or off school property. Working hours include all breaks. Off-duty use of drugs and alcohol is prohibited to the extent that it affects the driver's attendance or performance and his/her ability to pass required Department of Transportation alcohol and controlled substance tests. Any violation of this policy is grounds for termination and possible legal prosecution.

The use of any prescription drug that could affect the central nervous system or one that would impair reaction time shall be reported to the Director of Schools/Transportation Supervisor. Notice shall be given of non-prescription (over-the-counter) drugs being taken on a regular basis. The notice shall include the duration of ingestion and the possible side effects.

Procedures

The execution and enforcement of this policy will follow set procedures to screen bodily fluids, conduct breath testing, and/or search all employee/applicants for alcohol and drug use, and those employees suspected of violating this policy who are involved in a reportable accident or who are periodically or randomly selected. The procedures are designed not only to detect violations of this policy, but also to ensure fairness to each employee. Disciplinary action will be taken as necessary.

Implementation

The Director of Schools/Transportation Supervisor is authorized to implement this policy and procedures for the drug testing program, including a periodic review of the program to address any problems, changes and/or revisions of it, maintenance of all records required by the federal regulations, and determination upon Board approval of how the program will be accomplished, whether in-house, contracted or by consortium.

Dissemination

The Director of Schools/Transportation Supervisor shall be responsible for communicating this policy and the procedures to all employees affected by this policy and shall be accountable for its consistent enforcement.[2] The Director of Schools/Transportation Supervisor is designated to answer questions about this policy, procedures and all other matters involved in alcohol and controlled substance testing of CDL drivers and the reasonable suspicion testing of all other employees.

Legal References

1. Omnibus Transportation Employee Testing Act of 1991, 49 USCA § 5331
2. 49 CFR § 382.601

Cross References

Alcohol & Drugs in the Workplace 1.804

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Date Last Reviewed: 04/08/04	**Political Activities**	**5.606**	**05/25/23**
		Rescinds: **5.606**	Issued: **02/06/97**

COMMUNITY ACTIVITIES

Employees have a right to express their views on any issue, but must in each case make clear that the view expressed is not the official view of the Board or school system.

POLITICAL ACTIVITIES

Employees may, on their own time, campaign for or against any candidate or referendum, but they shall not use the school buildings, signage, message boards, telephonic equipment, electronic equipment, email accounts, materials, classrooms or system position for political forum nor engage in any political promotion or solicitation during school hours. District-owned property, including school buildings, district offices, and other facilities, shall not be used as a location for filming or recording content intended for political promotion or solicitation.

Employees shall not use audio or video messages to engage in any political promotion or solicitation during school hours.[1]

~~Any employee who intends to campaign for an elective public office which infringes upon a contracted agreement shall present a proposed solution to the Board for consideration. The essential element to be determined by the Board is whether the activities proposed by the employee are consistent with his services to the school system and the best interests of education.~~

Legal References

TCA 49-6-2009

Cross References

1.500 Board-Community Relations
~~1.503 News Releases, News Conferences & Interviews~~
1.806 Advertising & Distribution of Materials in School

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Date Last Reviewed: 04/08/04	**Director of Schools**	**5.800**	**03/26/26**
		Rescinds: **5.119**	Issued: **05/25/23**

The Director of Schools shall be the Chief Executive Officer of the school system and shall have, under the direction of the Board, general supervision of all the public schools, personnel, and departments of the school system. The Director of Schools is the only employee directly employed by the Board of Education. All other employees of the district are employed, supervised, and managed under the authority of the Director of Schools. ~~[1]responsible for the management of the schools under the Board's policies and is accountable to the Board.~~

~~The Director of Schools, at their discretion, may delegate any of their duties to other school personnel.~~ The Director of Schools is charged by the Board with the responsibility to oversee and manage all personnel matters within the district, consistent with applicable laws, regulations, and Board policies. This includes hiring, assignment, evaluation, discipline, and dismissal of employees, as well as the delegation of such duties as appropriate[2].

Legal References

1. TCA 49-2-301(a)
2. TCA 49-2-301 (e)

Cumberland County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Attendance**	**6.200**	**06/19/25**
		Rescinds: **6.200**	Issued: **07/27/23**

Attendance is a key factor in student achievement and therefore, students are expected to be present each day school is in session.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

The attendance supervisor shall oversee the entire attendance program which shall include:[1]

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school;
4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and
5. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.[2]

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent/guardian.[3]

Absences shall be classified as either excused or unexcused as determined by the principal or his/her designee.

Excused absences shall include:[4]

1. Personal illness/injury;
2. Illness of immediate family member;
3. Death in the family; funeral notice
4. Extreme weather conditions;
5. Religious observances;[5]
6. Pregnancy;
7. School-endorsed activities
8. Summons, subpoena, or court order; or
9. Circumstances which in the judgement of the principal create emergencies over which the student has no control.
10. Other absences as pre-approved by the principal, based on appropriate documentation at least 10 (ten) school days prior to day(s) to be missed. This does not include personal family vacations.

11. If a student is exempt from final exams per Board policy, the absence on the day of the exam is excused.
12. Driver's license/permit appointments will be excused with proof of appointment.

Tardies including early dismissal for any reason other than the previously mentioned excuses will be considered unexcused.

The Principal shall be responsible for ensuring that:[6]

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign-out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness; and
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

Annually the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s) and the school system provides transportation, unexcused absences from these programs shall be reported in the same manner.[7]

Students who are absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parents/guardians of the student's absence. If a parent/guardian does not provide documentation within adequate time excusing those absences, or request an attendance hearing, then the Director of Schools/designee shall implement the progressive truancy plan described below prior to referral to juvenile court.

The Director of Schools/designee shall develop appropriate administrative procedures to implement this policy.

Progressive Truancy Plan[8]

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to;

1. After three (3) unexcused absences a student will be required to meet with a school attendance representative to discuss reasons for student absences.
2. Regularly scheduled follow-up meetings, with the student to discuss his/her progress. If the student accumulates additional unexcused absences, he/she shall be subject to the additional tiers.

Tier II of the progressive truancy plan shall be implemented after the student accumulates four (4) unexcused absences, but before referral to juvenile court, and includes the following;

1. A conference with the student and the student's parent(s)/guardian(s);

2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
   a. A specific description of the school's attendance expectations for the student;
   b. The period for which the contract is effective; and
   c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court.

3. Regularly scheduled follow-up meetings to discuss the student's progress; and

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.

Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III shall consist of the following interventions:

1. After the 5th unexcused absence, the student will be referred to Truancy Court.
2. Failure to attend Truancy Court and/or additional unexcused absences, the student will be cited to Juvenile Court
3. The Court will be provided a report of all interventions that have been provided to support this student.

The interventions shall address student's needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

Upon completion of Tiers I, II, and III, the student will be cited to Juvenile Court.

Transfer Students and Truancy Tracking

The district shall request attendance records for students enrolling after the start of the school year from the previous public school district. Unexcused absences accumulated at a previous district for the current school year shall be factored into the student's placement on the truancy intervention plan tiers, if applicable. [9]

NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY~~9~~[10]

A principal/designee may excuse a student to participate in non-school sponsored extracurricular activities. The principal shall document the approval in writing and shall excuse no more than ten (10) absences each school year. No later than seven (7) business days prior to the student's absence, the student shall provide documentation to the school as proof of the student's participation along with a written request for the excused absence from the student's parent/guardian. The Director of Schools will develop procedures to implement this process. The request shall include the following:

1. Student's name and personal identification number;
2. Student's grade;

3. The dates of the student's absence;
4. The reason for the student's absence; and
5. The signature of the student and parent/guardian.

RELEASED TIME COURSE~~10~~ 11

A principal/designee may excuse a student to attend a course in religious moral instruction for up to one (1) class period per school day. Students shall not be excused during any class which requires an examination for state or federal accountability purposes.
Students shall only be permitted to attend courses provided by entities that certify in writing that they have complied with background check requirements outlined in state law.~~11~~ 12 The student shall submit a written consent form signed by the student's parent/guardian prior to participation in the released time course. The principal/designee shall document the approval in writing. The student shall provide documentation to the principal/designee as proof of the student's participation in the released time course. The district shall not be responsible for transporting students to and from the place of instruction.

Upon submission of the student's transcript from the entity that provided the released time course, the student may be awarded one (1) unit of elective credit. The Director of Schools shall develop procedures with secular criteria for determining whether credit shall be awarded.

MAKE-UP

All missed work from an excused absence may be made up.
All missed work from an unexcused absence may be made up at principal's discretion.
All missed work shall be completed by the end of the current grading period.
Extenuating circumstances may be appealed to the building principal.

EXAM EXEMPTIONS

"A" average and a maximum of 3 days excused absence
"B" average and a maximum of 2 days excused absence
"C" average and a maximum of 1 day excused absence

Students with any unexcused absences are ineligible for exam exemptions.

All students who obtain four (4) or more unexcused tardies in any class will be required to take the semester exam regardless of grade average or days absent. Students who are suspended from school or who are remanded to the Alternative School for cause shall forfeit all exam exemptions.

STATE-MANDATED ASSESSMENT

Students who are absent the day of the scheduled End of Course Exams (EOC) shall present a signed doctor's excuse or shall have been given an excused release by the principal prior to testing to receive an excused absence. Students who have excused absences will be allowed to take a make-up exam. Excused students will receive an incomplete in the course until they have taken the EOC exam.

Students who have an unexcused absence shall receive a failing grade on the EOC exam which shall be averaged into their final grade.

Extenuating circumstances may be appealed to the building principal.

CREDIT/PROMOTION DENIAL

Credit/promotion denial determinations may include student attendance, however, student attendance may not be the sole criterium.~~12~~ [13]If attendance is a factor, prior to credit/promotional denial, the following shall occur:

1. Parents/guardians and students shall be advised if a student is in danger of credit/promotion denial due to excessive absenteeism.
2. Procedures in due process are available to the student when credit or promotion is denied.

DRIVER'S LICENSE REVOCATION[2]

A student who has more than ten (10) consecutive or fifteen (15) unexcused absences during any semester shall be ineligible to retain a driver's permit or license.

ATTENDANCE HEARING~~13~~ [14]

Students with excessive (more than 5) unexcused absences or those in danger of a credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s) guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee.

An attendance committee appointed by the principal will conduct a hearing to determine if any extenuating circumstances exist or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parents/guardians of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of schools/designee.

The action of the Board shall be final.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009
9. Public Acts 2026, Chapter No.844
10. TCA 49-6-3022
11. TCA 49-2-130
12. ~~Public Acts of 2025, Chapter No. 401~~TCA 49-2-130(i)
13. TCA 49-2-203(b)(7); TCA 49-6-3002(b)
14. TRR/MS 0520-01-02-.17(7)

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays 4.803
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

The Board of Education met in a work session on Thursday, May 21, 2026 where the Chairman called the meeting to order at approximately 4:00 pm. After the pledge of allegiance and moment of silence, the meeting was turned over to the insurance presentations.
PRESENT:
NICHOLS
VANWINKLE
STOUT
KING
MATTHEWS
COLE
FARLEY, DOS
KERLEY, INSURANCE
DOZIER, SMITH-INSURANCE
MCCARTY, ATTY
CEBALLOS, MEDIA

ABSENT:
STULL
DAVIS

Presentation by Don Hinch and Associates.

Meeting Overview: Insurance Broker Presentations

The Board of Education is hearing presentations from two insurance brokers: **Don Hinch and Associates** (current broker) and **Gallagher**. Board members were provided with folders and a rubric to evaluate both companies.

Don Hinch and Associates Presentation

Presenter: Missy Kerley (Managing Partner)

Company Overview & Local Roots

- **Profile:** A local, family-owned legacy business operating since 1964, specializing in life, health, dental, and disability products.
- **Location:** Located in downtown Crossville in the historic Taylor Hotel building.
- **History with the Board:** The agency has served as the broker for the Cumberland County Board of Education and Cumberland County government for over 37 years, and the city of Crossville for over 30 years.

Core Team & Experience

- **Melissa (Missy) Kerley (Managing Partner):** 25 years of experience working directly with the Board of Education.
- **Tonya Hinch (Consulting Partner):** 20 years of experience with the Board.
- **Jean Gabb (Customer Support Coordinator):** 13 years of experience with the Board; brings 18 years of prior HR experience to assist with administrative and billing issues.
- **Brenda Hinch (Community Support):** Lifelong Crossville resident and wife of the agency's founder.

Products & Carrier Partnerships

- **Products Managed for the Board:** Dental, vision, and voluntary products (life, AD&D, cancer, accident, critical care, short-term, and long-term disability).
- **Carrier Networks:** Partnered with major carriers (e.g., BlueCross BlueShield of TN, United Healthcare, Delta Dental, USable, Davis Vision). They strictly vet carriers to ensure strong, sustainable local provider networks so employees don't have to travel for care.
- **Compensation:** The agency is paid directly by the insurance carriers. They accept zero compensation from the Board of Education, county government, or individual employees.

Key Services & Support Features

- **Open Enrollment:** Conducts a one-week, 13-location blitz alongside carrier representatives to meet with employees one-on-one, update coverage, change beneficiaries, and troubleshoot past claims.
- **Direct Access & Availability:** Avoids automated 800-numbers; employees and HR/finance staff are given direct cell phone numbers. They typically respond to inquiries within 30 minutes and aim for a 24-hour resolution. They routinely work early, late, or on weekends to accommodate schedules.
- **Tech & Payroll Integration:** Carrier systems integrate directly with local government payroll. Open enrollment changes are transmitted digitally or via paper straight to the finance department.
- **Billing Reconciliation:** Jean Gabb works closely with the finance department to proactively research and resolve invoice discrepancies and ensure initial billing accurately reflects enrollment updates.
- **COBRA & Portability Support:** Directly assists eligible employees with the documentation required to continue Delta Dental benefits under COBRA, or to port USable products (like cancer insurance) after separating from employment.

Presentation Overview: Gallagher

Presenters: Wes Dozier and Marissa Combs Smith (former attorney, transitioned to insurance in 2015).

The presenters provided three pieces of material to the board: a copy of the county's informational request, a PowerPoint presentation matching those bullet points, and a detailed narrative response as a "leave behind" for later review.

Firm Overview & Market Position

- **Company Profile:** Gallagher is a large global firm founded in 1927, currently approaching its 100-year anniversary with over 70,000 employees worldwide.
- **Local Evolution:** The agency originally operated locally as Five Points before merging with Gallagher in December 2021.
- **Local Team:** Despite its global size, the team serving the board is local to Tennessee, with offices in Nashville and Knoxville. They have a dedicated 20+ person team focused strictly on the public sector.
- **Existing Connection:** Wes Dozier has previously worked with Cumberland County Schools on a health plan and budgeting analysis tool. He noted that the state insurance committee recently released new rate increases, which they will use to update their study for the board.

Public Sector & School System Experience

Gallagher highlighted their deep alignment with K-12 public education networks, supporting organizations like the Tennessee School Boards Association (TSBA), the Tennessee Association of School Business Officials (TASBO), and the Tennessee Organization of School Superintendents (TOSS).

Regional Client Scope

- **National Reach:** Over 6,300 K-12 customers nationwide overseen by a dedicated vertical leader.
- **Regional Reach:** Over 45 clients within a 100-mile radius of Cumberland County, including 16 school system clients with employee counts over 750 lives.
- **Local Clients:** Rhea County Schools & Government, White County Schools & Government, Bledsoe County Schools & Government, and Overton County Schools.
- **Consolidated Finance Expertise:** Specific experience working with "Act 81" consolidated school and county finance departments, including Jefferson, Monroe, Robertson, and Henderson counties.

Strategic K-12 Partnering

The presenters emphasized that their dedicated K-12 vertical performs annual benchmarking to help schools navigate modern challenges, which they described as "death by a thousand cuts." They actively look at how benefit solutions intersect with broader organizational health issue issues, such as:

- Budget constraints and teacher shortages.
- Integrating new tools like AI into both learning and administrative operations.
- Effectively communicating with highly stressed, busy employees.

Recent Success Story: Roane County Schools

To illustrate their implementation capabilities, they highlighted their recent onboarding of neighboring Roane County Schools (signed in December 2025).

- **Minimal Employee Disruption:** Gallagher did not alter any plans. After evaluating the dental program, they benchmarked the rates and advised the school system to stay with their current setup because a move wasn't financially worth the disruption.
- **Seamless Transition:** Roane County utilizes the same USable Life products as Cumberland County. Gallagher took over via an "Agent of Record" letter, which required zero changes or stress for the employees while lifting the administrative burden off the staff.
- **Next Steps:** They are scheduled to host group education meetings this upcoming fall to walk employees through changing state health plans and voluntary benefits.

Value-Add Differentiators vs. Baseline Services

The presenters drew a contrast between baseline broker functions and the unique, value-add package (referred to as "the green side") that Gallagher provides.

- **National Footprint & Carrier Scale:** Their deep carrier relationships allow them to lobby or quickly coordinate plan changes to align with state-level legislative shifts.
- **Legal & Policy Coordination:** Marissa Smith highlighted her legal background, citing an example of how she immediately researched how the newly passed Paid Parental Leave (PPL) policy would coordinate with existing short-term disability policy payouts.
- **Commitment to Small Districts:** Every client, regardless of size, receives this same high tier of service.

Specialty Services & Strategic Innovations

Shared Employee Clinics

- Gallagher has extensive experience evaluating and putting together shared employee health clinics.
- **Local Example:** They implemented a shared-site clinic model for Warren County Schools and Government. This clinic helped employees receive care and return to work faster, while also handling workplace administrative needs like employee drug screenings.

My Benefits Channel Partnership

- Gallagher maintains a formal partnership with the platform My Benefits Channel.
- Cumberland County Schools already utilizes this vendor to some extent, and transitioning under Gallagher's package could yield cost savings or give the school district the ability to reallocate funds toward other platform apps.

Transparency, Contracts, and Board Counsel Alignment

Total Compensation Disclosure

- A core philosophy for Gallagher is absolute financial transparency. They fully disclose all insurance commission percentages and lines managed (such as USable, dental, and vision products) on an annual basis.

One-Year Contracts & Pre-Vetted Terms

- Gallagher does not lock clients into long-term contracts; they use standard one-year agreements initiated by an Agent of Record letter.
- **Pre-Vetted by Board Attorney:** Because Gallagher shares multiple overlapping school board clients with Cumberland County's board attorney (Chris), their proposed contract has already been reviewed. They actively present a pre-redlined version that mirrors his previously approved changes to streamline the legal process.

Scope of Costs & Services

The presenters outlined exactly what is covered in their core service package versus external costs:

Service / Tool	Cost Structure	Notes
State Health Plan Support	$0 (No Cost)	Promised to all school districts via their TSBA commitment.
My Benefits Channel (Premium Apps)	$99 / year	Flat annual rate for the district's premium benefits package (not per person). Optional "buy-up" apps are available at the district's discretion.
Compliance & Legal Support	Included in package	Provides ongoing HR education regarding FMLA, PPL, ADA, and FLSA.

Clarification on Legal Counsel: Gallagher explicitly noted that they never act as board counsel. Instead, they leverage their benefits expertise to prepare and brief the board's attorney on complex insurance nuances, allowing the attorney to give the most complete legal advice possible.

Procurement Law, Team Structure, and Service Commitments

Compliance with Public Bidding Regulations

- The presenters noted that recent legal changes dictate that while broker services do not need to be bid on, any insurance plans where the district contributes to the cost must be publicly bid.
- The Comptroller’s office has been issuing audit findings for non-compliance. Gallagher stated that they have extensive experience with public procurement and will publicly bid any cost-shared plans at the next rate increase to keep the district compliant.

Account Management Structure

- **Local Contacts:** The day-to-day team includes a designated account manager based on fit/proximity, along with relationship consultants including Knoxville-based staff and Sandra Lindsay.
- **Accountability:** The presenters emphasized that "the buck stops with Wes and Marissa," and they will remain directly engaged and accountable.
- **Response Windows:** Urgent issues are resolved the same business day; routine matters are handled within one business day. Administrative teams will have 24/7 direct mobile access to the core leadership team.

Employee Education & The "Total Compensation" Strategy

Plan Cost Coaching

- While Gallagher supports the district's high-level medical plan budgeting, they focus heavily on employee-facing group education meetings in the fall.
- They run real-world cost scenarios (e.g., managing diabetes, having knee surgery, having a baby) comparing premium deductions against out-of-pocket copays.
- This "hand-holding" approach is designed to help non-certified staff (like bus drivers and maintenance workers) maximize their money. For example, coaching them on when to use a Flexible Savings Account (FSA) rather than paying for a separate vision plan.

Total Compensation Statements

- To help the district combat losing employees to neighboring regions like Putnam or Roane County, Gallagher provides Total Compensation Statements. These illustrate the full financial value of the employer-paid benefits package beyond just a base paycheck.

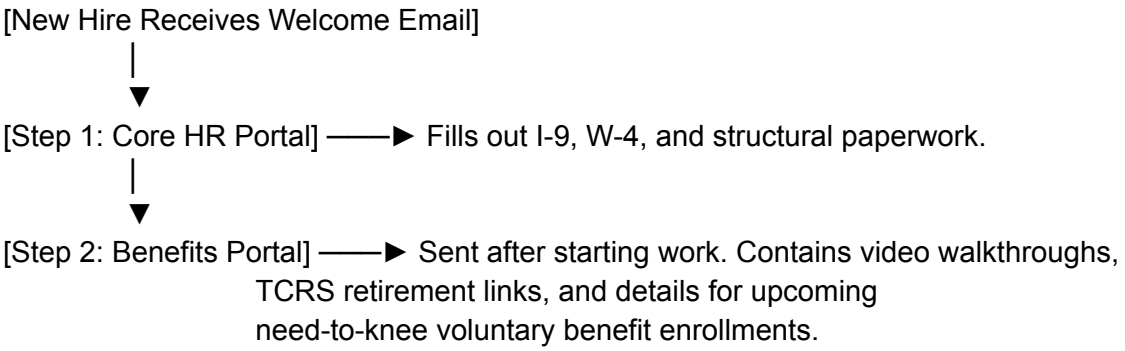
Technical Integration & Automated HR Onboarding

Payroll and Benefit Administration (Ben Admin)

- Gallagher's administration tools integrate directly with the district's current Local Government payroll platform.
- **Invoice Reconciliation:** They provide monthly or quarterly bill reconciliation services for non-medical plans at no cost to serve as a "belt and suspenders" check for the finance department.

The $99 Automated Onboarding Flow

The core $99/year package includes a multi-step digital onboarding portal designed to streamline central office tasks and ensure clearances are recorded before a new hire enters a school building:



- **Premium Plus Options:** Broad administrative tools like digital teacher contract processing or PO requisition mobile apps are available at a steep discount as optional "buy-ups."

Transition Plan & Regional References

- **Zero Employee Disruption:** If selected, all core voluntary benefits (USable, Delta Dental, Davis Vision) will remain exactly as they are. The change is strictly administrative and will move entirely at the district's preferred pace.
- **Local References:** Detailed reference letters were provided from Gail (Finance Director for both Monroe County Government and Schools) and Chad (White County Government).
- **Recent Onboardings:** Reference letters from Houston County Schools and neighboring Roane County Schools were included. Roane County's letter notes that despite only being in a six-month relationship, the Gallagher team consistently "goes the extra mile."

This concluded the insurance presentations.

Agenda Item: Personnel & Board Evaluations

1. Superintendent/Director Evaluation Packets & Evidence

The DOS presented the physical folders and a binder compiled for her annual evaluation.

- **Evaluation Framework:** The evaluation structure was co-created alongside Ms Stout and the Tennessee School Boards Association (TSBA). It incorporates various components and operational goals pulled directly from the district's Strategic Plan.
- Structure of the Packet:
    - **Appendix A:** Contains 19 performance indicators.
    - **Appendix B:** Contains 4 indicators.
    - **Core Focus Categories:** Community Relations (4 indicators), Staff and Personnel Relationships (4 indicators), Management and Operations, Student Achievements, and Performance Objectives Number Two.
- **Evidence Notebook:** A master binder containing physical, verifiable proof of completed actions (e.g., printed email records confirming specific outreach) was provided. To conserve resources, only one comprehensive master notebook was produced.
- **Logistics:** Board members are instructed to review the master evidence binder in Ms Diane’s office rather than taking it home. A private room will be provided for those wishing to flip through it.

2. TSBA Evaluation Surveys & Deadlines

- **Survey Collection:** The TSBA has electronically distributed the evaluation surveys to administrative staff and board members. The comprehensive summary items provided by the DOS were also submitted to Macie at the TSBA.
- **Hard Copy Alternative:** Ms Diane printed out physical copies of the electronic files for board members who prefer paper format.
- **Deadline:** All board members are strictly requested to complete and submit their individual TSBA surveys no later than the 29th of this month (May).
- **Follow-up:** The DOS will contact Macie at TSBA tomorrow to check on submission rates and will request a reminder email if several board members have yet to respond.

3. Board of Education Self-Evaluation Status

- **Current Delays:** The board has not yet received the materials required to initiate their own annual Board Self-Evaluation.
- **Planning Timeline:** The DOS checked with Mr. VanWinkle before the meeting, noting that this is a May item on the annual planning calendar. It currently sits unresolved (marked with a "big fat red box" on the schedule).
- **Next Steps:** The DOS will reach out to TSBA tomorrow morning to clarify the procedure and timeline for launching the board's self-evaluation. An update on their response will be included in the upcoming Monday email to the board.

Agenda Item: Budget Update

1. Status of the Budget Presentation

- **Initial Approval:** The school budget was formally presented on May 12th and received tentative, unanimous approval (9-0 vote) on its first reading by the county budget committee.
- **Next Steps for Finalization:** The DOS and Ms Delk will be working closely with Ms Turner, the County Finance Director, to reconcile current-year final allocations and lock in exact numbers for the upcoming fiscal year.

2. Key Financial Updates & Closing the Deficit

Two positive financial developments are expected to significantly shrink the projected budget gap:

- **TISA Funding Adjustments:** The district's actual Tennessee Investment in Student Achievement (TISA) funding amount from this year needs to be officially factored into the budget. The team has been working off conservative projections up to this point, meaning the actual TISA revenue will be higher than anticipated.
- **Favorable Insurance Rates:** The state insurance numbers were released on the day of the meeting, revealing an 8.7% rate increase. This is lower than the district had initially anticipated and budgeted for, providing additional financial relief.

3. Legislative Approval Process

- **Reconciliation:** The DOS clarified that the school board will not need to make another formal presentation or "redo" anything in front of the budget committee, as tentative approval has already been secured.
- **Final Review:** The unresolved "question marks" on the current draft will be cleared up directly with the Finance Director. The updated figures will be shared with the budget committee as an FYI before the final budget is presented to the Full County Commission for ultimate adoption.

Here is the summary of the middle school capital planning and community outreach section of the meeting.

Agenda Item: Middle School Capital Projected Plan

1. Planning Background & Structural Options

The ad-hoc committee has fulfilled its mandate to deliver concrete structural options before the end of the school year. Using a Lean Six Sigma cause-and-effect matrix, the committee identified several strategic pathways:

- **Option A:** Build two completely new schools (recalling that the district already owns suitable land at Baker's Crossroads).
- **Option B:** Build one new school and execute a retrofit on one existing school.
- **Option C:** Retrofit two existing school buildings.
- **Option D:** Build/convert one high school and one middle school.

At a prior budget meeting, the county budget committee was briefed that this major capital initiative is "coming down the pike" to prepare them for future funding requests.

2. "Voice of the Customer" Public Outreach Campaign

Dr. Farley presented a strategic framework to gather community and stakeholder feedback before committing to a final building plan.

Proposed Outreach Formats (Board Thinking)

Dr. Farley gave the board three structural options for conducting community forums. While no final vote was taken, multiple board members expressed a strong preference for Option 2:

1. *Option 1:* Visit every single community school individually.
2. *Option 2:* Group neighboring schools together by geographical proximity and back-road access to host combined regional forums (Preferred).
3. *Option 3:* Hold large central forums strictly at the county's two existing high schools.

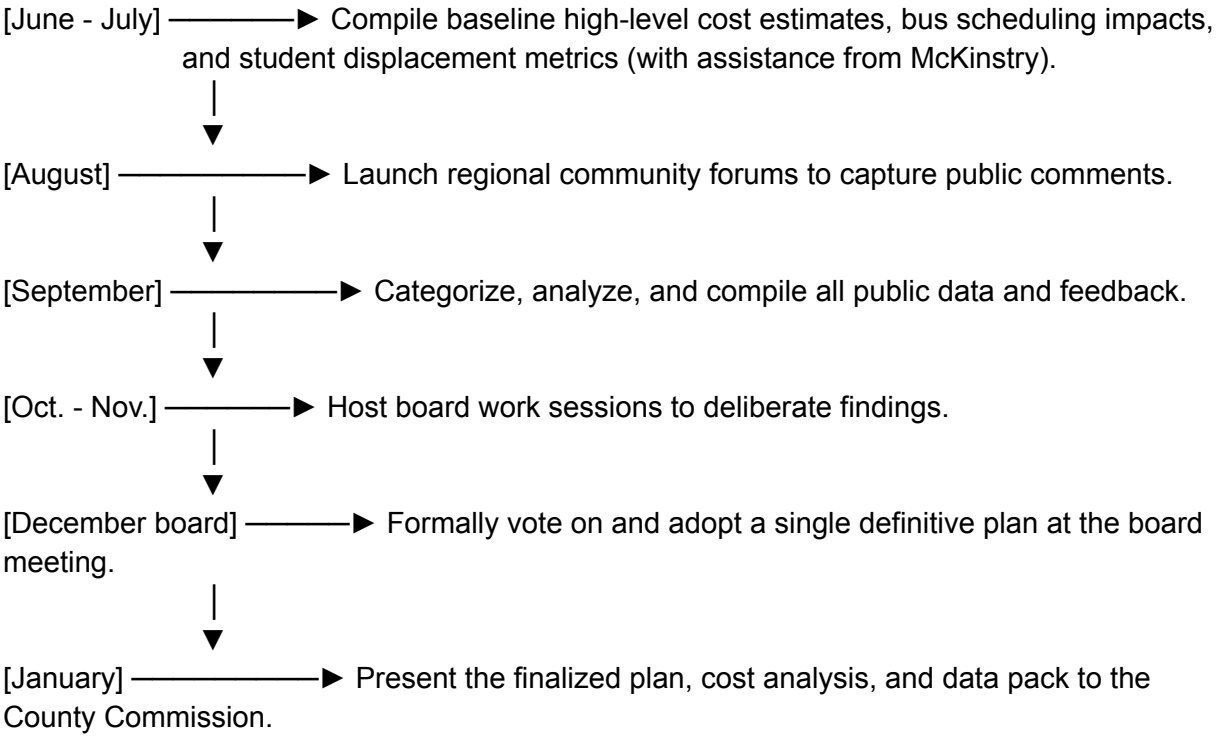
Marketing & Communication Strategy

To maximize attendance, the district plans to advertise the meetings heavily starting in August through the following channels:

- District and individual school Facebook pages and websites.
- **ParentSquare** digital notifications and direct automated phone calls from the DOS.
- Local newspaper coverage.

Projected Project Roadmap & Timeline

The board reviewed a targeted timeline to move from public feedback to presenting a finalized option to the county commission:



Board Discussion & External Consulting

- **Required Presentation Metrics:** Board members emphasized that the public presentations must include high-level, realistic estimates of taxpayer impact, student travel times on buses, and the exact number of students displaced during renovations. Dillon with McKinstry has agreed to assist the district in drafting these high-level estimates during June and July.
- **In-House vs. Outsourced Forums:** The board discussed data from a previous presentation by a consulting firm named LeanFrog. LeanFrog charges $15,000 for a demographic study or cause-and-effect matrix ($30,000 for both) and offers community outreach. However, their outreach is usually survey-based because they noted public forums are frequently empty.
- **DOS Commitment:** Dr. Farley explicitly stated a desire to manage these forums in-house rather than outsourcing them. She noted that even if turnouts are unpredictable, she wants to personally be the face of the project, field community questions, and hear directly from citizens. Board members agreed, noting they frequently

face questions from citizens at places such as the grocery stores and expect high public attendance once official dates are announced.

1. Capital Projects Update (Capital Outlay)

The DOS reviewed the master capital projects tracking sheet, highlighting several completions and current project timelines (notated in purple on the board's weekly update sheet):

- **Martin Elementary Electrical:** The DOS is meeting with Mr. Eberhart and Mr. Chamberlin to finalize summer scheduling logistics. They are exploring doing the project in phases over a one-month window so sections of the building can remain open, rather than shutting down the entire school for the whole summer.
- **Homestead Elementary Electrical:** Officially deferred and moved to next year's fiscal capital projects list.
- **North Elementary Renovations:** Ms Bray met with Ms Allen to finalize design colors. The school's summer childcare program is being temporarily relocated to Stone Elementary so remodeling can begin immediately upon the final school bell. The project is currently on schedule.
- **South Elementary Gym Floor:** Scheduled for a complete overhaul. This is a total "gut job" where the entire floor will be pulled up to expose the bare ground before laying new wooden pieces.
- **Martin Drainage:** McKinstry successfully completed a camera inspection of the lines this past week.
- **Track Projects:** On schedule to begin immediately.
- **Fire Alarms:** Ms Bray has been spearheading fire alarm upgrades across multiple locations. The Cumberland County High School (CCHS) fire alarm project is nearing completion and is expected to be officially signed off on within the week.
- **Completed Projects:** The Excel lighting, Brown roof, and the Martin pickup line are all fully complete.
- **Tennis Courts:** On hold pending weather conditions. Standard regulations require temperatures to stay consistently above 68°C (180°F) for several consecutive days before application work can begin.

2. Naming of School Facilities

The board reviewed two facility naming requests:

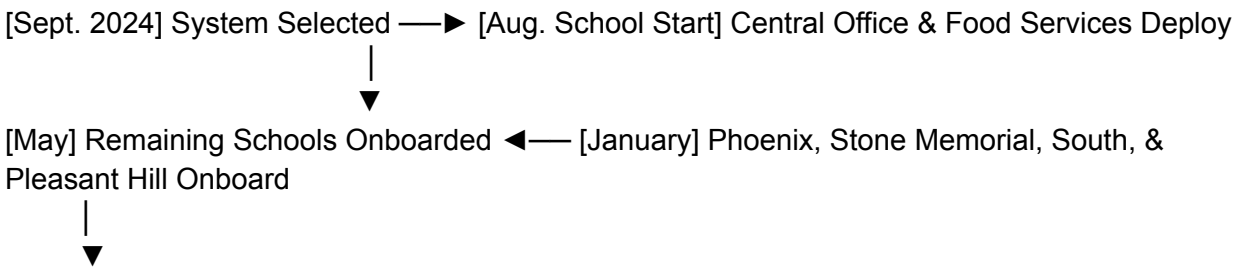
- **CCHS Softball Field:** A formal request was made to name the field after Ms Nancy Hyder, who served as a dedicated softball coach at the school for many years. All necessary paperwork is complete, and a formal board vote will occur next week.
- **Martin Elementary Library:** The DOS and Mr. VanWinkle granted executive approval to name the library after Cathy Cathey, the school's original librarian who served for 42 consecutive years.

Note: Executive approval was fast-tracked to ensure the dedication could happen before the end of the school year, as Cathey is currently ill and the school community wants her to be present to celebrate the honor.

3. Attendance on Demand (AOD) System Deployment

Rollout Timeline & Implementation Focus

The board discussed complaints and operational "growing pains" surrounding the district's new integrated HR and payroll attendance platform. The rollout followed a phased, multi-tier deployment schedule:



Software Procurement Constraints

The DOS addressed staff frustrations by explaining why this specific software was chosen. In September 2024, the administration evaluated three tracking systems under strict criteria:

1. *Option 1:* Scratched entirely because it was fundamentally incompatible with Local Government (the county's core finance and payroll software).
2. *Option 2:* Fully compatible with Local Government, but lacked the internal infrastructure required to process complex school-system configurations. No longer worked with education.
3. *Option 3 (Attendance on Demand):* The only remaining software capable of interfacing with both the county finance system and basic school parameters.

Addressing System Bugs & Teacher Hour Discrepancies

Board members expressed concerns that the platform feels like a clunky "retrofit" that the district is forced to build out as they go. The DOS acknowledged that while county Finance Director Ms Turner heavily endorses the program for streamlining county-side payroll processing, significant administrative bugs are still being worked through weekly:

- **The 7.5-Hour Bug:** The system currently does not have an option to log exactly 7.5 hours (a standard teacher workday) or $3.75 hours (a standard half-day).
- **Remediation Steps:** The DOS escalated this issue to HR representative Neeli Jolley two weeks ago for an engineering fix. In the meantime, HR has released training videos to assist struggling staff. The DOS verified that all system-related employee help tickets and emails are currently being addressed or resolved within a 24-hour window.

Primary Operational Hurdles & System Limitations Complaints

- **The Salaried Employee Workaround:** Salaried personnel do not punch in or out; instead, a preset schedule is built into the software. When a salaried employee takes leave, they submit a manual form, forcing the school secretary or bookkeeper to manually log into the system and deduct that specific day. If this step is missed or delayed, paychecks are compromised.
- **Lack of Substitute Integration:** The AOD software does not feature an integrated module for substitute teachers. School staff must run a separate, standalone substitute tracking system alongside AOD and their legacy workflows, compounding daily administrative tasks.

2. Staff Distress and "On-Call" Burnout Concerns

The board expressed deep empathy for frontline administrative staff (secretaries, bookkeepers, receptionists, and attendance clerks) who are bearing the brunt of the rollout:

- **Emotional Toll on Staff:** Board members noted that at least one school secretary was left in tears over the software, terrified that a simple input error would accidentally disrupt a colleague's take-home pay. This information was never presented to HR or the DOS from the school employee.
- **The "On-Call" Vacation Trap:** Because many schools only have one or two individuals (such as the secretary and the principal) who know how to operate the software or approve timecards, those employees cannot take a single day off without being forced to log in remotely to process daily time data. Board members explicitly noted that the district is not paying these employees "forever money" to be perpetually on call. The DOS does not have an expectation that employees are on call in their time off.

3. The Debate Over Rollout and Training Execution

- **The Board's Critique:** Multiple board members argued that the district routinely falls short on training infrastructure when implementing new software. They pointed out that forcing staff to pick up complex database logic "in the middle of their chaotic workdays" creates severe friction. They proposed that budgeting for dedicated overtime pay or setting aside distraction-free time outside of regular work hours would dramatically smooth future technological rollouts.
- **The Administration's Defense:** The DOS countered the notion that the software was NOT simply "dumped" on staff all at once. She emphasized that the central office strategically structured a phased rollout (beginning with the central office, moving to five test schools in January, and onboarding the rest in May) specifically to get their feet under them and iron out major system bugs before widespread deployment.

4. Remediation Plan & Collaboration Strategy

To bridge the gap between schools that are currently struggling and those that have successfully adopted the system since January, the board agreed to pivot to a collaborative, peer-to-peer training model:

The Cross-Training Framework

- **In-House Best Practices:** Staff at South Elementary had previously developed local "cheat sheets" to navigate system quirks, and other schools have independently created YouTube tutorial links to coach their teachers on entering time. However, these resources were never officially distributed district-wide.
- **Google Form Diagnostic:** The DOS will immediately draft and distribute a Google Form survey to all active school-level system administrators to compile an exact list of localized pain points, successes, and resource needs.
- **District-Wide Roundtable:** Mirroring the professional learning community (PLC) meetings used for grade-level teachers, the DOS agreed to organize an in-person, cross-training roundtable event for all staff members who manage AOD.
- **Scheduling:** To respect staff time and avoid sudden scheduling conflicts at the hectic close of the school year, this interactive training and feedback session will be formally planned and executed during an upcoming district Administrative Day.

Agenda Item: Regular Meeting Items & Financial Clean-Up

1. Overview of Upcoming Action Items

Dr. Farley outlined several recurring and standard contracts, reports, and agreements that are being teed up for formal board approval at next week's voting meeting:

- Meeting minutes from previous sessions.
- **K9 Agreement:** The district's ongoing contract for campus drug dog inspections.
- **North & Strawbridge Agreement:** Relating to student/school picture services.
- **Special Education (Sped) Shredding Services Agreement:** A contract to handle the destruction of physical files.
- **Stellar Therapy Nursing Services:** Ongoing contract for student medical/nursing support.
- **Standard Operational Reports:** The latest personnel report, nutrition report, substitute teacher list, and crowdfunding fundraiser requests.

2. Time-Sensitive Financial Clean-Up

The board is moving to finalize and clean up a large volume of outstanding financial line items. Following direct guidance from County Finance Director Ms Turner and Ms Scarbrough, the central office noted that May is the final month of the fiscal year to push through budget clean-ups. This ensures the district hits its hard June deadline for final submission to the Full County Commission.

Personnel Report & Retention Analysis

A board member requested clarification on specific shifts within the latest personnel report:

- **Bus Driver Staffing:** The board noted the recent hiring of a new bus driver with zero matching departures, resulting in a crucial "plus one" (+1) gain for the district's transportation department.
- **Resignations vs. Retirements:** The current report lists 17 total resignations. Dr. Farley clarified that these vacancies will be filled through standard hiring practices as needed.
- **Exit Interview Procedures:** The district continues to mandate formal exit interviews for all departing staff. While this process serves an administrative function—ensuring the return of physical keys, laptops, and district-owned technology—it also tracks employment trends.
- **Turnover Trends:** Board members questioned if 17 resignations signaled a systemic retention problem. Dr. Farley reassured the board that this number is actually historically low and right on par for a district that traditionally enjoys minimal staff turnover. The departures are attributed to typical year-end shifts, such as standard retirements, relocations, or outside promotions.

Special Education Digital Transition & Record Retention

The board engaged in an extended discussion regarding the line item for Sped shredding services, clarifying why this contract has become a major logistical focus:

[Physical File Assembly] ──► [Manual Scanning Process] ──► [Secure Commercial Shredding]
(Ages 3 to 22+ History) (Takes ~4 Hours Per File) (Final Compliance Step)

The Digital Bottleneck

The Special Education department is currently executing a massive transition from legacy paper files to an entirely digital records system. However, the conversion is heavily labor-intensive. Because these records cannot simply be fed through an automatic document scanner, staff

must manually scan files page by page. Dr. Farley noted it is currently taking up to four hours to scan a single student's master file.

Complex Statutory Retention Rules

The board attorney and Dr. Farley explained why the sheer volume of paper records has become an operational burden:

- **Extended Timelines:** Special education students can enter district programming via Pre-K at age 3 and remain under district care until age 22.
- **Open-Ended Mandates:** Regulations from the State Board of Education and the Tennessee Department of Education (TDOE) regarding Sped files are notoriously open-ended. Core student profiles must be kept indefinitely.
- **Statute of Limitations:** Related ancillary records must be securely archived for years past an eligible student's 22nd birthday to protect the school district from delayed liability claims and legal statutes of limitation.

Once these multi-decade paper files are successfully converted to the new compliance-approved digital format, the physical copies are immediately routed to the commercial shredding service for secure destruction.

Agenda Item: Policy Review & Operational Framework Updates

The DOS opened the section by congratulating the board on completing the comprehensive overhaul of all required local school district policies for the year. The active items on the docket were categorized as either first readings (new adjustments recommended by the Tennessee School Boards Association - TSBA) or second readings (policies approved last month passing their final review step).

Technical Amendments and Statutory Discrepancies

Board members and legal counsel carefully reviewed individual policy texts, passing three major modifications:

1. Typographical Correction | Policy 5.403 (Drug Testing)

- **The Correction:** A board member identified a typo on line 16 of the text.
- **The Edit:** The phrasing was shifted to the plural form: *"An employee who tests positive on a reasonable suspicion test..."* mapping standard grammatical flows and adding an omitted comma right after to clarify potential termination pathways.

2. Employment Status Realignment | Policy 5.800 & Policy 1.302 (Board Attorney Designation)

- **The Conflict:** Policy 5.800 stated that the Director of Schools is the *only* employee directly hired by the board. A board member initially questioned if the Board Attorney needed to be added to this line, citing Policy 1.302, which permits the board to employ an attorney.
- **The Legal Resolution:** The Board Attorney intervened to clarify that while he represents the board chair and the district, he is legally a 1099 independent contractor and vendor, not a W-2 employee. He noted that the term "employ" in the original policy text stems from outdated statutory language in Tennessee Code Annotated ($TCA\text{ 49-2-203}$) that has never been modernized.
- **The Edit:** To resolve the contradiction, the board directed that Policy 1.302 be redrafted for its first reading to swap out the word *"employ"* with the more accurate phrase "contracts with."

3. Homebound Framework | Policy 6.403 (Communicable Diseases)

- **The Conflict:** A board member raised a concern regarding a strikethrough that deleted an external legal citation labeled "number three" at the bottom of the page, which previously governed how principals route students diagnosed with long-term communicable diseases to special education services.
- **The Resolution:** The DOS clarified that this omission was intentional and vetted alongside Ms Holton during recent revisions to the district's internal Procedure Manual.
- Under current administrative protocols, students experiencing long-term medical or communicable absences are automatically shifted onto the district's Homebound Program. Because homebound learning runs directly under the umbrella of the Special Education department, the old footnote tracking code was redundant and was removed to reflect streamlined administrative actions.

Planning Calendar Audit

A board member verified that two items listed on the master May planning calendar—Tuition Fees (Policy 6.204) and Travel Compensation Rates (Policy 2.804)—were missing from the evening's policy package. The DOS confirmed that both fee structures had already been reviewed, finalized, and processed during a prior updated policy block, meaning the calendar tasks are fully complete and clear.

Adjournment to Executive (Closed) Session

[Public Meeting Segment Ends] ──► [Board Votes to Recuse] ──► [Executive Session in Director's Office]

With no further public comments or policy inquiries on the table, the Board Attorney requested that the board immediately convene into a brief, private Closed Session inside the Director's office to receive a sensitive legal update.

Because all public-facing board business was officially completed for the evening, the attorney advised that the board could formally adjourn the public portion of the meeting right then rather than returning to the bench afterward.

- **Motion to Adjourn:** Approved.
- **Official Meeting Status:** Adjourned at approximately 5:45 PM.

Board of Education
May 28, 2026 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday May 28th, in the Central Services Board Room, where the meeting was called to order by Chairman of the Board at the approximate hour of 6:00 pm.

BOARD MEMBERS:

Mr. Travis Cole:	Present
Mr. Nick Davis:	Absent
Mr. Chris King:	Present
Mr. Jon Matthews:	Present
Ms. Sheri Nichols:	Present
Ms. Shannon Stout:	Present
Ms. Elizabeth Stull:	Absent
Mr. Scott VanWinkle:	Present

1. Call to Order

   Scott VanWinkle: Call the meeting to order.

2. Moment of Silence/Pledge of Allegiance—Crab Orchard Elementary
   Tucker Brown
   Crimson Waldo

   Scott VanWinkle: Please join us in a moment of silence and pledge allegiance.

   (Moment of silence is observed and pledge of allegiance is lead)

   Rebecca Farley: So our students tonight that did the pledge were from Crab Orchard and we have Tucker Brown and Crimson Waldo. Tucker placed first in the fourth through sixth grade category of the Tennessee Association of Conservation District's State poster contest. Hang on, don't leave yet. And Crimson placed second in the second and third grade category. The theme was Home is where the habitat is.

(Applause)

Shannon Stout: Thank you.

Sheri Nichols: Good job guys.

3. Welcome to Visitors/Acknowledgement of Elected Officials

Scott VanWinkle: So I'd like to just welcome all the visitors out tonight. Thank everyone for coming. Sorry about the power outage. We're going to get through this the best we can.

Sheri Nichols: Ms. Mall slipped in here. She snuck in again.

Scott VanWinkle: Elected officials. Ms. Colleen Mall, thank you for coming.

4. Special Recognition
Student Representatives
-Student 1st Place and Gold Winners

(Exhibit #1)

Rebecca Farley: So at this time we've got some special recognitions. We're going to start probably with a little bit unusual recognition. Ms. Jessica, could you please join me? Ms. Jessica works for the Chronicle and she has covered our meetings and she has spent lots of time with me and the board over the last few years. And I found out today that Jessica's last day at the Chronicle will be tomorrow. What? So we just wanted to give her a certificate of our appreciation.

(Applause)

Rebecca Farley: Ms. Harrelson and Dr. Warner, if you will please join me. So next we're going to recognize our skills, USA students and any student that has won first place in a contest that they have competed in academics or whatever. And I do want to say that CCHS as the entire school, they won first place in at the Rome State Academic Festival. So that is a huge.

(Applause)

Rebecca Farley: So we will start with CCHS.

(Dr. Farley read out each student's name found in the exhibit. Student groups were applauded and pictures were taken)

5. Roll Call

Scott VanWinkle: Okay, Madam Secretary, roll call please.

Diane McCartney: Ms Stull?

(Silence)

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Yes. Here.

Diane McCartney: Ms. Stout?

Sheri Nichols: I did the same thing.

Shannon Stout: Yes.

Diane McCartney: Mr. Davis?

(Silence)

Diane McCartney: Mr. King?

Chris King: Here.

Diane McCartney: Mr. Matthews?

Jon Matthews: Here.

Diane McCartney: Mr. Cole?

Travis Cole: Here.

Diane McCartney: let the record show Stull, Davis are not present.

6. Declaration of Conflict

Rebecca Farley: At this time we would normally read the official declaration of conflict. Let me paraphrase for you since we do not have it. So that says that the board members that have family members that live in their home, that the decisions that they make will not be affected by their family members, but by the best interest of the school system. So those members that this would affect, if you would please raise your hand.

(Mr. Cole, Mr. Matthews, Mr. King and Mr. VanWinkle all raise their hands)

Rebecca Farley: Do you so swear that to be the case?

Travis Cole: Yes.

Jon Matthews: Yes.

Chris King: Yes.

Scott VanWinkle: Yes.

Rebecca Farley: Let the record show Mr. Cole, Mr. Matthews, Mr. King and Mr. VanWinkle.

7. *Approval of 4/23/26 Minutes

(Exhibit #2)

Scott VanWinkle: That brings us to approval of minutes.

Shannon Stout: Mr. Chairman. Approve. I'll move to approve the minutes from 4/23/26.

Travis Cole: Second.

Scott VanWinkle: There's been a motion and a second to approve the minutes from 4/23/26. Any discussion?

(Silence)

Scott VanWinkle: All those in favor say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve the minutes from 4/23/26.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Cole

Yes: 6, No: 0

MOTION: Motion Carried

*Approval of Agenda

(Exhibit #3)

Scott VanWinkle: So approval of agenda. A couple things here before we get started. 5.302 is a policy for the first reading, sick leave. There's going to be several changes that are going to take place by TSBA as recent state law change. So I'd like to remove that from the agenda until we receive those changes from TSBA. 6.411 was on both first and second reading. It was only supposed to be on second reading. Executive committee missed that one being on both. So I'd like to go ahead and remove that.

Chris King: Mr. Chair?

Scott VanWinkle: Yes sir.

Chris King: I'll move to approve the agenda as amended.

Shannon Stout: Second.

Scott VanWinkle: Motion to approve the amended agenda by Mr. King, second by Ms. Stout. Any discussion?

(Silence)

Scott VanWinkle: Okay, all those in favor say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve the agenda with changes to remove 5.302 from agenda and remove 6.411 from first reading.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

Community Comments

Scott VanWinkle: Community comments?

Diane McCartney: None.

Scott VanWinkle: None tonight?

8. Open Meetings

9. Board Member(s) Report from Training(s)

Scott VanWinkle: Any trainings board members would like to report from?

(Silence)

10. Legal Report

Scott VanWinkle: That brings us to the legal report.

Attorney: No news is good news.

11. *Insurance Broker Decision

Scott VanWinkle: Brings us to number 13. Insurance broker decision.

Rebecca Farley: Okay, so last week we had two brokers come and present. We had Don Hinch and Associates and we had Gallagher. You all were given a rubric and we talked about we would be making a decision tonight.

Shannon Stout: Mr. Chair, I move to approve Gallagher as the district insurance broker for the upcoming school year.

Chris King: Second.

Scott VanWinkle: There's been a motion and a second to approve Gallagher as the insurance broker. Any discussion?

Shannon Stout: A lot of information from both the presentations. Gallagher works with multiple school districts and municipalities around the entire state. They have a lot of experience working with various options specifically for school districts. And when they came forward to meet with us initially, they presented a lot of different options and ideas and suggestions. Ones that we've never heard before. I don't even know if prior boards have heard 'em before. So it was good to get a lot of different information from them and I believe that they're going to be able to help the district maximize what we can do for our employees with their benefits within the budget that we've come to for our budget for next year. I also think that based on the information we've received and the referrals that we have from 'em, that they're really going to be able to help the employees to understand those benefits. So the employees can be making really good decisions for what's offered to them as well.

Scott VanWinkle: Any discussion? Mr. King?

Chris King: The vice chair stated it well.

Sheri Nichols: And I also like the idea of the clinic.

Scott VanWinkle: Any other discussion? That'll have to be a roll call please.

Diane McCartney: Mr. Cole?

Travis Cole: No.

Diane McCartney: Mr. King?

Chris King: Yes.

Diane McCartney: Mr. Matthews?

Jon Matthews: Yes.

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Ms. Stout?

Shannon Stout: Yes.

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Yes.

Diane McCartney: Yeses have it for Gallagher.

Motion to approve Gallagher as the district insurance broker for the upcoming school year.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 5, No: 1 Cole: No

MOTION: Motion Carried

*Re-Hire/Non-Renewal List

(Exhibit #4)

Scott VanWinkle: So that brings us to number 14, rehire and non rehire.

Rebecca Farley: So you have the list was the attachment on the agenda? I don't know that you can pull it up, but it was on the agenda for folks that have been rehired for the next school year and those that have been non-renewed as well as retirees and resignations. And you all do have to approve those.

Travis Cole: Mr. Chair. I'll move to approve the list as its written.

Chris King: Second.

Scott VanWinkle: Motion by Mr. Cole. Second by Mr. King to approve number 14 as written. Any discussion?

Travis Cole: No sir.

Jon Matthews: I have a couple of questions. I've kind of addressed these Dr. Farley a little bit already, but on the non-renewals or the resignations and things like that, I'm not sure that all the employees that decided to resign were made fully aware of the consequences of resigning rather than a non-renewal. If they resign then they're not entitled to any unemployment benefits or anything like that. So I kind of questioned, questioned Dr. Farley a little bit on how that was handled as far as they were asked if they wanted to resign or be non-renewed. So I don't know how you get around or how you get an understanding back from them. Did they know that by resigning that they wouldn't be entitled to unemployment and how that might affect them?

Rebecca Farley: So when you and I were texting last Saturday and we were going back and forth, I did reach out to legal, I reached out to Mr. McCarty and no, actually me and you did talk about this.

Attorney: We talked about it.

Rebecca Farley: Yeah. So no one, I wanted to make sure, because the concern you gave to me that day was were they threatened? Did they feel forced to resign in anything like that? And I do have my email that I sent out and then I do have the information that a couple three principals gave to their staff about giving them the opportunity. It was not mentioned, unemployment or anything like that. That's not in any of the documentation that I have.

Jon Matthews: Yeah, and that's why I say I just wonder if they were made aware when they were offered the option to non-renew or resign or they made aware that they wouldn't be able to draw unemployment? I guess. Well they made aware of the full consequences of both actions. That's my only question.

Rebecca Farley: And I can't answer that for sure that every one of 'em was told that they would not be eligible to receive unemployment.

Scott VanWinkle: Have you had anybody bring any concerns to your attention with that?

Rebecca Farley: No. I did have one email that was sent to me, but it wasn't about whether or not they could draw unemployment. They were just stating that they were choosing to resign and we had several that did choose to be non-renewed rather than resigning.

Jon Matthews: I guess my only comment then would be future use or whatever as we move forward next year or whatever, make sure that everybody's aware of the consequences if they resign of what happens and this, that and the other. Because I know that there was a lot that resigns. I guess for whatever reason. So.

Scott VanWinkle: Any other discussion?

(Silence)

Scott VanWinkle: Roll call please, Madam Secretary.

Sheri Nichols: What are we voting on? Number 14.

Rebecca Farley: The rehire list.

Sheri Nichols: Accepting the list?

Rebecca Farley: Yes.

Diane McCartney: Mr. King?

Chris King: Yes.

Diane McCartney: Mr. Matthews?

Jon Matthews: Yes.

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Ms. Stout?

Shannon Stout: Yes.

Diane McCartney: Mr. Cole?

Travis Cole: Yes.

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Yes.

Diane McCartney: Yeses have it.

Motion to approve Re-Hire/Non-Renewal List.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) King

Yes: 6, No: 0

MOTION: Motion Carried

12. BOE & DOS Evaluations

Scott VanWinkle: Next is the evaluations of the BOE and the director of schools.

Rebecca Farley: Okay. So I reached out Tuesday, was able to get ahold of Macy regarding your all's evaluation. I think she sent you all an email link. I was included in that email. I think she has given you a date to complete it. You all should have received a link also to evaluate me. Everybody that's here was here last time, so you have my evidence. I also have a full binder that I didn't want to kill a whole forest. So that information is, as I said, it's in Ms. Diane's office in front of your all's mailboxes.

Scott VanWinkle: You said June 7th is when the?

Rebecca Farley: I didn't say because I couldn't remember but she gave you a date.

Scott VanWinkle: I think it is June, is it the fifth?

Shannon Stout: I think it's the fifth. I think it's next Friday.

Rebecca Farley: I did see.

Shannon Stout: It's this Friday for yours and then I think it was next Friday for ours.

Rebecca Farley: I did see a date, but I couldn't remember what it was. Sorry.

Scott VanWinkle: So everybody's aware in case you haven't looked at that or completed it. Next week, the BOE evaluation.

13. Attendance on Demand (AOD)

Scott VanWinkle: Okay. Next on the agenda is attendance on demand.

Rebecca Farley: Okay. So when we had our meeting last Thursday, some concerns were brought up and was able to get a meeting and we met in here on Tuesday. We had 10 of the 12 folks that do attendance on demand in the schools. They seemed appreciative. They did share some tips and tricks. I couldn't say that the other day could I Miss Diane.

(Laughter)

Rebecca Farley: And those have been shared three different documents or videos were sent to all of those folks. We did say we would come back in the fall and revisit it. And we did a concern, I think that was brought up last Thursday, was also brought up in that meeting. And it was how are we going to process summer payroll for these folks because the only ones that work year rounds at the high schools. So as I send you all an email every Monday, I send the principals one every Friday and the procedure that we have come up with is in their Friday email. I will include it in your Monday email. And it's basically the

same thing we do except this summer we won't have paper. It will just be done through this office as it's been done in the past. We sign off on 'em here.
Jon Matthews: So some questions and concerns I have, and I've already brought them up to Dr. Farley, but I want to make sure everyone's aware with attendance on demand, there's no way to track overtime or comp time. Is that something that we can build in to that system? I know that they've built a lot of things already for us.

Rebecca Farley: So I don't know, we could check our policy. 5.604. We have two policies, 5.602 and 5.604. And it talks about comp time being the responsibility between the building admin and the employee. So that would be something that I could address with the principals and the supervisors here and come up with a procedure for tracking that.

Jon Matthews: Yeah, one reason, I mean as far as for our knowledge is concerned if, I don't think it's been done, it's not been being done tracking of comp time and overtime and stuff like that. Which is a big concern. For one I don't know how we justify new hires. We're hiring for a new position or something if we don't know how much it's costing us in overtime and everything else. The other thing is, in going through this AOD thing, I've asked a lot of questions and found out that our comp time has been being paid time for time, which is not right. But also our employees didn't know any different, they didn't know any better than. That they were just being comped time for time and which in that 6. or 5.602, it lays out blatantly that it has to be.

Rebecca Farley: Time and a half.

Jon Matthews: It has to be paid in time and a half even comp time up to 240. And then after that it absolutely has to be paid, after they've accumulated 240 hours, then it has to be paid over time. For any time that they've worked beyond that. And that accrual can be over the lifetime of, I guess, of their employment. And the reason it's a concern is I know that I've talked to a few people and they said, well, there's been times that they've had so much comp time that they never get it all burnt and then they're just out. So they just lose time, lose what they've. They are stepping up and helping us out by working over and doing all these things and we're not doing our job by paying them correctly and keeping track of it. Because if we've got to be able to track that even in this office somehow so that we know when it comes to budget time or whatever, do we need to create more positions in that facility or whatever else? Why are we paying all this extra overtime when we could hire another person? That could be a huge, and I know that the one thing that I've been told over and over and over from a lot of different hourly people is, oh, we don't get overtime. Overtime is illegal. I guess is their perception of it. The only thing they're able to do is get comp time. And that's not exactly, that's not true by any stretch of imagination because it clearly states in our policy and in law that it has to be agreed upon with the employee before that overtime is worked and they have the right to turn

it down or whatever. If it's not, they have the right to turn down the comp time. So I guess my question is why has it been, why have we not been tracking it to this point? That a failure from our HR department because that's something that I don't understand why we've let our employees down and asked them to do things that they should have been doing all along. We've asked them to work time for time and that's not right on their behalf either.

Rebecca Farley: I can address it from this point on. No one has ever said anything to me or had any complaints about being forced to work overtime or not getting comp time or not getting overtime pay. I can set forth clear expectations and have my procedure in place and I can address it going forward, but I can't answer for the last couple three years.

Jon Matthews: And here's my point is it's written in our policy and it's in state law or federal law and yet our employees haven't been informed of their rights by doing that. They've just been told no, we don't pay overtime.

Scott VanWinkle: Is that something you can bring to us as a procedure?

Rebecca Farley: Absolutely.

Scott VanWinkle: To next work session maybe?

Rebecca Farley: Absolutely. Okay. Ms. Nichols, did you have something?

Scott VanWinkle: That address that? John, you?

Jon Matthews: Yeah.

Scott VanWinkle: Okay. I guess it would be a procedure that references that policy 5.602, is that right?

Rebecca Farley: I can do two and four. I can look at both of 'em because both of 'em have comp time and overtime mentioned specifically. Both of them do. Okay, thank you.

Travis Cole: I would like to see some written documentation of these allegations because a lot of what Mr. Matthews is saying is hearsay. I'd like to see some black and white evidence that this is actually happening and what half-truths.

Jon Matthews: Absolutely. And I think that would be a great thing if we documented all of this stuff because like you said, it's been handled at the building level to this point, right?

Rebecca Farley: That's what the policy says. Yes.

Jon Matthews: Yeah, and I mean even Ms. Diane, you've been paid time for time on comp time or?

Diane McCartney: No, that's incorrect. When I took this position, it was addressed by my direct supervisor, which you all know is the director of schools. So I was made aware of the policy and I've known since I started the job, that comp time for non-exempt employees is time and a half.
Jon Matthews: Okay. Well I'm glad that you've been getting it because I know the other ones and they've just been having to keep up with it by themselves. So maybe in this procedure we create a document of some sort so that the person working it and the principal or whoever their supervisor has to sign.

Chris King: Mr. Chair?

Scott VanWinkle: Yes sir.

Chris King: Did you say who's going to cover this next work session?

Scott VanWinkle: Work session? Yeah.

Rebecca Farley: Yes, I got it wrote down.

Scott VanWinkle: Okay, we'll cover that.

Sheri Nichols: Thank you.

Scott VanWinkle: Next work session. Thank you. Any other questions on AOD? I have a couple if nobody else does. I know we asked, actually, Mr. King asked were there any other systems using AOD? Were you able to get any feedback on that?

Rebecca Farley: No, I did not. I did not ask. My apologies. I don't know where that note went, but no, I did not find any. But.

Diane McCartney: Chairman of the Board Dr. Farley, I reached out to my positions and so far I've not found a district that's using it so far what I've got, no one's using it.

Rebecca Farley: Thank you ma'am.

Diane McCartney: You're welcome.

Scott VanWinkle: Is there a cost associated with AOD? Do you know how much that's, have we budgeted for that and how much it's going to cost?

Rebecca Farley: Yes, that's in the, that is in our budget for next year and it's in

that HR line on the software line 471 off the, I didn't bring my budget things because we didn't have that on there, so I can't tell you the amount.

Scott VanWinkle: Okay. So.

Rebecca Farley: Yes.

Scott VanWinkle: Does it say AOD on the budget?

Rebecca Farley: No, it says Software line and it not only, I think it does say AOD, but I think it also says Siesta, which is going to be going away in June. And there's other programs listed on there. But right off the top of my head, I can't remember the other ones. Maybe Ready Sub is on there as well.

Scott VanWinkle: Okay. Were there any cost comparisons done to other softwares like Siesta or other softwares that were already using?

Rebecca Farley: I wasn't here in 24 when they did that, but I do remember, and I think I shared this with y'all in the work session, when they began the search, there was three different groups or three different programs that they looked at. We were told we had to have something that was compatible with local gov and there was two of the three that were, and the other one that was compatible with local gov did not deal with education.
Scott VanWinkle: So I know we have some softwares that are education associated, like Ready Sub and It's part of a conglomerate that has other softwares available that are actually less expensive for my research than AOD.

Sheri Nichols: And they work with the county level too?

Scott VanWinkle: So that is an issue that they don't directly plug into the county level, but they can run reports that can be uploaded into the county. It would take some work and probably some third party IT support.

Sheri Nichols: All of it will, yeah.

Scott VanWinkle: But there are other options other than AOD and I just want to make sure that we try to continuously improve and that we try to look for less expensive options and options that fit education because AOD does not fit education at this point. It might in the future. Obviously database and software companies change all the time. It can modify their stuff so it can get better, but I just don't want us to lose sight that we have pushed paperwork from one place to another place at this point. There are issues with this software that are adding work to employees. It's taking it away at one place, but it's adding in another place. And if we're going to get in this century, we might as well get there all the way across the board. And it doesn't happen overnight. I understand that, but I just want us to be aware that there are options and opportunities that need to be

explored going forward. So there was one other issue that was brought to my attention on substitutes possibly not being paid through this software.

Rebecca Farley: They use the Ready sub app.

Scott VanWinkle: So how is it that finance gets that information to pay substitutes?

Rebecca Farley: I do not know.

Shannon Stout: It's facing somewhere.

Scott VanWinkle: Yeah. It's not interfacing at all. It's paper. So it's still.

Rebecca Farley: I can find out and put that in your Monday email.

Scott VanWinkle: So I think there's some other things that you were going to look into for this for next work session. So can we just add these questions to the work session for next time? Okay. If we're going to get, like I said, out of the eighties, let's get it out of the eighties across the board.

Sheri Nichols: Eighties weren't all that bad.

Scott VanWinkle: Okay. Any other discussion on AOD?

(Silence)

14. Director's Report

(Exhibit #5)

Scott VanWinkle: Director's report?

14.A. *Naming of Facilities Requests

Travis Cole: Mr. Chair, I move to approve the naming of the CCHS softball field after Nancy Hyder.

Sheri Nichols: I second that.

Scott VanWinkle: Been a motion by Mr. Cole, second by Ms. Nichols to approve the naming of the facility for Softball Field to Nancy Hyder Field. Any discussion?

Travis Cole: I'd just like to say that knowing Ms. Hyder personally for many years, she was an integral part of our community, our school system, our county government. Even though she had to write me up a few times as a

student.

(Laughter)

Travis Cole: We were able to laugh it off and stayed friends even after my time at CCHS. And when Dr. Warner and Mr. Allen approached me about sponsoring this idea, there's no answer I could give, but absolutely. So.

Sheri Nichols: Yeah. And she played there, and coached there?

Rebecca Farley: Yep, she did.

Sheri Nichols: That's awesome. Very fitting.

Scott VanWinkle: Any other discussion?

Chris King: I agree with everything that's been said.

Scott VanWinkle: All those in favor of naming the field after Nancy Hyder say Yes.

All Board Members: Yes.

Scott VanWinkle: All those opposed say no.

(Silence)

Scott VanWinkle: The yeses have it.

Motion to approve the naming of the CCHS softball field after Nancy Hyder.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) Nichols

Yes: 6, No: 0

MOTION: Motion Carried

14.B. Agreements & Renewals

Rebecca Farley: So next is agreement and renewals. And these were discussed at our last meeting as well. Work session, not meeting, sorry.

Chris King: Mr. Chair, move to approve all items in 17 B.

Travis Cole: Second.

Scott VanWinkle: Motion by Mr. King, second by Mr. Cole to approve 17 B. Any discussion?

Chris King: I just want to make sure you know, I'm leaning toward this mic every time.

(Laughter)

Sheri Nichols: I've noticed. You're doing great.

Scott VanWinkle: Mr. Cole?

(Audio)

Scott VanWinkle: All those in favor of approving 17 B, say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed say nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve all items in 17 B.

VOICE VOTE: (mover-yes) King

(seconder-yes) Cole

Yes: 6, No: 0

MOTION: Motion Carried

14.C. Leadership Update

Rebecca Farley: So next is my leadership update. And I'm sorry, but with all the items that's on there, I can't remember what all they are, but I can tell you I did attend all three graduations and I made it to several different schools, honors programs I think. And I made it to every school, but one

during TCAP testing. And I think we mentioned this last time, those little children thought I was crazy. I have been to a legislative update and I have been to two superintendents meetings since we met last time, and that's about all I can remember.

Sheri Nichols: That's a lot.

14.D. Annual Planning Calendar

Rebecca Farley: The annual planning calendar is next. We have all of the finance stuff now has a green box instead of red, which is so exciting for this time of year. And.

Sheri Nichols: Before June, come on.

Rebecca Farley: Ms. Diane, can you remember anything else that.

Diane McCartney: No, but I can pull it out of my folder. Hang on a second.

Jon Matthews: You got slimed at Pleasant Hill.

Rebecca Farley: Yes, I did get Slimed at Pleasant Hill.

Sheri Nichols: Did you?

Rebecca Farley: Yes I did.

Diane McCartney: So both the director evaluation and board evaluation is still red because obviously y'all discussed that tonight. Reviewing the attorney contract is not applicable this year. So that's blue. Everything else in May and everything prior to that is green.

Rebecca Farley: Yay us. And so I will go ahead. Since Mr. Matthews brought this up, I was invited to participate in a Dunking booth at CCHS the Friday before. And I was going to go, I was a little under the weather and everyone here pitched a hissy, so I didn't go. But I did get someone in my place and that was Ms. Smith. So kudos to her. And I did apologize to CCHS.

14.E. FYI

Rebecca Farley: Next is FYI. Those are the things that you see every month.

Bo Magnusson: Dr. Farley, you also made it to a meeting with me at the sheriff's office after being slimed.

Rebecca Farley: Yes, I did.

Bo Magnusson: With some slime.

(Laughter)

Sheri Nichols: Were you green?

Rebecca Farley: Oh, it was green, it was red, it was blue and it was yellow. There was four little bitty waiting pools of slime.

14.E.1. Attendance Report

14.E.2. Personnel Report

14.E.3. Substitute List

14.E.4. School News Articles

14.E.5. School Calendar of Events

15. Chief Financial Officer's Report

(Exhibit #6)

Scott VanWinkle: All right. That brings us to Chief Financial Officer's Report.

Sonya Delk: Can I just stay right here since there's no.

Scott VanWinkle: Absolutely, please.

(Audio)

Sheri Nichols: Yell as loud as you can. Use your outside voice.

15.A. Monthly Financial Report

Sonya Delk: So are year to date revenues are 67.4 million and our year to date expenditures are 63.9 million, which makes our fund balance 22.3 million.

15.B. Monthly Sales Tax Report

Sonya Delk: And then for our local sales tax collections for April $1,255,571. And so we are still ahead a good amount for the year, which is good.

15.C. *141 Budget Amendments

Sonya Delk: And then our budget amendments.

Rebecca Farley: So first we have the 141 Budget amendments.

Chris King: Mr. Chair, talking to the mic again. Move to approve the 18 C 141 Budget amendments.

Shannon Stout: Second.

Scott VanWinkle: Been a motion by Mr. King, second by Ms. Stout to approve the 141 Budget Amendments. Any discussion?

Chris King: I think we discussed work session pretty well.

Shannon Stout: Agreed.

Scott VanWinkle: Okay. I had one question on the CEO supplement being moved over. Is that director or is that something else? In the director's budget, is there a supplement for CEO?

Sonya Delk: It comes from the state and they told me to put it in that line. One eight.

Rebecca Farley: That is my continuing education opportunities supplement. I had to attend 10 days or hours.

Scott VanWinkle: Gotcha, thats.

Rebecca Farley: It caught me off guard when you said CEO, but yeah, that's what it is.

Scott VanWinkle: That's what it called me off guard too. I didn't notice that. I didn't think about it in the works session. Madam Secretary, roll call please.

Diane McCartney: Mr. King?

Chris King: Yes.

Diane McCartney: Mr. Matthews?

Jon Matthews: Yes.

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Ms. Stout?

Shannon Stout: Yes.

Diane McCartney: Mr. Cole?

Travis Cole: Yes.

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Yes.

Diane McCartney: Yeses have it on 141.

Motion to approve 141 Budget Amendments.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

15.D. *143 Budget Amendments

Scott VanWinkle: 143.

Travis Cole: Mr. Chair I move to approve the budget amendments in 143.

Chris King: Second.

Scott VanWinkle: Mr. Cole motion to approve 143 Budget amendments. Mr. King seconded. Any discussion?

Travis Cole: No sir. They were covered in the work session.

Scott VanWinkle: Madam Secretary, roll call please.

Diane McCartney: Mr. Matthews?

Jon Matthews: Yes.

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Ms. Stout?

Shannon Stout: Yes.

Diane McCartney: Mr. Cole?

Travis Cole: Yes.

Diane McCartney: Mr. King?

Chris King: Yes.

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Yes.

Diane McCartney: Yeses have it on 143.

Motion to approve 143 Budget Amendments.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) King

Yes: 6, No: 0

MOTION: Motion Carried

16. *First Reading of Policies

(Exhibit #7)

Scott VanWinkle: Okay. Number 19. First reading the policies.

Chris King: Mr. Chair, move to approve all of 19 first reading policies.

Shannon Stout: Second.

Scott VanWinkle: Okay. Motion and a second to approve first reading policies. Any discussion?

Jon Matthews: I have one question.

Scott VanWinkle: Sure.

Jon Matthews: The 1.302.

Scott VanWinkle: Yes.

Jon Matthews: It's the school attorney. It's just one sentence, but there's some words flip flopped in there.

(Laughter)

Scott VanWinkle: I have a correction on that, that actually Ms. McCartney and I have been emailing back and forth about, because it was word salad, right?

Jon Matthews: Yeah.

(Audio)

Diane McCartney: And can I just say I wasn't here in 2004. Just make that clear. I didn't do that.

(Audio)

Scott VanWinkle: So I'll go ahead and read the change. The board may contract with an attorney to represent the board in legal matters which arise concerning the school system.

Jon Matthews: I like that.

Scott VanWinkle: So that would replace what's on the agenda.

Jon Matthews: Yeah. Try to read that one.

Scott VanWinkle: No, I think everybody read it.

Jon Matthews: (Laughter)

Scott VanWinkle: Also like to note that 5.302 is not included in that. And 6.411 is not included in that. Any other discussion? So there's a motion to approve. First reading the policies with the amendment to 1.302. All those in favor say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed say nay.

All Board Members: (Silence)

Scott VanWinkle: The ayes have it.

Motion to approve First Reading of Policies with amendment to 1.302.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

17. *Second Reading of Policies

(Exhibit #8)

Scott VanWinkle: So that brings us to second reading policies.

Shannon Stout: Mr. Chair, I move to approve the second reading of policies.

Chris King: Second.

Scott VanWinkle: Motion by Ms. Stout. Second by Mr. King to approve second reading of policies. Any discussion?

Shannon Stout: There was 6.411 Student wellness. I believe there was some rewording that needed to be done based on the state requirements to our policy. Scott VanWinkle: So state requirements are pretty clear about elementary school versus middle school and high school. And the way the policy reads on the agenda, it looks like the elementary policy part of that applies to all levels. Got a rewrite that I sent to Ms. McCartney starting at line 70 if everybody's got a copy of it. No. Okay. Starting at line 70, the change would read. Unstructured physical activity periods shall be offered in addition to the school district's physical education program for elementary, K through four elementary school students shall receive a minimum of 40 minutes of physical activity. Each full school day. Physical activity will be conducted outside of whether permits. The following activity shall not be considered physical activity walking to and from class. Time spent on an electronic device and time spent in a physical education class. Middle school and high school students shall receive a minimum of 90 minutes of physical activity each full school week. Physical activity may include time spent in physical education class. Physical activity may include walking, jumping rope, playing volleyball, or other forms of physical activity that promote fitness and well being. Walking to and from class is not physical activity for

purposes of meeting the requirements of the law. So that would replace starting at line 70 until the end of that statement.

Shannon Stout: You broke it into two separate categories based on the state law versus having it all in one lumped in one paragraph.

Scott VanWinkle: Which made it appear that we were going to have to give recess to high school students.

Rebecca Farley: They might appreciate that.

(Laughter)

Jon Matthews: One thing I didn't hear in your thing, maybe it was in there and I just didn't hear it. I was trying to read along with what was on the agenda or whatever. But the physical activity shall not be withheld from a student as a form of punishment.

Scott VanWinkle: It stays.

Travis Cole: His overwrite was just for this part. It wasn't including one starting here.

Scott VanWinkle: That's right.

Jon Matthews: Okay.

Scott VanWinkle: Yep.

Travis Cole: So from 70 to 75.

Scott VanWinkle: Yep.

Shannon Stout: So then I'll amend the motion to approve the second reading of policies with the adaptation or modification for 6.411.

Scott VanWinkle: Mr. King, do you second that?

Chris King: Yes.

Scott VanWinkle: Motion and a second to approve second reading of policies with the changes to 6.411.

Diane McCartney: Do you want this to go back to second reading next month? Just keep it. Or do you want to make these changes and let it go to TSBA?

Scott VanWinkle: I think if everybody's okay with it, we just approve it like it is unless you see something else wrong.

Diane McCartney: I saw your email come through, but I haven't had time.

Scott VanWinkle: That's fine. I just got this done this afternoon so.

Rebecca Farley: And we have been in the dark here a long time.

(Laughter)

Travis Cole: Well, the rewrite doesn't change what it's saying.

Scott VanWinkle: No.

Shannon Stout: No.

Travis Cole: Clarify.

Shannon Stout: Clarifying.

Scott VanWinkle: Okay. All those in favor of the motion say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed say nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve Second Reading of Policies with rewording of 6.411.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 6, No: 0

MOTION: Motion Carried

18. *Consent Agenda

(Exhibit #9)

Scott VanWinkle: Okay. That brings us to the consent agenda.

Shannon Stout: Mr. Chair, motion to approve the consent agenda.

Chris King: Second.

Scott VanWinkle: Motion, and second to approve the consent agenda. And discussion?

(Silence)

Scott VanWinkle: All those in favor say aye.

All Board Members: Aye.

Scott VanWinkle: All those opposed say nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 6, No: 0

MOTION: Motion Carried

18.A. School Board Reports

18.A.1. TLN Report

18.B. *Approval of Contracts

18.C. *School Wide Fundraisers

18.D. *Approval of Disposal of Surplus Property

18.E. *Executive Approval

Scott VanWinkle: Any other business to discuss today?

Sheri Nichols: We're going to miss Jessica.

Scott VanWinkle: There were two executive approval items, the naming of the Martin Library and the SMHS overnight requests.

Shannon Stout: Y'all mentioned that in the work session.

19. Questions from Media

Scott VanWinkle: Any questions from the media?

Rebecca Farley: Well, come on Jessica. It's your last time. You can ask one question.

Jessica: (Audio)

Rebecca Farley: Are we going to enjoy our summer?

Sheri Nichols: Yes. I'm going

Shannon Stout: To do my best.

Scott VanWinkle: Yep, me too.

Sheri Nichols: And we will miss you.

Rebecca Farley: Thank you, Jessica. We appreciate your service.

Sheri Nichols: Yes, big time.

20. Adjournment

Scott VanWinkle: If there's nothing else, we'll adjourn.

(Meeting adjourned at approximately 6:50 PM)

_____

Rebecca Farley
Director of Schools

Scott VanWinkle
Chairperson of the Board

Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on June 1st 2026.

Jason McGhee
Board of Education Recorder

(*) Indicates Board Approval Required

Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

1 July 2026

To: Dr. Rebecca Farley
Fr: Bo Magnusson
Re: DHA Membership Proposal

Seeking your approval of the following individuals to serve on the Disciplinary Hearing Authority Board for the 2026-2027 school year.

Bo Magnusson, Chairman
Dr. Stephanie Speich
Dr. Leslie Eldridge
Dr. Justin Whittenbarger
Marlene Holton
Kelly Smith

368 Fourth Street
Crossville, TN. 38555

Cumberland County Board of Education

368 Fourth Street, Crossville, TN 38555

Section 1

Due to the fact that these additions, remodels or construction projects when completed become the sole responsibility and liability of Cumberland County Schools, all projects must be reviewed by the Building and Grounds committee and approved by the full Board of Education

Date May 28, 2026

School Name Homestead Elementary

Project Name Playground

Project Description A new playground with various smaller pieces of equipment will be built on the old softball field area in the back of the building. Recreational Concepts/Landscape Structures is the vendor and installer.

Estimated Value $58,115.80 - includes equipment, freight, and installation

Funding Source School Funds (grant, fundraisers, CD, general funds)

Section 2

Plans, designs, installation information and process for funding must be submitted to the Maintenance Department for review. These documents must include Fire Marshall, Codes Inspectors, Playground Inspectors and Insurance approval as needed.

Approved by:

Director of Maintenance Mary Kingston

_____ Fire Marshall _____ Code Inspectors

__✓__ Playground Inspectors _____ Insurance Approval

Director of Schools _____

Building and Grounds Committee _____

Board of Education Approval Date _____

landscape structures

Sourcewell Awarded Contract

recreational concepts

PROPOSAL

LSI Sourcewell: #101625-LSI

Created: May 27, 2026

Quote Name: Homestead Elementary School - HS0428-02-01

Modified:

Prepared By: Adam Walton
(919) 741-8375
adam@rec-concepts.com

Prepared For: Mary Elizabeth Edmonds
(931) 265-2394
medmonds@ccschools.k12tn.net

Bill To: Mary Elizabeth Edmonds
Homestead Elementary School
3889 Highway 127 S
Crossville, TN 38572
County: Cumberland

Ship To: Mary Elizabeth Edmonds
Homestead Elementary School
3889 Highway 127 S
Crossville, TN 38572

Please make out purchase orders, contracts, and checks to:

Invoice Address: Recreational Concepts
580 S Jefferson Ave Ste C
Cookeville TN 38501

Lead Time: 10-12 Weeks From Order
Payment Terms: 50% down at PO, 25% on Delivery, Balance Upon Completion

We are pleased to submit this proposal to supply the following items:
Homestead Elementary School - HS0428-02-01

QTY	Model No	DESCRIPTION	UNIT WT	UNIT PRICE	WEIGHT	EXTENDED AMT
1	HS0428-02-01	Landscape Structures Freestanding Play		$ 34,527.00		$ 34,527.00
1	DISC	*SOURCEWELL DISCOUNT*		$ (2,071.62)		$ (2,071.62)
1	2BY2	(72) 12" Border Timbers & (1) Full Ramp Kit *Includes Freight & Installation*		$ 4,686.39		$ 4,686.39
		See attached equipment breakdown, color renderings specifications and warranties				

Subtotal	$ 37,141.77
Freight	$ 4,200.00
Tax Rate	
Project Tax	$ -
Installation	$ 16,774.03
Project Total	$ 58,115.80

"The quality will remain long after the price is forgotten."
~Henry Royce

Signature: _____ Date: _____

landscape structures aquatix by landscape structures skyways by landscape structures ForeverLawn OF TENNESSEE

Standard Terms and Conditions

Pricing & Lead Times: Proposal is firm for 10 days unless otherwise noted. Installation costs, if shown, are for one installation unless otherwise noted. Taxes will be shown separately, if applicable. Any applicable taxes not shown will be applied to the final invoice. Lead times are based on equipment manufacturer production time as well as construction availability. Outside of 10 days, pricing and lead times are subject to change.

Payment Terms: Payment terms are as stated on previous page. Payment terms are 30 days following the date of the invoice and if any particular billing is not paid when due, all sales, regardless of prior terms, will become immediately due and owing upon demand by you. I agree to pay interest on past due amounts of 1.5% per month or the maximum interest rate permitted by applicable law, whichever is less. If any particular billing is not paid when due, I agree to pay in addition to the foregoing: All collection costs if this account is referred to collection, or if suit is brought to collect this account, I agree to pay all costs and reasonable attorney's fee, including all costs and a reasonable attorney's fee incurred on any appeal to an appellate court. Checks should be made payable to and mailed as indicated in the "Invoice Address" section of this proposal. Pre-payment may be required for orders equaling less than $5,000.00.

Returns: Returns are available on shipments delivered within the last 30 days if the product is in merchantable conditions, has never been installed, and has never been stored in an area with little or no protection. A 25% restocking fee will be charged on all returned goods. Customer will be charged freight for both the outbound and inbound shipment. Any credit will be based on the condition of the item(s) upon return. No refunds on custom orders.

Installation: The site should be clear, level and allow for unrestricted access of trucks and machinery. Customer is responsible for providing a secure location to off-load and store the equipment during the installation process. The customer is responsible for theft or damage of the equipment from the time the equipment is off-loaded until the installation is complete, unless other arrangements are made and noted on the quotation.

Agreement Execution

As an authorized agent, I accept the terms and conditions of this proposal for purchase of goods and services.

Name (print) _____ Signature _____

Date _____ Purchase Order # _____

Utility Notice and Release of Liability

In order to understand the difference between PUBLIC utilities and PRIVATE utilities, please read. If you have any questions, please contact Recreational Concepts.

Definitions:

PUBLIC utilities: *Utility lines owned by a business organization (such as an electric company) performing a public service and subject to special governmental regulations. Generally, lines from the street to the meter are considered PUBLIC.*

PRIVATE utilities: *Utility lines running from the meter leading inside the property (such as electrical, gas and water lines) or lines from inside the property leading to a street connection (such as sewer or other drain lines) are considered PRIVATE.* PRIVATE utilities can include but are not limited to the following: *Electric, water, gas, phone, cable, geo-thermal, irrigation, sewer, storm water drainage, fiber optic.*

Responsibilities:

Prior to excavation Recreational Concepts' installers will perform an 811 Utility Locate of the work site area. This will locate and PUBLIC Utilities in the work area, it does not locate PRIVATE utilities. Recreational Concepts' installers and local locate companies are responsible for the care and damage prevention of PUBLIC utilities.

PRIVATE utility lines are the responsibility property owner. Recreational Concepts and their installers require all PRIVATE utility lines to be located and clearly marked with high visibility paint and flags. The property owner assumes all responsibility and cost associated with unmarked lines damaged during excavation. If lines are located within the dig area they must be listed on page of this document.

_____ Initial

Underground Obstacle Notice

Recreational Concepts prices the installation of Playground and other equipment based upon the assumption of the work site being clear of underground obstacles. These obstacles include but are not limited: *heavy rock, shot rock, utility lines, buried trash, old building foundations, abandoned roads, ground water.*

The presence of heavy rock or other obstacles that prevent the digging of footers with a typical skid steer and auger that require extra measures such as the use of jack hammers or extensive hand digging will be billed by change order on a cost basis.

The presence of utility lines in the work area that require hand digging will be billed by change order on a cost basis.

The presence of heavy-ground water that requires a change of footer design or other construction measures will be billed by change order on a cost basis.

As the property owner or as the authorized representative of the property owner, I have read the above and understand that the property owner is liable for additional cost incurred during construction due to underground obstacles located within the work site area of the property located at:

_____

Property Name

_____

Address

_____

City, State, Zip

This document serves to notify the customer that underground obstacles are a present and common issue. Recreational Concepts will work with customer to keep any added cost to a minimum, but there is always a possibility of these unforeseen obstacles.

_____ _____

Signature Date

landscape structures

Sourcewell Awarded Contract

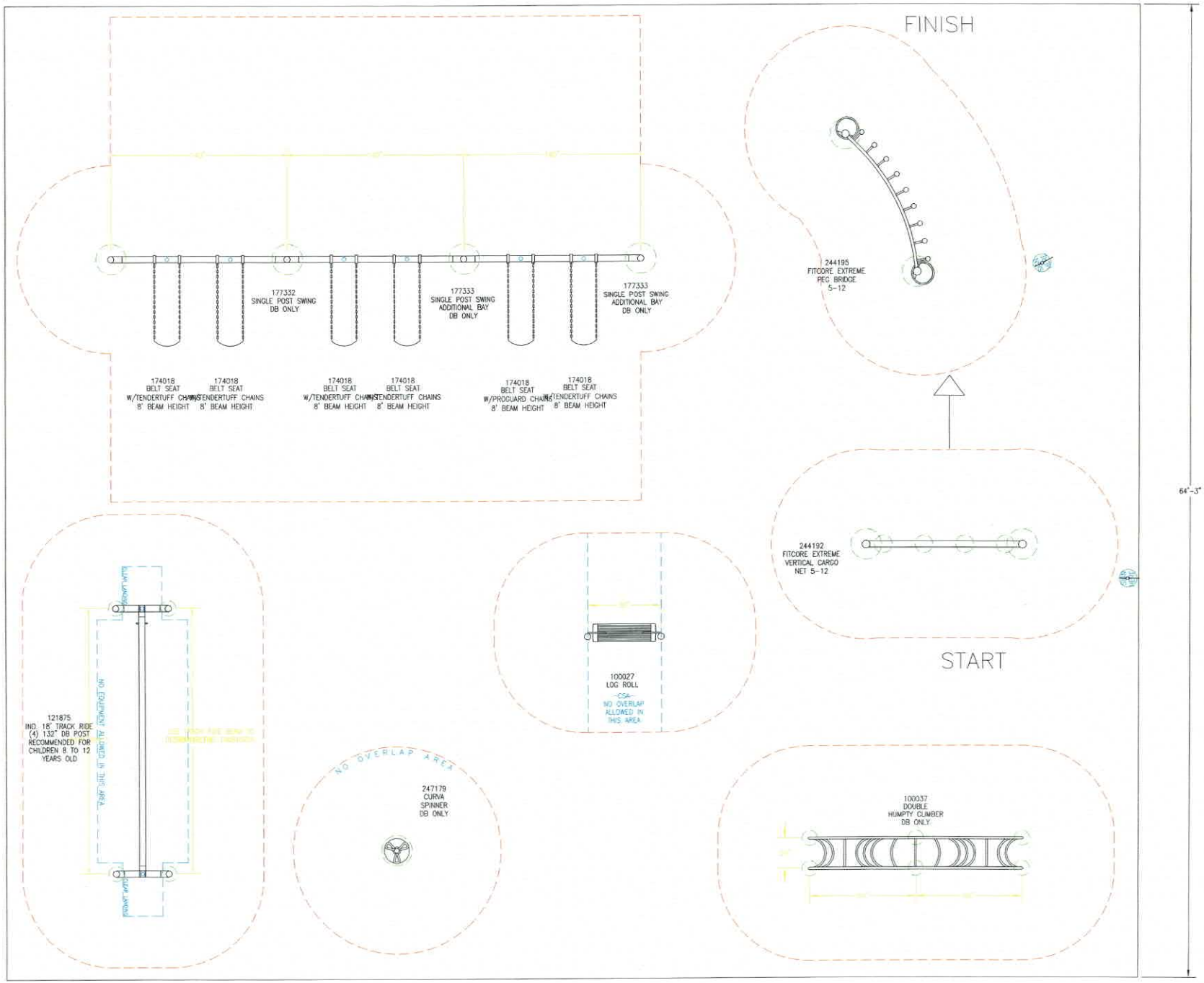
recreational concepts

Notes:

QTY	DESCRIPTION	UNIT PRICE	TOTAL PRICE
1	Humpty Climber Double DB Only1		$ 4,156.50
1	18' Track Ride w/Alum PostsDB Only		$ 6,303.60
1	Curva Spinner DB Only		$ 2,682.60
1	Log Roll Alum DB		$ 2,412.30
1	Welcome Sign (LSI Provided)Ages 5-12 years Direct Bury		$ -
1	Peg Bridge (5-12) DB		$ 4,967.40
1	Vertical Cargo Net (5-12) DB1		$ 8,241.60
1	Belt SeatProGuard Chains for 8' Beam Height		$ 178.50
5	Belt SeatTenderTuff Chains for 8' Beam Height		$ 1,249.50
1	Single Post Swing Frame8' Beam Height Only DB Only		$ 1,744.20
2	Single Post Swing Frame Additional Bay 8' Beam Height Only DB Only		$ 2,590.80
		TOTAL:	$ 34,527.00

Safety surfacing to be installed by others

Area requires 12" of engineered wood fiber


FINISH
177332
SINGLE POST SWING
DB ONLY
177333
SINGLE POST SWING
ADDITIONAL BAY
DB ONLY
177333
SINGLE POST SWING
ADDITIONAL BAY
DB ONLY
174018
BELT SEAT
W/TENDERTUFF CHAINS
8' BEAM HEIGHT
174018
BELT SEAT
W/TENDERTUFF CHAINS
8' BEAM HEIGHT
174018
BELT SEAT
W/TENDERTUFF CHAINS
8' BEAM HEIGHT
174018
BELT SEAT
W/TENDERTUFF CHAINS
8' BEAM HEIGHT
174018
BELT SEAT
W/PROGUARD CHAINS
8' BEAM HEIGHT
174018
BELT SEAT
W/TENDERTUFF CHAINS
8' BEAM HEIGHT
244195
FITCORE EXTREME
PEC BRIDGE
5-12
244192
FITCORE EXTREME
VERTICAL CARGO
NET 5-12
START
121875
IND. 18" TRACK RIDE
(4) 132" DB POST
RECOMMENDED FOR
CHILDREN 8 TO 12
YEARS OLD
100027
LOG ROLL
-CSA-
NO OVERLAP
ALLOWED IN
THIS AREA
NO OVERLAP AREA
247179
CURVA
SPINNER
DB ONLY
100037
DOUBLE
HUMPTY CLIMBER
DB ONLY
64'-3"
SCALE: IN FEET
0' 1' 5' 10'


Homestead Elementary
New Playground
Rector Ln
Frankie Ln
Rector Ln


landscape structures
Homestead Elementary
HS0428-02-01 | 5.27.2026
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landscape structures
Homestead Elementary
HS0428-02-01 | 5.27.2026
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JUNE 2026 VOL 11 | ISN 26'

THE HORIZON

LOOKING FORWARD, GROWING STRONG – MONTHLY MOMENTS FROM CCHS.

CCHS WELCOMES NEW COACHES

CUMBERLAND COUNTY HIGH SCHOOL ATHLETICS IS EXCITED TO WELCOME TWO OUTSTANDING LEADERS TO NEW ROLES WITHIN JET NATION.

COACH DAVID WILSON JOINS CCHS AS OUR HEAD WRESTLING COACH, FOOTBALL DEFENSIVE COORDINATOR, AND PHYSICAL EDUCATION TEACHER. HIS EXPERIENCE, LEADERSHIP, AND COMMITMENT TO STUDENT-ATHLETES WILL BE A TREMENDOUS ASSET TO OUR SCHOOL COMMUNITY. WE ARE ALSO PROUD TO ANNOUNCE DALE BARSTOW AS THE NEW HEAD BOWLING COACH. COACH BARSTOW BRINGS COLLEGIATE PLAYING AND COACHING EXPERIENCE, MILITARY SERVICE IN THE UNITED STATES NAVY, AND A STRONG CONNECTION TO OUR PROGRAM AS A LONGTIME ASSISTANT COACH. HE HELPED GUIDE THE BOYS BOWLING TEAM TO A DISTRICT RUNNER-UP FINISH THIS PAST SEASON.

PLEASE JOIN US IN CONGRATULATING COACH WILSON AND COACH BARSTOW AS THEY BEGIN THEIR NEW LEADERSHIP ROLES AT CCHS. WE LOOK FORWARD TO THE POSITIVE IMPACT THEY WILL HAVE ON OUR STUDENTS AND ATHLETIC PROGRAMS.





FFA & FBLA APPRECIATE COMMUNITY STAKEHOLDERS WHO HELP CCHS SOAR

CUMBERLAND COUNTY HIGH SCHOOL FFA AND FBLA WOULD LIKE TO EXTEND A HEARTFELT THANK YOU TO THE COMMUNITY STAKEHOLDERS WHO CONTINUE TO INVEST IN OUR STUDENTS AND THEIR FUTURE.

FBLA WOULD LIKE TO RECOGNIZE ITS GOLDEN JET SPONSORS: DR. HOOIE FAMILY DENTISTRY, WASH & DRY CROSSVILLE, AND HALE & HALE ATTORNEYS AT LAW, ALONG WITH BLUE ANGEL SPONSOR HIGH MAINTENANCE FULL SERVICE SALON. THEIR GENEROUS CONTRIBUTIONS WILL HELP SUPPORT STUDENT TRAVEL TO THE FBLA NATIONAL LEADERSHIP CONFERENCE IN SAN ANTONIO, TEXAS, JUNE 27–JULY 3, 2026.

WE ARE GRATEFUL FOR THE CONTINUED SUPPORT OF OUR COMMUNITY PARTNERS WHOSE INVESTMENTS HELP OUR STUDENTS GROW AS LEADERS, EXPAND THEIR OPPORTUNITIES, AND REPRESENT CCHS WITH PRIDE AT THE STATE AND NATIONAL LEVELS.











SUMMER SWEAT EQUALS JET SUCCESS

JET NATION IS CHASING EXCELLENCE AS CCHS ATHLETICS REMAINS ACTIVE THROUGHOUT THE SUMMER. FROM OUR CHEERLEADERS ATTENDING UCA CAMP AT TENNESSEE TECH TO COACH FOSTER'S RETURN TO THE COURT WITH LADY JET BASKETBALL AND A FUN PLAYERS VS. PARENTS VOLLEYBALL NIGHT, OUR ATHLETES ARE HARD AT WORK PREPARING FOR THE SEASONS AHEAD.

ACROSS EVERY PROGRAM, THE COMMITMENT AND DEDICATION OF OUR STUDENT-ATHLETES CONTINUE TO MAKE US PROUD.

Issued:	Procedure: Policy Reference:	
April 2025	**Field Trip and Excursions**	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved_____ **Overnight** X **Out of State**_____

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. **OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.**

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School CCHS
Subject/Grade Level HS FB
Trip Requested By Mark Wattenberger
Date of Trip 7/7 - 7/9
Destination Tenn Tech
City Cookeville State TN.
Departure Time 9 AM 7/7 Return Noon 7/9
Admission per student $ 0
Special Services: Check ALL that apply. Prior approval is required. ☐ School Nurse ☐ SpED Bus ☐ SpED Assistant
☐ Student has 504 plan ☐ Bus with Lift

School Nurse Signature_____ **SPED Signature**_____

Please Check Type of Activity
- ☐ Academic Field Trip
- ☐ Incentive Field Trip
- ☐ School Clubs
- ☐ Band/Chorus
- ☐ Competition
- ☑ Sports
- ☐ Special Classroom Trip (Describe) _____
- ☐ Other _____

Teachers Going:
Mark Wattenberger
Andrew Phipps
David Wilson

of Students
50

TOTAL # of TEACHERS: 3

TOTAL # of STUDENTS 50

Additional Chaperones (If Needed) _____

☐ Cafeteria (Notified) Signature_____ ☐ Purchase Order Requested
☐ Substitute Requested (If Needed) ☐ Permission Slip Obtained (Take on trip)
School Nurse Signature_____

Sponsoring Teacher's Signature _____ Cell Phone # 931 261 2245 Principal's Signature _____ Date _____

For Transportation Dept Only

Drivers: 1)_____ 2)_____ 3)_____ 4)_____
Beginning Mileage_____ Ending Mileage_____ Total Miles_____
Amount to be paid to driver $_____ Amount for Fuel$_____

Transportation Supervisor

_____

To be completed for out-of-state and overnight school sponsored trips only

☐ Approved ☐ Denied _____
Director of Schools Date of Board Approval

Issued:	Procedure: Policy Reference:	
April 2025	**Field Trip and Excursions**	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved_____ Overnight ✓ Out of State_____

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. **OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.**

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School CCHS
Subject/Grade Level 6th Grade Soccer
Trip Requested By Cub Whitson
Date of Trip ~~April~~ August 21-22
Destination Smoky Mountain Cup
City Gatlinburg State TN
Departure Time 10:00am Fri Return 4:00pm Sunday
Admission per student $ 0

Special Services: Check ALL that apply. Prior approval is required. ☐ School Nurse ☐ SpED Bus ☐ SpED Assistant
☐ Student has 504 plan ☐ Bus with Lift

School Nurse Signature Tawn Eudy **SPED Signature**

Please Check Type of Activity
- ☐ Academic Field Trip
- ☐ Incentive Field Trip
- ☐ School Clubs
- ☐ Band/Chorus
- ☐ Competition
- ☑ Sports
- ☐ Special Classroom Trip (Describe) _____
- ☐ Other _____

Teachers Going:
Cub Whitson
Abby Whitson
Kelli Hill

of Students

TOTAL # of TEACHERS: 3 TOTAL # of STUDENTS 30

Additional Chaperones (If Needed)
☐ Cafeteria (Notified) Signature
☐ Substitute Requested (If Needed)
School Nurse Signature Tawn Eudy
☐ Purchase Order Requested
☐ Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature Cell Phone # 931-261-5044 Principal's Signature Date 5-15-24

For Transportation Dept Only

Drivers: 1)____ 2)____ 3)____ 4)____
Beginning Mileage____ Ending Mileage____ Total Miles____
Amount to be paid to driver $____ Amount for Fuel$____

Transportation Supervisor

To be completed for out-of-state and overnight school sponsored trips only

☐ Approved ☐ Denied

Director of Schools Date of Board Approval

Cumberland County High School

660 Stanley Stanley Street · Crossville, TN 38555
Telephone (931) 484-5767
Dr. Warner
Principal

TO: Dr. Rebecca Farley, Director of Schools
Cumberland County Board of Education
FROM: Dr. Warner, Principal
Dr. Shadden, Assistant Principal
Cumberland County High School
RE: June Inventory Items for Retirement
DATE: June 10, 2026

Dear Dr. Farley and B.O.E. Members:

Attached, you will find a list of inventory items proposed for retirement. Each item has been inspected by the District Inventory Control Clerk, the CCHS Technology Technician, the CTE Auditor, or the School Inventory Auditor. After careful review, it has been determined that these items no longer serve the needs of the staff or students at Cumberland County High School. Furthermore, the items are not deemed usable or beneficial to any other school and/or students within the district.

We respectfully request approval to retire the listed items. Upon approval, we will ensure all disposal procedures and district guidelines are followed accordingly.

If you have any questions, please feel free to contact us. In our ongoing efforts to maintain accurate inventory records and uphold integrity in materials management, Dr. Shadden continues to collaborate with key departments—including Technology, Special Education, and CTE—to ensure proper documentation and updates through TIP-Web IT.

Respectfully submitted,

Dr. Warner
Principal

Dr. Shadden
Assistant Principal

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	1000080	Reality Works R3CM Real Care Baby 1 w/ Car seat	R3CM	INSTRUCTIONAL EQUIPMENT		1025100017 12407	$0.00
___	1000081	Reality Works R3CF Real Care Baby 2 w/ Car seat	R3CF	INSTRUCTIONAL EQUIPMENT		1025100018 12407	$0.00
___	1000094	CEV 800046 DVD-PP	CEV800046	INSTRUCTIONAL MATERIALS			$0.00
___	1000095	CEV iCEV50256g DVD-PP	iCEV50256g	INSTRUCTIONAL MATERIALS			$0.00
___	1000132	Husqvarna 20 inch Chain Saw	unknown	SHOP EQUIPMENT		2011-4300947	$0.00
___	1000311	Gear Wrench Ratchet Wrench Set	unknown	SHOP EQUIPMENT			$0.00
___	1000353	Beinick 72 Series Student Desk	72 Series	FURNITURE			$0.00
___	1000369	Beinick 72 Series Student Desk	72 Series	FURNITURE			$0.00
___	1000561	HP 8610 OfficeJet Pro Printer	8610	PRINTER		CN58JF30V1	$0.00
___	1000722	KitchenAid Pro Series Mixer	Pro	APPLIANCE		W54827664	$0.00
___	1000728	KitchenAid K45SSWH Mixer	K45SSWH	APPLIANCE		W51364292	$0.00
___	1000955	Reality Works R3WHF Real Care Baby 4 w/ Car seat	R3WHF	INSTRUCTIONAL EQUIPMENT		102510009B 1640D79A24	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	1000956	Reality Works R3WHM Real Care Baby 7 w/ Car seat	R3WHM	INSTRUCTIONAL EQUIPMENT		102510009B1640D79CED	$0.00
___	1000957	Reality Works R3WCF Real Care Baby 5 w/ Car seat	R3WCF	INSTRUCTIONAL EQUIPMENT		102510009B1640D79B34	$0.00
___	1000958	Reality Works R2WCM Real Care Baby 8 w/ Car seat	R2WCM	INSTRUCTIONAL EQUIPMENT		102510009B1640D79AEE	$0.00
___	1000959	Reality Works R3WJM Real Care Baby 3 w/ Car seat	R3WJM	INSTRUCTIONAL EQUIPMENT		102510009B1640D79ACD	$0.00
___	1000960	Reality Works R3WALF Real Care Baby 6 w/ Car seat	R3WALF	INSTRUCTIONAL EQUIPMENT		102510009B1640D79BE0	$0.00
___	1001103	Samsonite 3x6 Table	unknown	FURNITURE			$0.00
___	1001537	Troy-Built Generator	unknown	SHOP EQUIPMENT		110126yd75182	$0.00
___	1001938	Tractor Supply Adult Pedal Go-Cart Blue	unknown	INSTRUCTIONAL EQUIPMENT			$0.00
___	1001954	Epson PowerLite 425 LCD Projector	PL425	PROJECTOR		QCQF280342L	$0.00
___	1002116	Apple MPXR2LL/A Laptop	MPXR2LL/A	LAPTOP		C02V72LSHV27	$0.00
___	1002246	Sony HDR-CX440 Video Camera	HDR-CX440	CAMERAS & EQUIPMENT		3277955	$0.00
___	1002247	Sony HDR-CX440 Video Camera	HDR-CX440	CAMERAS & EQUIPMENT		3277954	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	1002287	Nelson Pade Aquaponic System	F5 WMD 20RLCT115 motor	INSTRUCTIONAL EQUIPMENT		U011800648	$0.00
___	1002467	Lorell Rolling Chair	unknown	FURNITURE		604106436	$0.00
___	1002471	Luxor Charging Cabinet	unknown	CHARGE CART			$0.00
___	1002743	Rosedca HDV-214K Digital Video Camera	HDV-214K	CAMERAS & EQUIPMENT		214K200302246	$236.99
___	10035	Texas Instruments TI-83 Plus Graphing Calculator	TI-83 Plus	CALCULATOR		119993837N-0704G	$0.00
___	1003547	Snap-on Scan Tool	red black	ELECTRONIC		TPAA9657519	$0.00
___	1003548	Snap-on Scan Tool	red black	ELECTRONIC		04SMC-5302091	$0.00
___	10038	Texas Instruments TI-83 Plus Graphing Calculator	TI-83 Plus	CALCULATOR		107655914N-0704G	$0.00
___	10043	Texas Instruments TI-83 Plus Graphing Calculator	TI-83 Plus	CALCULATOR		119995727N-0704G	$0.00
___	10048	Texas Instruments TI-83 Plus Graphing Calculator	TI-83 Plus	CALCULATOR		2196012880S-0901B	$0.00
___	10149	GTC FF310 Fault Finder	FF310	SHOP EQUIPMENT			$0.00
___	10246	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		764326	$0.00
___	10247	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		754662	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	10393	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24016764	$0.00
___	10394	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		814396	$0.00
___	10395	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24010226	$0.00
___	10396	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24016897	$0.00
___	10397	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24015865	$0.00
___	10791	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		814018	$0.00
___	10792	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		755317	$0.00
___	10793	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR			$0.00
___	11136	TV 19 inch	unknown	TV			$0.00
___	11752	Sony SLV-D360P DVD-VCR Combo	SLV-D360P	ELECTRONIC		680143	$0.00
___	11783	HON Table	unknown	FURNITURE			$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	13413	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		170141107	$0.00
___	13414	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24008571	$0.00
___	13415	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		814369	$0.00
___	13416	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24008575	$0.00
___	13418	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		743734	$0.00
___	13419	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		76203951	$0.00
___	13420	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		806313	$0.00
___	13422	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24012707	$0.00
___	13423	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		23008788	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	13424	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24015750	$0.00
___	13425	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24009229	$0.00
___	13426	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24025709	$0.00
___	13427	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24016884	$0.00
___	13428	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24016894	$0.00
___	13429	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		814400	$0.00
___	13430	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24040218	$0.00
___	13431	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		521942	$0.00
___	13432	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		736130	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	13433	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		413535	$0.00
___	13434	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24017063	$0.00
___	13436	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		17036666	$0.00
___	13437	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24017796	$0.00
___	13438	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		742183	$0.00
___	13440	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24015202	$0.00
___	13442	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		17036677	$0.00
___	13443	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		412881	$0.00
___	13444	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24012725	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	13445	Texas Instruments TI-85 Advanced Graphing Calculator	TI-85	CALCULATOR		24019762	$0.00
___	13546	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR			$0.00
___	13889	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		755336	$0.00
___	13890	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		754608	$0.00
___	13891	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		761427	$0.00
___	13892	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		814151	$0.00
___	13893	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		753839	$0.00
___	13897	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		814447	$0.00
___	13995	Texas Instruments TI-81 Graphing Calculator	TI-81	CALCULATOR		814770	$0.00
___	180250562	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00
___	180250563	Body Fit Weight Lifting Bench	Bench	SPORTS EQUIPMENT			$0.00
___	180250564	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price	
___	180250566	Body Fit Weight Lifting Bench	Bench	SPORTS EQUIPMENT				$0.00
___	180250569	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250572	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250573	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250574	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250575	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250576	Body Fit Weight Lifting Bench Press	Bench Press	SPORTS EQUIPMENT				$0.00
___	180250577	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250578	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250582	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250583	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180250584	Body Fit Weight Lifting Equipment	unknown	SPORTS EQUIPMENT				$0.00
___	180251059	ATD Engine Stand	unknown	SHOP EQUIPMENT				$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	180251073	Kobalt Socket Set	unknown	SHOP EQUIPMENT			$0.00
___	180251074	Kobalt Socket Set	unknown	SHOP EQUIPMENT			$0.00
___	180252035	Lumber Rack	unknown	STORAGE RACK			$0.00
___	180252039	Werner 8ft Step Ladder	unknown	SHOP EQUIPMENT			$0.00
___	180252052	Werner 8ft Step Ladder	unknown	SHOP EQUIPMENT			$0.00
___	180252098	Craftsman 132-75400 Circular Saw	135-275400	SHOP EQUIPMENT		HB903028	$0.00
___	180252304	Storage Rack	unknown	STORAGE RACK			$0.00
___	180254609	Ohaus SC4010 Electric Scales	SC4010	INSTRUCTIONAL EQUIPMENT		BJ022554	$0.00
___	180254610	Ohaus C305-S Portable Plus Electric Scale	C305-S	INSTRUCTIONAL EQUIPMENT		14820	$0.00
___	180254611	Ohaus C305-S Portable Plus Electric Scale	C305-S	INSTRUCTIONAL EQUIPMENT		14831	$0.00
___	180255144	Craftsman 135-276102 Circular saw	135-276102	SHOP EQUIPMENT		Hc171130	$0.00
___	180255150	Storage Cabinet	B250A	STORAGE CABINET		eju1114292	$269.00
___	180353371	Bedside Commode	unknown	MEDICAL FURNITURE			$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

Tag	Product	Model	Product Type	Other #1	Serial	Price
180353372	Health Edco IV arm	unknown	MEDICAL EQUIPMENT			$0.00
~~20002780~~	~~Texas Instruments TI-84 CE Plus Graphing Calculator~~	~~TI-84 CE Plus~~	~~CALCULATOR~~		~~1017622158~~	$0.00
23905	Texas Instruments TI-84 Plus Graphing Calculator	TI-84 Plus	CALCULATOR		2615198808	$0.00
27451	Cuisinart II Food Processor	unknown	APPLIANCE		FPB80729	$0.00
3241	Apple A1195 iMac Computer	unknown	COMPUTER		W874606RWH5	$0.00
3444	IV Pole	unknown	MEDICAL EQUIPMENT			$0.00
3675	Dell E6500 Laptop	E6500	LAPTOP		12036325933	$0.00
3679	KitchenAid Pro Series Mixer	Pro	APPLIANCE		WW1566182	$0.00
3680	KitchenAid Pro Series Mixer	Pro	APPLIANCE		WW1565972	$0.00
3682	KitchenAid Pro Series Mixer	Pro	APPLIANCE		WW1565974	$0.00
3683	KitchenAid Pro Series Mixer	Pro	APPLIANCE		WW1566056	$0.00
38581	Texas Instruments TI-84 Plus Graphing Calculator	TI-84 Plus	CALCULATOR		2615 190257 P-0309M	$0.00
38587	Texas Instruments TI-84 Plus Graphing Calculator	TI-84 Plus	CALCULATOR		2615 194615 P-0309M	$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding — **Room Type: VIRTUAL**

Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 38592	Texas Instruments TI-84 Plus Graphing Calculator	TI-84 Plus	CALCULATOR		2615 193420 P0309M	$0.00
___ 38593	Texas Instruments TI-84 Plus Graphing Calculator	TI-84 Plus	CALCULATOR		2615 198558 P-0309M	$0.00
___ 41908	Golds Gym Exercise Bike	unknown	SPORTS EQUIPMENT			$0.00
___ 41993	Fitness Gear Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00
___ 41994	Dyna Body Press Bar Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00
___ 41995	Dyna Body Press Bar Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00
___ 41996	Muscle Leg Press Weight Lifting Equipment	unknown	SPORTS EQUIPMENT			$0.00
___ 42826	Apple MacBook Pro	MacBook Pro	LAPTOP		SC02J6Y85D TY3	$964.05
___ 43512	HP 120E Envy All-In-One Printer	120E	PRINTER		124130000192	$0.00
___ 43515	Dell Laser B3460DN Printer	B3460DN	PRINTER		8HLKSS1	$0.00
___ 47260	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KF9	$0.00
___ 47269	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNS	$0.00
___ 47691	Texas Instruments TI-84 Graphing Calculator	TI-84	CALCULATOR		B10500752	$129.99

Cumberland County High School~CCHS

Room Inventory Worksheet

6/10/2026

25-TO RETIRE INVENTORY BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	47786	Texas Instruments TI-84 CE Plus Graphing Calculator	TI-84 CE Plus	CALCULATOR		1015124663L-0122W	$0.00
___	53752	Apple A2338 MacBook Pro 13 inch M2 2022 Laptop	A2338 M2 2022	LAPTOP		SL5JQL36RR2	$0.00
___	S00879	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		28Z66Y2	$0.00
___	S02283	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202UACJ	$0.00
___	S05366	HP 11MK G9 EE CRMBK w/Google Management	MT8183C 4GB/32GB	CHROMEBOOK		5CD110H6ML	$357.00
___	S06065	HP 11MK G9 EE CRMBK w/Google Management	MT8183C 4GB/32GB	CHROMEBOOK		5CD110LDQ4	$357.00
___	S06313	HP 11MK G9 EE CRMBK w/Google Management	MT8183C 4GB/32GB	CHROMEBOOK		5CD107CTQ4	$357.00
___	S06942	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1094HQJ	$0.00
___	S07065	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1094DQM	$0.00
___	S07652	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096VPN	$0.00
___	S07677	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096VLR	$0.00

Dr. Rebecca Farley
Director of Schools

Mr. Scott VanWinkle
Board Chairman

June 10, 2026

Dr. Farley and Cumberland County Board of Education,

I am submitting to you the Cumberland County School Nutrition Program's staff changes:

New Hires:

Name	Location	Date	Replacing
Kenneth Carlisle	CCSNP Interim Part-Time Maintenance Tech	06/02/2026	Larry Moskol

Resignations/Retirements:

Name	Location	Date	Status
Marcia Rogers	CCHS Café	05/18/2026	Resignation
Amber Fripp	Stone Elementary Café	05/28/2026	Resignation
Nicolette Paige Thomas	North Cumberland Café	05/29/2026	Resignation
Deborah Wagner	Stone Elementary Café	06/12/2026	Resignation

Transfers:

Name	Location (From/To)	Date	Replacing
N/A			

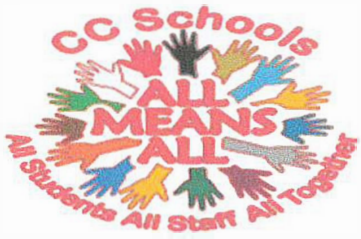
Terminations:

Name	Location	Date	
N/A			

All background check requirements have been completed.
Respectfully,

Kathy Hamby

Kathy Hamby
School Nutrition District Supervisor
Cumberland County Board of Education – Central Services



Dr. Rebecca Farley
Director of Schools

Mr. Scott VanWinkle
Board Chairman

Date: June 10, 2026

To: Dr. Rebecca Farley, Director of Schools
Mr. Scott Vanwinkle, Board of Education Chair

From: Kathy Hamby, School Nutrition District Supervisor

Subject: Approval of the SY 2026-2027 Agreement to Administer the School Nutrition Programs Packet

The Cumberland County School Nutrition Program requests approval of the SY 2026-2027 Agreement to Administer the School Nutrition Programs packet. The packet must be updated and approved annually, and it is required to participate in the National School Lunch Program, School Breakfast Program, Afterschool Snack Program, Fresh Fruit & Veggie Program, and the Seamless Summer Option Meals Program. Information for families will be provided online. Paper copies will be provided upon request.

The packet contains the following for approval:

- The School Year 2026-2027 Agreement to Administer the School Nutrition Program(s) and Policy Statement for Providing Free and Reduced-Price Meals to Students (17 pages) **Dr. Farley's signature is required on page 17.**
- Local Agriculture Products Compliance Plan (1 page) **Mr. Vanwinkle's and Dr. Farley's signatures are required.**
- Certification Regarding Debarment (3 pages) **Dr. Farley's Signature is required.**
- Community Eligibility Provision (CEP) Notification Letter (2 pages)
- Offer Versus Serve Procedures (1 page)
- Meal Charge Administrative Procedures (2 pages)
- Additional FYI Nutrition Outreach Information that will be provided to families

All forms must be signed in blue ink.

Please return the original signed copy to the CCSNP for submission to the Tennessee State Department of Education.

Department of Education

School Year 2026-27 Agreement to Administer the School Nutrition Program(s)

School Breakfast Program – Child Nutrition Grant (ALN 10.553)
National School Lunch Program – Child Nutrition Grant (ALN 10.555)
Seamless Summer Option – Child Nutrition Grant (ALN 10.555)
Afterschool Snack Program – Child Nutrition Grant (ALN 10.555)
Special Milk Program – Child Nutrition Grant (ALN 10.556)

This Agreement ("Agreement") exists to achieve the purposes of: (1) the Richard B. Russell National School Lunch Act, as amended (42 U.S.C. §§ 1751-1760) and regulations governing the National School Lunch Program (7 C.F.R. Parts 210 and 245) and (2) the Child Nutrition Act of 1966, as amended (7 U.S.C. §§ 1771–1985), and regulations governing the School Breakfast Program (7 C.F.R. Parts 220 and 245) and (3) the Special Milk Program for Children (7 C.F.R. Part 215); (4) Public Law 105–336 authorizing reimbursement for snacks, (5) Public Law 85-478, as amended authorizing the Seamless Summer Option (formerly known as the Seamless Summer Food Service Program); (6) Public Law 108-265 to amend the National School Lunch Act and Child Nutrition Act of 1966 to provide children with increased access to food and nutrition assistance, to simplify program operations and improve program management; (7) Public Law 111-296 the Healthy, Hunger-Free Kids Act of 2010; (8) 2 C.F.R. Part 225 (formerly Office of Management and Budget (OMB) Circular A-87) which stipulates allowable and unallowable expenses in the non-profit School Nutrition Program; (9) Tennessee Code Annotated (T.C.A.) Title 49, Chapter 6, Part 23 governing the operation of the School Nutrition Programs within the state of Tennessee; and (10) State Board of Education rules, regulations, and minimum standards for the operation of the public school system, Chapter 0520-01-06 governing the operation of the Child Nutrition Programs within the State of Tennessee. Those responsible for administering School Nutrition Programs must adhere to all regulations found under 2 C.F.R. Part 200 relating to procurement within the National School Lunch Program and all associated school meal programs.

The Tennessee Department of Education, hereinafter referred to as the "State Agency (SA)," and the School Food Authority (SFA), listed below, hereinafter referred to as the "SFA" agree to comply with the conditions of this Agreement which are based on public laws, regulations, statutes, policies, procedures and best practices that govern the School Nutrition Programs to be operated by the SFA. The State Agency (SA) and SFA are referred to as "Parties" established by this Agreement.

The State Agency (SA)

a. Agrees that to the extent of funds available, it shall reimburse the SFA in connection with meals, snacks and milk served to children in the indicated program(s) in schools, institutions or sites included in the Agreement and/or amended Agreement during the effective period of this Agreement; agrees that during any fiscal year, the amount of reimbursement paid to the SFA for meals and snacks served to children in each school, institution or site shall not exceed the amount equal to the number of meals or snacks by types (free, reduced, paid), served to children, multiplied by the assigned rates;

b. Agrees that it will supply, in writing or electronically, to the SFA's School Nutrition Program Administrator, all changes, additions, and deletions to federal and state regulations and policies of the Tennessee Department of Education and State Board of Education that govern the operation of the programs;

c. Will operate in accordance with U.S. Department of Agriculture nondiscrimination policy, which prohibits discrimination on the basis of race, color, national origin, sex, age, disability or any other category protected under federal civil rights laws;

d. Reserves the right to disallow any claim for reimbursement, to withhold School Nutrition funds and/or to recover any School Nutrition funds which are used in a manner that is not in accordance with the applicable laws and regulations or the terms of this Agreement; and

e. Shall execute this Agreement.

The School Food Authority (SFA)

a. Application. A person appointed as an official for the SFA shall make a written application to the State Agency (SA) for any school in which it desires to operate the program. Applications shall provide the State Agency (SA) with sufficient information to determine eligibility. The SFA shall also submit for approval a Free and Reduced Price Policy Statement in accordance with 7 C.F.R. Part 245.

b. Agreement. The Parties establish this Agreement, as each SFA approved to participate in the program is required under 7 C.F.R. § 210.9 to enter into a written agreement with the State Agency (SA) that may be amended as necessary. Nothing in the preceding sentence shall be construed to limit the ability of the State Agency (SA) to suspend or terminate this Agreement in accordance with 7 C.F.R. § 210.25. The SFA and participating schools under its jurisdiction shall comply with all provisions of 7 C.F.R. Parts 200, 210, 215, 220, and 245. This Agreement shall provide that each SFA shall, with respect to participating schools under its jurisdiction:

    1. Maintain a nonprofit school nutrition program and observe the requirements for and limitations on the use of nonprofit school nutrition program revenues set forth in 7 C.F.R. § 210.14 and limitations on any competitive school food service as set forth in 7 C.F.R. § 210.11 and SBE Rule 0520-06-.04;

    2. Per 7 C.F.R. § 210.14 (b): Limit its net cash resources in the School Nutrition Program to an

amount that does not exceed three (3) months average expenditures for its nonprofit School Nutrition Program or such other amount as may be approved by the State Agency (SA) in accordance with 7 C.F.R. § 210.19 (a)(1). An SFA seeking to exceed three (3) months average expenditures in its nonprofit school food service account will need State Agency approval. The State Agency (SA) has approved for net cash resources in the School Nutrition Program to not exceed six (6) months' average expenditures for its nonprofit School Nutrition Program account;

3. Agrees that indirect costs may be recovered from the School Nutrition Program only from a reserve fund that exceeds three (3) months' operating expenses as outlined in Tenn. Code Ann. § 49-6-2305 Reserve Fund;

4. Maintain a system of financial accounting as prescribed under 7 C.F.R. §§ 210.14, 220.13 and Part 225;

5. Comply with uniform administrative requirements, cost principles, and audit requirements of federal awards in 2 C.F.R. Part 200 as applicable;

6. Serve meals, during meal periods, which meet the requirements for food components and dietary standards as prescribed in 7 C.F.R. §§ 210.10 and 220.8;

7. Price meals as a unit;

8. Adult meal pricing must follow the requirements stated in the USDA-Food and Nutrition Services (FNS) Instruction 782-5;

9. Serve meals free or at a reduced price to all children who are determined by the local educational agency to be eligible for such meals under 7 C.F.R. Part 245;

10. Comply with the requirements of Provision 2, the Community Eligibility Provision, and reimbursement alternatives if applicable;

11. Claim reimbursement at the assigned rates only for reimbursable free, reduced-price, and paid meals served to eligible children in accordance with 7 C.F.R. Parts 210 and 220. Agree that the SFA official who electronically signs the claim shall be responsible for reviewing and analyzing meal counts to ensure accuracy as specified in 7 C.F.R. §§ 210.8 and 220.9 governing claims for reimbursement. Acknowledge that failure to submit accurate claims will result in the withholding of payments, suspension, or termination of the program as specified in 7 C.F.R. 210.25 regulations. Acknowledge that if failure to submit accurate claims reflects embezzlement, willful misapplication of funds, theft, or fraudulent activity the penalty specified in 7 C.F.R. §§ 210.26 and 220.19 shall apply;

12. Count the number of free, reduced-priced, and paid reimbursable meals served to eligible children at the point of service, or through another counting system if approved by the State Agency (SA);

13. Submit claims for reimbursement in accordance with 7 C.F.R. §§ 210.8 and 220.11;

14. Comply with the requirements of the United States Department of Agriculture regulations regarding nondiscrimination (FNS Instruction 113-1 and 7 C.F.R. Parts 15, 15a, 15b);

15. Not discriminate against any child because of his or her eligibility for free or reduced-price meals in accordance with the approved Free and Reduced-Price Policy Statement;

The program applicant hereby agrees that it will comply with:

i. Title VI of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d, et seq.);
ii. Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681, et seq.);
iii. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794);
iv. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101, et seq.);
v. Title II and Title III of the Americans with Disabilities Act (ADA) of 1990 as amended by the ADA Amendment Act of 2008 (42 U.S.C. §§ 12131-12189);
vi. All provisions required by the implementing regulations of the Department of Agriculture (USDA) (7 C.F.R. Part 15 et seq.);
vii. Department of Justice Enforcement Guidelines (28 C.F.R. Parts 35, 42, and 50.3);
viii. Food and Nutrition Services (FNS) directives and guidelines, to the effect that, no person shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination under any program or activity for which the program applicant receives Federal financial assistance from USDA; and hereby gives assurance that it will immediately take measures necessary to effectuate this Agreement; and
ix. The USDA non-discrimination statement that in accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs).

This assurance is given in consideration of and for the purpose of obtaining any and all Federal financial assistance, grants, and loans of Federal funds, reimbursable expenditures, grant, or donation of Federal property and interest in property, the detail of Federal personnel, the sale and lease of, and the permission to use Federal property or interest in such property or the furnishing of services without consideration or at a nominal consideration, or at a consideration that is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale, lease, or furnishing of services to the recipient, or any improvements made with Federal financial assistance extended to the Program applicant by USDA. This includes any Federal agreement, arrangement, or purchase or rental of food service equipment or any other financial assistance extended in reliance on the representations and agreements made in this assurance.

By accepting this assurance, the Program applicant agrees to compile data, maintain records, and submit reports as required, to permit effective enforcement of nondiscrimination laws and permit authorized USDA personnel during hours of program operation to review and copy such records, books, and accounts, access such facilities and interview such personnel as

needed to ascertain compliance with the nondiscrimination laws. If there are any violations of this assurance, the Department of Agriculture, FNS, shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the Program applicant, its successors, transferees, and assignees as long as it receives assistance or retains possession of any assistance from USDA. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Program applicant.

16. Enter into an agreement with the United States Department of Agriculture to receive donated foods as required by 7 C.F.R. Part 250;

17. Maintain, in the storage, preparation, and service of food, proper sanitation and health standards in conformance with all applicable state and local laws and regulations, and comply with the food safety requirements of 7 C.F.R. §§ 210.13 and 220.13;

18. Accept and use, in as large quantities as may be efficiently utilized in its nonprofit school food service, such foods as may be offered as a donation by the United States Department of Agriculture;

19. Maintain necessary facilities for storing, preparing, and serving food;

20. Upon request, make all accounts and records pertaining to its school food service available to the State Agency (SA) and to FNS, for audit or review, at a reasonable time and place. Such records shall be retained for a period of three years after the date of the final Claim for Reimbursement for the fiscal year to which they pertain, except that if audit findings have not been resolved, the records shall be retained beyond the three-year period as long as required for resolution of the issues raised by the audit;

21. Maintain files of currently approved and denied free and reduced-price applications, which must be readily retrievable by the SFA;

22. Maintain files of the names of children currently approved for free meals through direct certification with the supporting documentation, as specified in 7 C.F.R. § 245.6(b)(5), which must be readily retrievable by the SFA. Documentation for direct certification must include information obtained directly from the appropriate state or local agency, or other appropriate individual, as specified by FNS, that:

    i. A child in the Family, as defined in 7 C.F.R § 245.2, is receiving benefits from SNAP, FDPIR, or TANF, as defined in § 245.2; if one child is receiving such benefits, all children in that family are considered to be directly certified;
    ii. The child is a homeless child as defined in 7 C.F.R § 245.2;
    iii. The child is a runaway child as defined in 7 C.F.R § 245.2;
    iv. The child is a migrant child as defined in 7 C.F.R § 245.2; or
    v. The child is a Head Start child as defined in 7 C.F.R § 245.2.

23. Retain the individual applications for free and reduced-price meals and meal supplements submitted by families for a period of three (3) years after the end of the fiscal year to which they pertain or as otherwise specified under 7 C.F.R. § 210.9(b)(17);

24. Retain direct certification documentation for record keeping related to CEP cycles, documentation for established CEP cycles must be maintained for the duration of the cycle and 3 years beyond the final claim as specified under 7 CFR 245.6(e) and the CEP guidance manual; and

25. No later than December 31 of each year, provide the State Agency (SA) with a list of all elementary schools under its jurisdiction in which 50 percent or more of enrolled children have been determined eligible for free or reduced-price meals as of the last operating day the preceding October. In addition, each SFA shall provide, when available for the schools under its jurisdiction, and upon the request of a sponsoring organization of day care homes of the Child and Adult Care Food Program, information on the boundaries of the attendance areas for the elementary schools identified as having 50 percent or more of enrolled children certified eligible for free or reduced-price meals.

c. Afterschool care requirements. Those SFAs with eligible schools (as defined in 7 C.F.R. § 210.10(o)(1)) that elect to serve afterschool snacks during afterschool care programs must agree to:

1. Serve afterschool snacks that meet the minimum requirements prescribed in 7 C.F.R. § 210.10;

2. Price the afterschool snack as a unit;

3. Serve afterschool snacks free or at a reduced price to all children who are determined by the SFA to be eligible for free or reduced-price school meals under 7 C.F.R. Part 245;

4. If charging for meals, the charge for a reduced-price afterschool snack must not exceed 15 cents;

5. Claim reimbursement at the assigned rates only for afterschool snacks served in accordance with this Agreement;

6. Claim reimbursement for no more than one afterschool snack per child per day;

7. Review each afterschool care program two times a year; the first review must be made during the first four weeks that the afterschool snack program is in operation each school year; except that an afterschool care program operating year-round shall be reviewed during the first four weeks of its initial year of operation, once more during its first year of operation, and twice each school year thereafter;

8. Agree to provide organized, regularly scheduled activities in a structured and supervised environment, including an educational or enrichment activity; and

9. Comply with all requirements of 7 C.F.R. Part 210, except that claims for reimbursement

need not be based on "point of service" meal supplement counts (as required by 7 C.F.R. § 210.9(b)(9)).

d. Seamless Summer Option (SSO). Those SFAs with eligible schools and sites that elect to serve meals and meal supplements with the seamless summer option, shall agree to:

1. Feed children in low-income areas during the summer months (or during extended breaks of a year-round school schedule). The National School Lunch Act at 42 U.S.C. § 1761(a)(8) allows public and non-profit School Food Authorities/Local Educational Agency (SFA/LEA) participating in the National School Lunch Program (NSLP) and School Breakfast Program (SBP) to operate the Seamless Summer Option. The SFA/LEA will follow requirements, where applicable, in the NSLP and SBP regulations at 7 C.F.R. Parts 210, 220, and 225 for this option;

2. Apply with the location and description of the option site, percentage of Free/Reduced-price meals, type of site, and method of advertisement;

3. Adhere to the special provisions of the Seamless Summer Option, which are described in the following sections below (4-23);

4. Demonstrate financial and administrative capability for Program operations and accept final financial and administrative responsibility for total Program operations at all sites;

5. Follow SSO policy (established in the body of regulations, instructions, handbooks, and other written guidance) to choose SSO sites;

6. Restricted Open Site is an open site initially (open to all children through age 18 in the community), but later restricted by the district for security, safety or control reasons;

7. Closed enrolled a site of which is open to only enrolled children, as opposed to the community at large, which at least 50 percent of enrolled children at the site are eligible for free or reduced-price school meals under National School Lunch Program and School Breakfast Program, as determined by approval of application in accordance with 7 C.F.R. 225.15(f), or on the basis of documentation the site meets the definition of "Areas in which poor economic conditions exist, referred to as area eligible;"

8. The SFA will not claim any meals under the seamless option at any site without receiving prior approval from the State Agency (SA);

9. All persons meeting the definition of Children in the Summer Food Service Program (SFSP) federal regulations at 7 C.F.R. § 225.2 are eligible to participate. This includes all persons in the community who are 18 years of age and under and (as defined at 7 C.F.R. § 225.2) those persons over age 18 who meet the State Agency (SA) definition of mentally or physically disabled persons and who participate in a public or nonprofit school program established for the mentally or physically disabled;

10. The SFA/LEA will follow NSLP meal service requirements for lunch and/or afterschool snacks (7 C.F.R. § 210.10) and SBP meal service requirements (7 C.F.R. § 220.8) for breakfast. With State

Agency (SA) approval, the SFA/LEA may serve a supper meal, using applicable NSLP meal service requirements for lunches;

11. Meals will be counted at the point of service;

12. Second meals are not reimbursable and may not be claimed;

13. Production and menu records will be maintained that show compliance with meal requirements;

14. The designated lunch period will be between the hours of 10 a.m. and 2 p.m., unless otherwise exempted by FNS (such as supper service that would not occur during these hours) or exempted by the State Agency (SA) through appropriate waiver requests;

15. The SFA/LEA may allow "offer versus serve" meals at SSO sites;

16. Off-site consumption of meals shall not be allowed, except as part of an authorized scheduled event, such as a planned field trip, or if the site is approved to operate non-congregate feeding in rural areas;

17. The number and types of meals will comply with SFSP requirements at 7 C.F.R. § 225.16(b), as described below in sections # 18-23;

18. All sites except camps or migrant sites: With State Agency (SA) approval, the SFA/LEA may serve up to two meals at all sites. Meal service may include either (1) one meal each day: a breakfast, a lunch, or a snack; or (2) two meals each day, if one is a lunch and the other is a breakfast or a snack. The SFA/LEA may not claim both lunch and supper meals at the same site on the same day;

19. There will be no charge for meals served to eligible participants;

20. Meals at all approved SSO sites, except camps, will be served free to all children in accordance with 7 C.F.R. § 225.6(e)(4) of the SFSP regulations;

21. The SFA/LEA may claim meals at the "free" rates prescribed by USDA for the NSLP (including snacks) and the SBP. Supper meals, if permitted by the State Agency (SA), may be claimed at the free rate for NSLP lunches. All lunches and suppers served under this amendment will receive the standard commodity support rate available for the NSLP. SSO sites that qualify for the severe needed breakfast rate will continue to receive this differential;

22. On the monthly claim filed with the State Agency (SA), the SFA/LEA must identify meals served at SSO sites separately from other NSLP or SBP meals served at other sites; and

23. The SFA/LEA will review the meal counting, claiming, and meal pattern compliance within the three (3) weeks of starting operations for all sites that are newly approved to operate the Seamless Summer Feeding Option or that are operated by non-SFA/LEA personnel.

e. The Fresh Fruit and Vegetable Program (FFVP) allows selected schools to receive reimbursement for the cost of making free fresh fruits and vegetables available to students during the school day.

The following conditions must be met:

1. These fresh fruits and vegetables must be provided separately outside of the lunch or breakfast meal service times, in one or more areas of the school during the official school day;

2. All schools that participate in the FFVP are required to widely publicize within the school the availability of free fresh fruits and vegetables;

3. Schools with the highest free and reduced-price enrollment will be selected;

4. Yearly training with any updates shall be available to all FFVP schools;

5. Selected schools must meet the following criteria: be an elementary school, represent the highest percentage of students certified for free and reduced-price benefits, participate in the NSLP, complete an annual application and/or update for the FFVP;

6. A per-student allocation of $50-$75 per year will be made;

7. Provide a serving of fruit or vegetable only to teachers who are directly responsible for serving the fruit or vegetable;

8. Submit a monthly claim for reimbursement;

9. May use no more than ten (10) percent of your school's total grant for administrative costs; and

10. Receive reimbursement for the costs of purchasing, preparing, and serving fresh fruits and vegetables to children in your schools.

The State Agency (SA) and the SFA mutually agree that:

a. Schools or sites may be added or deleted by amending this Agreement as the need arises and references herein to schools or sites within the SFA shall be deemed to include all schools or sites as added through the Site Application.

b. Both shall cooperate with USDA officials and contractors conducting evaluations and research in the School Nutrition Programs.

c. For the purpose of this Agreement, the following terms will mean respectively:

   1. *Adult:* the department interprets adult to mean a person who is (1) a staff member or employee of a school, including all faculty, supervisory and other personnel and (2) not under twenty-one (21) chronological years of age in non-profit Residential Child Care Institutions (RCCIs) and (3) not a student of high school grade or under as determined by the state education agency in schools;

   2. *Child:* means (a) a student of high school grade or under as determined by the state education agency, who is enrolled in an educational unit of high school grade or under as described in

paragraph (a) and (b) of the definition *school* including students with a disability who participate in a school program established for persons with disabilities ; (b) a person under twenty-one (21) chronological years of age who is enrolled in an institution or center as described in paragraph (c) of the definition of school; or (c) for afterschool care programs, persons aged 18 and under at the start of the school year, and persons of any age with a disability who participate in a school program established for persons with disabilities;

3. *Meals:* means food served at a school under the indicated programs that meets the applicable nutritional requirements set forth in the regulations and policies; *Meals* include breakfast, lunch, or snack;

4. *Non-profit School Food Service:* means meal service operated by the SFA for the benefit of children, all the income from which is used solely for the operation or improvement of such meal service and for no other purpose;

5. *School:* (a) an educational unit of high school grade or under, recognized as part of the educational system in the state and operating under public or non-profit private ownership in a single building or complex of buildings; (b) any public or non-profit private classes of pre-primary grade when they are conducted in the aforementioned schools; or (c) any public or non-profit, private residential child care institution, or distinct part of such institution, which operates principally for the care of children, and, if private, is licensed to provide residential child care services under the appropriate licensing code by the state or a subordinate level of the government, with the exception of residential summer camps, which participate in the Summer Food Service Program for Children, Job-corps Centers funded by the Department of Labor, and private foster homes;

6. *School food authority* means the governing body responsible for the administration of one or more schools, institutions, or sites, and that has the legal authority to operate the NSLP, the SBP, the Special Milk Program, the SSO and/or the Afterschool Snack Program therein.

d. This Agreement is effective for the programs as approved in the electronic application for the period commencing July 1 and ending the following June 30; This must be signed by the Director of Schools and maintained at the SFA level. Approval in the Tennessee: Meals, Accounting, and Claiming (TMAC) system will be made as soon as SFAs submit the appropriate information through the TMAC system.

e. The SFA/LEA shall comply with all requirements of 7 C.F.R. § 245.6(f) when disclosing students' free and reduced-price eligibility status without parental consent. This includes the requirement that SFAs/LEAs may only disclose such information to persons determined to be "directly connected" with the administration or enforcement of a federal education program, state education program, state health program, or a means-tested nutrition program, as well as to persons directly connected with the Comptroller General Office or law enforcement for an authorized activity. Eligibility information shall not be made generally available to all school officials. Only individuals with a legitimate "need to know" to provide a service or carry out an authorized activity may access or use eligibility information. Teachers, guidance counselors, principals, or other school officials who are not helping under the appropriate statutory or regulatory requirements

cannot have access to eligibility information. The SFA/LEA is responsible for determining whether it is legally permissible and appropriate for an individual to have access to and/or disclose students' free and reduced-price eligibility information.

f. State agencies, SFAs/LEAs, and schools must also ensure data systems, records, and other means of accessing a student's eligibility status are limited to officials directly connected with administration or enforcement of federal or state program or activity. Online data systems shall have a masking or de-identification capability to prevent unauthorized access to free and reduced-price eligibility status.

g. The State Agency (SA) may withhold Federal School Nutrition funds from the SFA when there is evidence of material non-compliance with the terms and conditions of this Agreement; the State Agency (SA) may also withhold Federal School Nutrition funds for failure of the SFA to take corrective action within sixty (60) days of notification of non-compliance as a result of a USDA mandated review, an Additional Administrative Review (AAR) or Technical Assistance (TA) Review; the State Agency (SA) may terminate this Agreement with the SFA immediately upon receipt of evidence that the terms and conditions of this Agreement or any of the regulations specified herein have not been fully complied with the SFA; any termination of the Agreement by the State Agency (SA) shall be in accordance with applicable laws and regulations.

h. The terms of this Agreement shall not be modified or changed in any way other than by written amendment, agreed to in writing by both parties hereto.

TN Department of Education

Policy Statement for Providing Free and Reduced Price Meals to Students

This document is part of the Agreement between the SFA and the SA to administer the School Nutrition Programs.

The SFA accepts responsibility for providing **free and reduced-price meals and/or free milk and afterschool snacks** to eligible children in the schools under its jurisdiction.

The SFA assures the Tennessee Department of Education that the school district will uniformly implement the following policies to administer the program(s) in schools under its jurisdiction. In fulfilling these responsibilities, the SFA agrees to the following provisions:

A. Serve meals free to children from households whose income is at or below the free meal eligibility scale listed in the current income eligibility guidelines, or whose participation in SNAP (formerly Food Stamp Program) or Families First also called Temporary Assistance for Needy Families (TANF) or the Food Distribution Program on Indian Reservations (FDPIR) qualifies them for direct certification for free meals, or whose migrant, homeless, runaway or foster child status or other federally-approved status as described in a policy memorandum issued by the United States Department of Agriculture, entitles them for categorical eligibility for free meals, or whose participation in Medicaid indicates a household income equivalent to an income eligible for free meals;

B. Serve meals at a reduced price to children from households whose income is at or below the reduced-price meal eligibility scale listed in the current income eligibility guidelines and/or use other available resources for the student co-pay for reduced price breakfast meals ($ 0.30 per meal) or paid meals to serve breakfast meals at no charge to students who are eligible for reduced price meals or paid meals;

C. Ensure reduced price charges for lunch and breakfast are at or below the maximum reduced price allowed by regulations. Reduced price charges for lunch shall be set at $ .40 or less, reduced price breakfast shall be set t $ 0.30 or less, and reduced-price snacks shall be served at $ 0.15 or less;

D. Ensure food is not used as a means of rewarding or punishing students for any purpose;

E. Ensure no physical segregation of, nor any other discrimination against, any child because of his/her inability to pay the full price. The names of children eligible to receive free or reduced-price meals shall not be distributed, published, posted, or announced in any manner, and there shall be no overt identification of any such children by use of special tokens, tickets, identification numbers or any other means. Further assurance is given that children eligible for free or reduced-price meals shall not be required to:

1. Work for their meals;

2. Use separate dining room areas;

3. Go through a separate serving line;

4. Enter the dining room through a separate entrance;

5. Eat meals at a different time; or

6. Eat a meal different from the one sold to children paying the full price, or be denied a meal.

F. Operate the School Nutrition Programs so that no child shall be discriminated against on the basis of race, color, national origin, sex, age, or disability.

G. Authorize the School Nutrition Administrator/Designee to serve as the Determining Official for the LEA; the Determining Official shall determine student's meal eligibility status based on the current school year NSLP income eligibility guidelines, which are updated annually. This official agrees that information on the application will be used to determine the child's eligibility for only those benefits designated by the parent/guardian. The determining official is also authorized to make decisions about extending school meal benefits to students residing in households where other students are directly certified for free meals and who are subsequently eligible to receive them based USDA guidance. (Note: The Determining Official may not serve as the Hearing Official. See Item K.)

H. Develop and make available to each child's parent or guardian, a letter as outlined herein, including a household application for free or reduced-price meals, at the beginning of each school year. The school system must develop a procedure and keep it on file for disseminating applications (school packets, email, website, or combination, etc.). This procedure must define if applications will be paper or electronic and how they will be returned. Parents will be responsible for completing a household application and returning it to the school or Board of Education for review. Such applications and documentation of action taken will be maintained for three (3) years after the end of the school year to which they pertain. Applications are effective for one year. Any parent enrolling a child in a school for the first time, at any time during the year, shall be provided with an application for meal benefits. If a child transfers from one school to another under the jurisdiction of the LEA, the child's eligibility for free or reduced-price meals will be transferred to, and honored by, the receiving school. Parents or guardians will be notified within ten (10) working days of the acceptance or denial of their applications. Children will be served meals immediately upon the submission of a complete application; children whose applications are approved for free meal benefits shall not incur charges during the application processing period.

Use data from the State Agency's Direct Certification Technology System to issue meal benefits to students who are directly certified for free meals and to notify the students' households of free or reduced-price meal benefits and allow the household the opportunity to decline free meal benefits should they choose to do so.

The Healthy, Hunger-Free Kids Act of 2010, Public Law 111-296, amended Section 9(b)(5) of the Richard B. Russell National School Lunch Act to allow certification of a foster child for free meals, without application, if the local educational agency or other child nutrition program institution obtains documentation from an

appropriate state or local agency indicating the status of the child as a foster child whose care and placement is the responsibility of the state. The foster child is categorically eligible and may be certified without an application. Households with foster and non-foster children may choose to include the foster child as a household member, as well as any personal income earned by the foster child, on the same household application that includes their non-foster children. This will streamline the application process and may help the foster family's non-foster children qualify for free or reduced-price meals based on household size and income.

In processing the application, the LEA would certify the foster child for free meals and then make an eligibility determination for the remainder of the household based on the household's income (including personal income earned by the foster child) or other categorical eligibility information reported on the application. Foster payments received by the family from the placing agency are not considered income and do not need to be reported. The presence of a foster child in the household does not convey eligibility for free meals to all children in the household in the same manner as FNS, Temporary Assistance for Needy Families (TANF), Food Distribution Program.

When an application is denied, parents or guardians will be provided written notification in a language that parents and guardians can understand, to the extent practicable, which shall include the following:

1. Reason for the denial of benefits, (for example: income in excess of allowable limits or incomplete application).

2. Notification of the right to appeal the denial of benefits.

3. Specific instructions on how to appeal.

4. Statement reminding parents that they may reapply for free and reduced-price benefits at any time during the school year. (Note: The reasons for ineligibility shall be properly documented and retained on file at the LEA level.)

I. Select and verify by November 15 the eligibility of a sample of the approved free and reduced-price applications on file as of October 1. The SFA further agrees to maintain the following records relating to verification for a period of three (3) years:

1. Total number of applications on file as of October 1st.

2. Documentation of the sample selection.

3. Summary of all verification activities and outcomes.

J. Conduct a second-party review of applications to ensure the applications are complete and benefits are accurately issued if a computerized system is not used.

K. Identify individuals within the district who are authorized to serve as liaisons in the following areas:

- Migrant
- Homeless/Runaway
- HeadStart
- EvenStart
- FosterChild

These liaisons will be authorized to provide official, accurate information to the SFA's determining official for the purpose of determining categorical eligibility for students who meet pre-established criteria.

L. Designate a Hearing Official to establish and use a fair hearing procedure under which:

1. A household can appeal against a decision made on the original application.

2. A household can appeal an adverse action made because of verification of an application.

3. The SFA can challenge the continued eligibility of any child. During the appeal and hearing, the child who was determined to be eligible based on the application submitted will continue to receive free or reduced-price meals or free milk.

The Hearing Official must be someone not involved in the original eligibility determination. It is suggested that the Hearing Official hold a position at a higher administrative level than that of the Determining Official.

Hearing Procedure

Prior to initiating the hearing procedure, the school official, the parent(s) or the guardian may request a conference to provide an opportunity for the parent(s)/guardian(s) and school official(s) to discuss the situation, present information, obtain an explanation of data submitted in the application and the decisions rendered. Such a conference shall not in any way prejudice nor diminish the right to a fair hearing.

The designated hearing official shall ensure that the hearing procedure provides the following for both the household and the LEA:

1. A publicly announced, simple method for making an oral or written request for a hearing;

2. An opportunity to be assisted or represented by an attorney or other person;

3. An opportunity to examine, prior to and during the hearing, the documents, and records presented to support the decision under appeal;

4. Reasonable promptness and convenience in scheduling a hearing and adequate notice as to its time and place;

5. An opportunity to present oral or documentary evidence and arguments supporting a position without undue interference;

6. An opportunity to question or refute any testimony or other evidence and to confront and cross-examine any adverse witness(s);

7. That the hearing will be conducted, and the decision will be made by an official who did not participate in the decision under appeal (or any previous conference);

8. That the decision of the hearing official will be based on the oral and documentary evidence presented at the hearing and entered into the hearing record;

9. That the parties concerned, and any designated representative thereof be notified in writing of the decision;

10. That for each hearing, a written record be prepared, including the decision under appeal, any documentary evidence and a summary of any oral testimony presented at the hearing, the decision of the hearing official and the reasons therefore, and a copy of the notification to the parties concerned of the hearing official's decision; and

11. That such written record must be retained for a period of three (3) years after the close of the school year to which it pertains; these records must be made available for examination by the parties concerned or their designees at any reasonable time and place during such period.

M. Submit a public/press release annually to notify the public of the process for applying for free and reduced-price meal benefits. At such time during the course of the year the LEA is informed of major employers contemplating or experiencing large layoffs, or other conditions that would result in loss of income to households, the LEA will provide specific information about applying for free or reduced-price school meal benefits to employees whose children may be enrolled in the LEA. In addition, the LEA agrees to provide such a public release whenever there is a change in eligibility criteria, unless specifically exempted from doing so.

N. Establish a written procedure to collect money from children who pay for their meals and milk and to account for the number of free, reduced-price, and full-price and alternate meals served. The procedure described will be used so that no other child in the school will be aware of such a procedure or the identity of the children receiving free or reduced-price meals or free milk.

O. Submit to the Tennessee Department of Education, School Nutrition Program, Andrew Johnson Tower, 710 James Robertson Parkway, Nashville, TN 37243-0389, or email to School.Nutrition@tn.gov any revisions to the administrative procedures outlined in this policy statement before implementation. Such changes will be effective only upon approval by the department. All changes in eligibility criteria must be publicly announced in the same manner used at the beginning of the school year.

TN Department of Education

Agreement to Administer the School Nutrition Program(s) for Local Education Agencies/SFAs School Year 2026-27

My signature below indicates that I understand and agree to all the terms and conditions contained in the 2026-27 Agreement and Free and Reduced-Price Policy Statement to operate the School Nutrition Program(s) and will ensure all school personnel abide by the provisions set forth in the Agreement and Policy Statement.

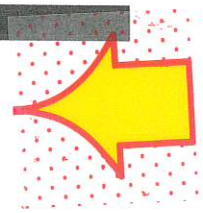
Cumberland County School Nutrition Program — [Name of SFA]

180 — [SFA Agr #]

System UEI Number: SXTNU919LHN6

Indirect Cost Rate: 14.34%

On behalf of the School Food Authority:



Director of Schools:

Dr. Rebecca Farley		06/25/2026
[Print]	[Signature]	[Date]

School Nutrition Program Administrator:

Ms. Kathy Hamby	Kathy Hamby	06/25/2026
[Print]	[Signature]	[Date]

On behalf of the Tennessee Department of Education:

State Director, School Nutrition Program:

Joshua Nunnally		
[Print]	[Signature]	[Date]

NOTE: This signature page must be provided in conjunction with the electronic renewal of the agreement between the SFA and the Tennessee Department of Education, to administer the School Nutrition Program(s). After completing the automated Agreement renewal process, reviewing the Agreement and the Policy Statement, please sign in blue ink or utilize an electronic signature and upload to the application packet in the Tennessee: Meals, Accounting, and Claiming (TMAC) system.

TN Department of Education

Local Agriculture Products Compliance Plan
School Year 2026-27

Tenn. Code Ann.

§ 49-6-2303(6)

Cumberland County School Nutrition Program — [Name of SFA]

180 — [SFA Agr #]

I/we certify to the Tennessee Commissioner of Education that the School Nutrition Program was implemented according to this plan for compliance and that we will make efforts to:

X Make available to our school nutrition program local agriculture products, freshness, and transportation costs to be considered;

X Allow flexible bidding process to assist farmers to bid competitively on portions of a given bid, rather than the entire bid; and

X Require that all food provided for public school use meet or exceed food safety standards for commercial food operations

Each local school board shall submit this plan for compliance 60 days prior to the beginning of the school year. In the subsequent school year, each local school board shall submit modifications to this plan 60 days prior to the beginning of the school year.

On behalf of the School Food Authority:

Director of Schools:

Dr. Rebecca Farley — [Print]

[Signature]

06/25/2026 — [Date]

School Board Chairperson:

Mr. Scott Vanwinkle — [Print]

[Signature]

06/25/2026 — [Date]

NOTE: This signature page must be provided in conjunction with the electronic renewal of the agreement between the SFA and the Tennessee Department of Education, to administer the School Nutrition Program(s). After reviewing the Local Agriculture Products Compliance Plan, please sign in blue ink or utilize an electronic signature and upload to the application packet in the Tennessee: Meals, Accounting, and Claiming (TMAC) system.

TN Department of Education

USDA Debarment Certification and SFA Agreement School Year 2026-27

The USDA Debarment Certification is required to administer the School Nutrition Programs. Complete the USDA certification below to verify that the subrecipient is not excluded or disqualified in accordance with 2 C.F.R. § 180.300.

Please complete the attached USDA certification form as part of the agreement package.

AD-1048

OMB No. 0505-0027
Expiration Date: 09/30/2025

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions

The following statement is made in accordance with the Privacy Act of 1974 (5 U.S.C. § 552a, as amended). This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, and 2 C.F.R. §§ 180.300, 180.335, Participants' responsibilities. The regulations were amended and published on August 31, 2005, in 70 Fed. Reg. 51865-51880. Copies of the regulations may be obtained by contacting the Department of Agriculture agency offering the proposed covered transaction.

According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0505-0027. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The provisions of appropriate criminal or

(Read instructions on page two before completing certification.)

A. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency;

B. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

ORGANIZATION NAME	PR/AWARD NUMBER OR PROJECT NAME
Cumberland County School Nutrition Program	School Nutrition Program

NAME(S) AND TITLE(S) OF AUTHORIZED REPRESENTATIVE(S)

Dr. Rebecca Farley, Director of Schools

SIGNATURE	DATE
	06/25/2026

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.

Instructions for Certification

(1) By signing and submitting this form, the prospective lower-tier participant is providing the certification set out on page 1 in accordance with these instructions.

(2) The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower-tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the Department or agency with which this transaction originated may pursue available remedies, including suspension or debarment.

(3) The prospective lower tier participant must provide immediate written notice to the person(s) to whom this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

(4) The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person, ""primary covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549, at 2 C.F.R. Parts 180 and 417. You may contact the Department or agency to which this proposal is being submitted for assistance in obtaining a copy of those regulations.

(5) The prospective lower tier participant agrees by submitting this form that, should the proposed covered transaction be entered into, it may not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the Department or agency with which this transaction originated.

(6) The prospective lower tier participant further agrees by submitting this form that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

(7) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower-tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the General Services Administration's System for Award Management Exclusions database.

(8) Nothing contained in the foregoing shall be construed to require establishment of a system of records to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

(9) Except for transactions authorized under paragraph (5) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the Department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Dr. Rebecca Farley • Director of Schools Mr. Scott Vanwinkle • Board Chairman

Dear Parents and Guardians:
We are pleased to announce that your school will continue to implement an option available to select schools in Tennessee that participate in the National School Lunch and School Breakfast Programs. It is called the Community Eligibility Provision (CEP)

The Community Eligibility Provision, a key provision of The Healthy, Hunger-Free Kids Act of 2010, allows the nation's highest poverty districts and schools to serve all students free meals without the burden of collecting household applications. This alternative saves districts and schools time and money by streamlining paperwork and administrative requirements. CEP gives foodservice professionals more time to focus on preparing nutritious meals their students will enjoy and gives students more time to eat those meals by cutting down on time spent in the lunch line. Because all students receive meals at no charge, individual children at CEP schools no longer must worry about the stigma associated with free or reduced-price status. And most importantly, by offering all students a nutritious breakfast and lunch at no cost, CEP helps boost participation, helping schools ensure more students come to class well-nourished and ready to learn. For more information, visit:

http://www.fns.usda.gov/school-meals/community-eligibility-provision

What does CEP mean for my student(s) who attend a participating school? In a CEP school, **all** students receive a nutritious breakfast and lunch at no cost, regardless of family income.

What if my child changes schools? Your child is eligible for free meals at the school where he/she is currently enrolled. If he/she eats meals at or transfers to a non-CEP school during the school year, you may be responsible for meal charges. If transferring to a non-CEP school, a free/reduced application is required to be considered for free or reduced-price meals.

Withdrawn students and/or graduating students with money left in the child's meal account? Please request any money left in your child's meal account no later than 10 days after the last day of enrollment. Requests should be written and can be made to the following address above or to the email below. Please include the following information: child's name, your name, phone number, and the correct address for the check to be mailed. A request can also be made to transfer the funds to a sibling or another account. Any money under $25.00 left in your child's account after the 10 days of the withdrawal or graduation will be transferred to an "extra money" account and be deemed as a donation in our computer system to be used for other accounts in need.

If paying with cash, ALL change will be applied to the student's meal account. This helps to decrease the spread of germs and gives students more time to eat meals by cutting down on time spent in the lunch line. You may pay in cash, check or at https://linqconnect.com/

Payments may be made free of charge by cash or check.

If you have any questions, please contact Kathy Hamby at khamby@ccschools.k12tn.net or 931-484-6722.

Respectfully,
Kathy Hamby
Kathy Hamby, SNS District Supervisor
Central Services – School Nutrition Program

• Cumberland County Board of Education 368 Fourth Street Crossville, TN. 38555
Phone: 931-484-6135 Fax: 931-484-6491

USDA NONDISCRIMINATION STATEMENT

In accordance with federal civil rights law and USDA civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the state or local agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY). Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

1. **Mail**: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Mail Stop 9410, Washington, D.C. 20250-9410;
2. **Fax**: (202) 690-7442; or
3. **Email**: program.intake@usda.gov.

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Revised **April 17, 2025**

June 2026

Offer versus Serve Procedure

The Cumberland County School Nutrition Program uses the Food-Based Menu Planning, Traditional Category for both Lunch and Breakfast. The selection option is called Offer versus Serve. Offer versus Serve (OVS) allows students in grades K – 12 to decline a certain number of food items in the meal. The goals of OVS are to minimize plate waste and to offer more food choices. The following are the conditions of OVS:

- At a minimum, students must be offered one full serving of all five required components for lunch:
    - Fruit
    - Grain
    - Meat/Meat Alternate
    - Milk
    - Vegetable
- At a minimum, students must be offered one full serving of the required components for breakfast consisting of 4 items:
    - Fruit/Vegetable
    - Grains/Meat/Meat Alternate
    - Milk
- Students can decline two of the five required food components for lunch.
- Students can decline one of the four required food items for breakfast.
- Serving sizes must be at least equal to the minimum required quantities by age or grade group.
- The meals are priced as a unit, and a student's decision to decline the allowed number of food items or components does not affect the charge for the meal.
- For an OVS lunch to qualify as a reimbursable meal, it must contain certain combinations of foods. Servers and cashiers will monitor the components of the reimbursable meal (3 of the 5 required components must be present).
- For an OVS breakfast to qualify as a reimbursable meal, it must contain certain combinations of foods. Servers and cashiers will monitor the components of a reimbursable meal (3 of the 4 required items must be present).
- Students will be encouraged randomly as needed to take all five components for lunch and four items for breakfast.
- For a meal to be considered reimbursable, the student must take at least ½ cup of Fruit or Vegetable.

Due to the new PK meal pattern, the OVS option does not apply, and PK students must receive all meal components/items but can pick a variety of food items within those components/item UNLESS the PK are mingled with other students at meal service time.

Cumberland County Schools Meal Charge Administrative Procedure

Effective Date: July 1, 2026

As provided in SP 46-2016, all school food authorities (SFAs) operating the federal school meal programs (National School Lunch Program and/or School Breakfast Program) must have a written and communicated meal charge administrative procedure in place no later than July 1, 2017. All SFAs must have an administrative procedure in place for children participating at the reduced price or paid meal rate who either do not have money in their account or in hand to cover the cost of the meal at the time of service. SFAs are required to communicate that administrative procedure to families and school and/or district-level staff members as appropriate. SFAs should ensure the administrative procedure is communicated on an annual basis.

Families will have access to the meal charge administrative procedure via packets that are given to each student at the start of each school year. Families of transfer students (during the year) will receive a copy of the district-wide charge administrative procedure with the online enrollment packet.

Local Charge Administrative Procedure – Student Fees & Fines (Policy Reference: 6.709)

Cumberland County School Nutrition believes in the importance of providing healthy nutritious meals for our students. Just as with any services, there is an expense involved with every meal that we provide. We are required to set standards and procedures to address any possible cafeteria charge.

General

Students are able and encouraged to get 1 breakfast and 1 lunch daily at no charge due to all schools participating in the Community Eligibility Provision.

Students who want a **2nd** breakfast or lunch will have to buy it as a la cart items and a la cart items are never allowed to be charged.

Charge Limits and Household Notification

All students will be given a verbal reminder regarding low balances, so they know when they need additional monies to purchase EXTRA items outside of the normal reimbursable breakfast and lunch.

Alternate meals

No alternate meals will be given. Meals are never changed or withheld as punishment.

Delinquent Debt

Delinquent debt is defined as overdue unpaid meal charges that are considered collectible, with efforts being made to collect them. The debt may remain on the accounting documents until it is either collected or determined to be uncollectable. The debt may be carried over at the end of the school year (beyond June 30). Before the SFA requests payment of the outstanding debt, the household's debt will be delinquent until it is deemed by the Director of Schools that it be classified as bad debt. Collection attempts will continue if the debt is deemed delinquent as a joint effort of the School Cafeteria Manager, the School Office Administrative Staff, the Cumberland County School Nutrition Office, and the Director of Schools' Office. **Furthermore, all unpaid charge accounts could be turned over to the BOE Attorney, and collections. The ONLY unpaid charge accounts would be those of school staff members.**

Bad Debt

- Bad debt is determined to be uncollectable when further collection efforts for delinquent debt are deemed useless or too costly. Delinquent debt will be considered as bad debt as deemed by the Director of Schools.
- Bad debts (debts which have been determined to be uncollectable), including losses (whether actual or estimated) arising from uncollectable accounts and other claims, are unallowable. Related collection costs, and related legal costs, arising from such debts after they have been determined to be uncollectable are also unallowable (section 200.426 of subpart E).
- Bad debt must be written off as an operating loss as deemed by the Director of Schools; the nonprofit school food service account (NSFSA) resources may not be used to cover the costs related to the bad debt. These funds may come from the school district's general fund, school or community organizations, or any other non-federal sources.
- Once delinquent meal charges are converted to bad debt, records relating to those charges must be maintained according to record retention requirements in 7 CFR 210.9(b)(17) and 7 CFR 210.15(b).

Additional Resources

Families may find assistance with applying for free or reduced-price school meals by contacting Kathy Hamby, School Nutrition District Supervisor at khamby@ccschools.k12tn.net or 931-484-6722.

IMPORTANT Information from Your School Cafeteria

Please pay for meals and a la cart items in one of the following ways:

- Online at https://linqconnect.com/
- Check
- Cash



Cash and check payments may be made at any school at no charge!

If paying with cash, ALL change will be applied to student's meal account. This will help speed up the line to allow more time to eat breakfast and lunch.

Thank you for your help and

Have a wonderful year!

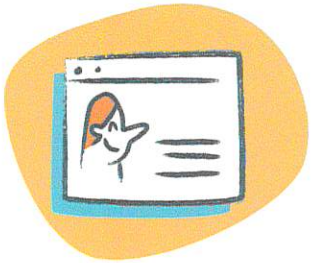
School Payments

Easy as 1, 2, 3



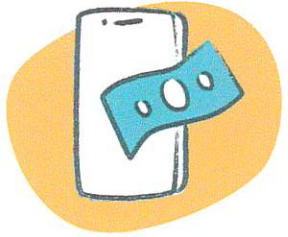
1. Visit Our Website

Go to linqconnect.com.
Access from any computer, tablet or mobile device.



2. Create A Free Account

Our user-friendly portal makes signing up easy and quick.



3. Add Funds

Add funds securely to student accounts.

Mobile App also available

App Store

Google Play

LINQ CONNECT

Back to School

USDA
United States Department of Agriculture

MYPLATE GUIDE TO

SCHOOL BREAKFAST

for Families

Fruits

FRUITS

A full cup of fruit is available every day, providing nutrients that are important for kids' health, such as potassium, dietary fiber, vitamin C, and folate (folic acid).

MILK

Dairy

Kids and teens need the calcium, protein, and vitamin D found in milk for strong bones, teeth, and muscles.



Vegetables

VEGETABLES

Every breakfast does not include vegetables, but schools may offer them in place of fruits.

GRAINS

Grains

Starting every day the whole grains way gives kids and teens B vitamins, minerals, and fiber to feel fuller longer so they stay alert to concentrate at school.

Protein

PROTEIN FOODS

Some breakfast menus may offer items such as eggs, nuts, or meats to pair with whole-grain options.

Visit **teamnutrition.usda.gov** for additional tips and activities.

ChooseMyPlate.gov

TEAM NUTRITION • USDA

USDA
United States Department of Agriculture

MYPLATE GUIDE TO SCHOOL LUNCH

for Families

VEGETABLES

Vegetables

A variety of vegetables helps kids get the nutrients and fiber they need for good health.

MILK

Dairy

Low-fat (1%) or Fat-free milk. Children and teens need the calcium, protein, and vitamin D found in milk for strong bones, teeth and muscles.

GRAINS

Grains

Whole grains give kids B vitamins, minerals, and fiber to help them feel fuller longer so they stay alert to concentrate at school.



PROTEIN FOODS

Protein

Meat, poultry, fish, dry beans, peas, eggs, nuts, and seeds provide many nutrients including protein and iron. Portion sizes are based upon the nutrition needs of children in various grade groups. School meals also allow cheese, tofu, and yogurt to count as the meat/meat alternate in the school lunch.

FRUITS

Fruits

Every school lunch includes fruits as well as vegetables. Only ½ of the fruits offered may be 100% juice, since whole and cut-up fruits have more fiber.

Visit **teamnutrition.usda.gov** for additional tips and activities.

ChooseMyPlate.gov

TEAM NUTRITION • USDA

HOW DOES SCHOOL LUNCH HELP FAMILIES?

Provides a balanced meal

It meets one-third of the nutrition needs of most children for the day.

Helps kids learn where foods come from

Farm to school programs are in 42 percent of schools which increase kids access to locally produced foods and learning activities such as farmers' visits and school gardening.

Saves time

If you spend 10 minutes a day packing lunch, that adds up to 30 hours (1,800 minutes) each school year.

Supports learning at school

Research shows that kids with healthier eating patterns have better academic performance.

> "We grow fruits and vegetables in our school greenhouse, which are harvested and given to the cafeteria to serve on the salad bar. It's great because the landscaping class gets involved, the leadership classes get involved, and even all the marketing plan classes get involved."

Nebraska student

HOW CAN FAMILIES HELP THEIR CHILDREN ENJOY SCHOOL LUNCH?

- Try new foods at home. Kids need many opportunities to taste a new food to "get used to it."
- Talk with your child about what's on the menu. Make sure he or she knows about all the foods that are included in his or her school.
- Eat lunch at school with your child. Learn more about what's offered and meet school nutrition staff.
- Encourage your child or teen to join in taste-testing events or surveys about school lunch, when available.

Visit **Choosemyplate.gov/Families** for additional tips and activities for families.

The National School Lunch Program is a federally assisted meal program operating in public and nonprofit private schools and residential child care institutions. It provides nutritionally balanced, low-cost or free lunches to children each school day.

Learn more at: ***www.fns.usda.gov/nslp/national-school-lunch-program-nslp.***

FNS-632
August 2016
USDA is an equal opportunity provider and employer.

Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

June 02, 2026

Dr. Rebecca Farley, Director of Schools
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Rebecca Farley and Board of Education,

Federal Programs is submitting a list of equipment to be retired by the BOE in this month's regularly scheduled board meeting. Please include the attached Equipment Retirement Requests on the consent agenda.

Sincerely,

Dr. Justin Whittenbarger
Federal Programs Director

Federal Equipment Inventory List RETIREMENT June 2026

INVENTORY TAG ID #	Title Holder	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	Percentage of Federal	PURCHASE DATE
10000083	CCS-180	FY09	U61444M7J382388	PRINTER	BROTHER	HL5250DN	MARTIN	FEDERAL	08-215	53108	TITLE I	$249.00	100%	12/28/2008
10000575	CCS-180	FY10	CNB9F12905	PRINTER	HP	P2035N	STONE	FEDERAL	08-108	5074	TITLE I	$249.98	100%	9/10/2009
10000581	CCS-180	FY10	403954	CAMERA	ELMO	TT02RX	STONE	FEDERAL	08-108	61694	TITLE I	$600.00	100%	9/10/2009
10003353	CCS-180	FY11	C1010080059	WHITEBOARD	PROMETHIAN	C1010080059	PHOENIX	FEDERAL	85-102	67832	TITLE IS	$775.03	100%	10/26/2010
10003354	CCS-180	FY11	LTHF091449L	PROJECTOR	EPSON	PL-410W	PHOENIX	FEDERAL	85-102	67832	TITLE IS	$995.00	100%	10/26/2010
10007095	CCS-180	FY17	UJ8K6900364	PROJECTOR	EPSON	BRIGHTLINK 575wi	MARTIN	FEDERAL	33-105	100627	TITLE I	$1,399.00	100%	3/29/2017
10007615	CCS-180	FY18	SP20101HW	CHROMEBOOK	LENOVO	N23	STONE	FEDERAL	74-205	104831	TITLE I	$304.00	100%	12/26/2017
10008009	CCS-180	FY19	X28C8601960	PROJECTOR	EPSON	695WI	MARTIN	FEDERAL	00-000	108425	TITLE I	$1,689.98	100%	9/7/2018
10008014	CCS-180	FY19	X28C8602001	PROJECTOR	EPSON	695WI	MARTIN	FEDERAL	00-000	108425	TITLE I	$1,689.98	100%	9/7/2018
10008015	CCS-180	FY19	X28C8602005	PROJECTOR	EPSON	695WI	MARTIN	FEDERAL	00-000	108425	TITLE I	$1,689.98	100%	9/7/2018
10008066	CCS-180	FY19	P202T3TA	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-111	10450	TITLE I	$234.51	100%	12/7/2018
10008312	CCS-180	FY19	1188457	CART	TECH TUB	2	MARTIN	FEDERAL	33-136	112439	TITLE V	$275.00	100%	6/4/2019
10008335	CCS-180	FY19	FT0Z6S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008336	CCS-180	FY19	CPDY6S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008337	CCS-180	FY19	G0027S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008338	CCS-180	FY19	8VG07S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008339	CCS-180	FY19	7RMY6S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008340	CCS-180	FY19	3TG07S2	CHROMEBOOK	DELL	N3060	MARTIN	FEDERAL	33-136	112350	TITLE V	$254.51	100%	6/4/2019
10008866	CCS-180	FY21	NO SERIAL NUMBER	FLOOR SANITIZER STAND	FASTENAL	M51613	STONE	FEDERAL	74-HALL	118078	ESSER	$285.00	100%	8/4/2020
10009354	CCS-180	FY21	5CD0438X15	CHROMEBOOK	HP	11AG8	PHOENIX	FEDERAL	85-113	120379	ESSER	$319.00	100%	2/12/2021
10009967	CCS-180	FY21	MP1XRVCC	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
10009996	CCS-180	FY21	MP1XLLFA	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000000	CCS-180	FY21	MP1XRVFG	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000028	CCS-180	FY21	MP1XMNM0	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000032	CCS-180	FY21	MP1XRXQX	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000124	CCS-180	FY21	MP1X687D	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000148	CCS-180	FY21	MP1X6BH8	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000153	CCS-180	FY21	MP1XRXQY	CHROMEBOOK	LENOVO	100E	MARTIN	FEDERAL	33-	118499	ESSER	$279.00	100%	2/15/2021
20000399	CCS-180	FY21	MP1XLMAF	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000412	CCS-180	FY21	MP1XLMB4	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000415	CCS-180	FY21	MP1XLMBG	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000422	CCS-180	FY21	MP1XLGDP	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000423	CCS-180	FY21	MP1XLMAL	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000424	CCS-180	FY21	MP1XLGH3	CHROMEBOOK	LENOVO	100E	PINE VIEW	FEDERAL	55-	118499	ESSER	$279.00	100%	2/15/2021
20000848	CCS-180	FY21	MP1VGMK2	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20000868	CCS-180	FY21	MP1VGM2G	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20000909	CCS-180	FY21	MP1VGL15	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20000923	CCS-180	FY21	MP1XDF9L	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20000961	CCS-180	FY21	MP1XDHNB	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20000972	CCS-180	FY21	MP1VGSB0	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20001004	CCS-180	FY21	MP1XDHMC	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021

INVENTORY TAG ID #	Title Holder	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	Percentage of Federal	PURCHASE DATE
20001009	CCS-180	FY21	MP1XDFB9	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20001013	CCS-180	FY21	MP1XDF8N	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20001016	CCS-180	FY21	MP1XDFDT	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20001021	CCS-180	FY21	MP1XDFBP	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20001063	CCS-180	FY21	MP1XDKND	CHROMEBOOK	LENOVO	100E	STONE	FEDERAL	74-	118499	ESSER	$279.00	100%	2/15/2021
20004779	CCS-180	FY24	41CC1Z3	CHROMEBOOK	DELL	CHROME 3110	PHOENIX	FEDERAL	85-103	DONATIONTAGGRANT	TAG 2.0	$0.00	100%	10/23/2023

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Glenn Martin — School Name

6/1/2026 — Date

Tag Number	Serial or ID Number	Description	Reason Retired
√ 20000124	MP1X687D	Lenovo Chromebook	Broken
√ 20000153	MP1XRXQY	Lenovo Chromebook	Broken
√ 10008009	X28C8601960	Epson Projector	Broken
√ 10008015	X28C8602005	Epson Projector	Broken
√ 10007095	UJ8K6900364	Epson Projector	Broken
√ 10008338	8VG07S2	Chromebook	Broken
√ 10008336	CPDY6S2	Chromebook	Broken
√ 10008335	FT0Z6S2	Chromebook	Broken
√ 10008339	7RMY6S2	Chromebook	Broken
√ 10008340	3TG07S2	Chromebook	Broken
√ 10008337	G0027S2	Chromebook	Broken
√ 10008312	1188457	Cart	Broken
√ 10000083	U61444M7J382388	Brother Printer	Broken
√ 10008014	X28C8602001	Epson Projector	Broken
~~20003378~~	~~9A652M728K20520296~~	~~INTERACTIVE BOARD~~ Under Warranty	~~Broken~~
~~20004466~~	~~9A652M624K20180220~~	~~INTERACTIVE BOARD~~	~~Broken~~
√ 20000148	MP1X6BH8	Chromebook	Broken
√ 10009967	MP1XRVCC	Chromebook	Broken
√ 10009996	MP1XLLFA	Chromebook	Broken
√ 20000032	MP1XRXQX	Chromebook	Broken
√ 20000028	MP1XMNM0	Chromebook	Broken
√ 20000000	MP1XRVFG	Chromebook	Broken

Principal Signature: Kasey Lowe

Federal Programs Director Signature: ~~Jennifer Gentry~~

Pine View Elementary School

349 Daysville Road
Rockwood, TN 37854
Telephone: 865-354-1986 Fax: 865-419-5352
Principal: Kara Spicer-Assistant Principal: Lynn Speich

April 24, 2026

Attention: Federal Programs

Please accept the attached list of items for retirement from Pine View's federal inventory list for the May 2026 cycle.

Item #	Serial #	Description	Reason
20000412	MP1XLMB4	Lenovo 100e 2nd Generation	No longer operational
20000424	MP1XLGH3	Lenovo 100e 2nd Generation	No longer operational
20000423	MP1XLMAL	Lenovo 100e 2nd Generation	No longer operational
20000399	MP1XLMAF	Lenovo 100e 2nd Generation	No longer operational
20000415	MP1XLMBG	Lenovo 100e 2nd Generation	No longer operational
20000422	MP1XLGDP	Lenovo 100e 2nd Generation	No longer operational

Sincerely,

Mrs. Kara Spicer, Principal

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Pine View Elementary — School Name

4/24/26 — Date

Tag Number	Serial or ID Number	Description	Reason Retired
20000412	MP1XLMB4	Lenovo Chromebook	Obsolete
20000424	MP1XLGH3	Lenovo Chromebook	Obsolete
20000423	MP1XLMAL	Lenovo Chromebook	Obsolete
20000399	MP1XLMAF	Lenovo Chromebook	Obsolete
20000415	MP1XLMBG	Lenovo Chromebook	Obsolete
20000422	MP1XLGDP	Lenovo Chromebook	Obsolete

Letter attached

Principal Signature

Federal Programs Director Signature

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Phoenix
School Name

5/26/26
Date

Tag Number	Serial or ID Number	Description	Reason Retired
20004779		Chromebook	Out of warranty + broken

Principal Signature

Federal Programs Director Signature

PROPERTY OF
FEDERAL PROGRAMS
CUMBERLAND COUNTY SCHOOLS
20004779
TITLE _____ PROJECT#_____

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Phoenix
School Name

5/28/26
Date

Tag Number	Serial or ID Number	Description	Reason Retired
10003353	C1010080059	Promethian Board	Outdated
10003354	LTHF0914496	Promethian Projector	Outdated

Principal Signature

Federal Programs Director Signature





Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Phoenix
School Name

1/2/24
Date

Tag Number	Serial or ID Number	Description	Reason Retired
10009354	5CD0438X15	Chromebook	out of warranty for repair

Principal Signature

Federal Programs Director Signature

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Stone Elementary
School Name

5-11-26
Date

Tag Number	Serial or ID Number	Description	Reason Retired
10008866		Sanitizer Stand	obsolete
10007081		Elmo Tablet	obsolete
10000581		Elmo	obsolete
~~1000032~~	CTE	~~Projector~~	~~obsolete~~
20001021		Chromebook	obsolete
10007615		Chromebook	obsolete
20000923		Chromebook	obsolete
20001009		Chromebook	obsolete
20000848		Chromebook	obsolete
20001004		Chromebook	obsolete
20001013		Chromebook	obsolete
20000961		Chromebook	obsolete
20000868		Chromebook	obsolete
20001063		Chromebook	obsolete
20000972		Chromebook	obsolete
20000909		Chromebook	obsolete
20001016		Chromebook	obsolete
10000575		HP Printer	obsolete
10008066		Chromebook	broken

Principal Signature

Federal Programs Director Signature

Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

June 9, 2026

Dr. Rebecca Farley, Ed.D.

Cumberland County Board of Education

368 Fourth Street

Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting to you the General, Food Service and Special Education Department's list(s) of items to be retired by the BOE at June's regularly scheduled board meeting. Please include these list(s) on the consent agenda for retirement approval.

If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel

Kathy Hamby

Marlene Holton MH

Central Services

Room Inventory Worksheet

6/9/2026

18-TO RETIRE INVENTORY~BOE-RETIRE Holding — **Room Type: VIRTUAL**

Tag	Product	Model	Product Type	Assigned To	Serial	Price
102502	Amazon Basics INTERTEX 31194986 Paper Shredder	INTERTEX 31194986	OFFICE EQUIPMENT		B01DN9NXOI	$0.00

Food Serv.

GENERAL's Retirement List for June 2026

Asset Tag	Location	Description	Model Name	Manufacturer	Serial Number	Department	Funding Source
180353052	18-300	Coffee Maker	commercial	BUNN	unknown	GENERAL	GENERAL

Central Services

Room Inventory Worksheet

SPED

6/2/2026

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	10309	Belkin Rolling Cart	unknown	CART			$0.00
___	14710	Hotpoint DLB1550BALWH Clothes Dryer	DLB1550BALWH	DRYER		HH230936H	$0.00
___	180201261	HON File Cabinet	Vertical	FILE CABINET			$209.56
___	180256033	Anderson Hickey File Cabinet	unknown	FILE CABINET			$0.00
___	180256645	File Cabinet	unknown	FILE CABINET			$0.00
___	180351186	File Cabinet	unknown	FILE CABINET			$0.00
___	2221	Apple iPad mini	Mini	iPad		DMPR35ZXFCM5	$254.00
___	2225	Apple iPad mini	Mini	iPad		DMPR36MLFCM5	$254.00
___	2229	Apple iPad mini	Mini	iPad			$254.00
___	2392	Apple iPad MK2K3LL/A Wi-Fi 64GB Space Gray		iPad		SXM0Y49F6XN	$299.00
___	2446	Apple 10.2 iPad 64GB	MK2K3LL/A	iPad		SJ0461QCVQV	$299.00
___	2455	Apple 10.2 iPad 64GB	MK2K3LL/A	iPad		SF3YL2V333C	$299.00
___	2641	HON File Cabinet	Vertical	FILE CABINET			$209.56

Central Services

Room Inventory Worksheet

6/2/2026

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire — **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	3044S	HON File Cabinet	Vertical	FILE CABINET			$209.56
___	3279S	Balt Rolling Cart	Presentation Cart	CART			$229.00
___	5039	HON Storage Cabinet	unknown	STORAGE CABINET			$0.00
___	5395	Apple 16GB iPad	16GB	iPad		DMPK27L3D FHW	$399.00
___	5517	Apple iPad Mini 2 Wi-Fi 16GB	iPad Mini 2	iPad		F9FPD88EF CM5	$279.00
___	5789	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWLBFA5D TY3	$964.05
___	5810	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML8T9FD TY3	$964.05
___	5813	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML8T4ED TY3	$964.05
___	6147	LLR83113 Stack chairs, molded plastic, set of 2	LLR83113	FURNITURE			$229.99

Christie VanWinkle
Principal

Kasey Lowe
Nicole Graham
Assistant Principals

Glenn L. Martin Elementary School
1362 Miller Avenue * Crossville, TN 38555
Phone (931) 484-7547 Fax (931) 484-8785

June 1, 2026

Cumberland County Board of Education
Dr. Rebecca Farley
368 Fourth Street
Crossville, Tn 38555

Dear Dr. Farley

The attached list contains items to be retired from Glenn Martin Elementary School and declared surplus.

If you have any questions, please direct them to me at 931-484-7547

Sincerely,

Kasey Lowe

Kasey Lowe
Assistant Principal

Attachment

General Retire June 1 2026

DATE	S/N #	PROP #	MODEL	REASON FOR RETIRE
6/1/26	51116	SC02SCACUFVH5	MacBook Pro	Broken
6/1/26	S04949	MP1XLGF4	CHROMEBOOK	Broken
6/1/26	S05011	MP1XRA00	CHROMEBOOK	Broken
6/1/26	S04496	MP1XLK74	CHROMEBOOK	Broken
6/1/26	S04157	MP1XE70A	CHROMEBOOK	Broken
6/1/26	15211	K47488	PROJECTOR	Broken
6/1/26	S02992	P202R7F8	CHROMEBOOK	Broken
6/1/26	S05008	MP1X2G6H	CHROMEBOOK	Broken
6/1/26	S02986	P202PSV7	CHROMEBOOK	Broken
6/1/26	S02954	P202U50W	CHROMEBOOK	Broken
6/1/26	S02953	P202RP6R	CHROMEBOOK	Broken
6/1/26	S02949	P202RJ2F	CHROMEBOOK	Broken
6/1/26	S00693	29P76Y2	CHROMEBOOK	Broken
6/1/26	S00034	6W2C7Y2	CHROMEBOOK	Broken
6/1/26	S00562	408D6Y2	CHROMEBOOK	Broken
6/1/26	S03455	C1V56Y2	CHROMEBOOK	Broken
6/1/26	S03489	HD4D7Y2	CHROMEBOOK	Broken
6/1/26	S00203	J1D66Y2	CHROMEBOOK	Broken
6/1/26	S00198	1FXB7Y2	CHROMEBOOK	Broken
6/1/26	S00749	9LK66Y2	CHROMEBOOK	Broken
6/1/26	S00441	32C56Y2	CHROMEBOOK	Broken
6/1/26	S00332	8SQD7Y2	CHROMEBOOK	Broken
6/1/26	S00530	22SC7Y2	CHROMEBOOK	Broken
6/1/26	S00227	3NJ56Y2	CHROMEBOOK	Broken
6/1/26	S00653	1ZW56Y2	CHROMEBOOK	Broken
6/1/26	S00217	HHKD7Y2	CHROMEBOOK	Broken
6/1/26	S00571	64956Y2	CHROMEBOOK	Broken
6/1/26	S00813	G2Y97Y2	CHROMEBOOK	Broken
6/1/26	S03456	HBH76Y2	CHROMEBOOK	Broken

6/1/26	S00762	H7F66Y2	CHROMEBOOK	Broken
6/1/26	S00698	GFPD7Y2	CHROMEBOOK	Broken
6/1/26	S00466	BBP76Y2	CHROMEBOOK	Broken
6/1/26	S00661	1ST56Y2	CHROMEBOOK	Broken
6/1/26	S00082	5Z856Y2	CHROMEBOOK	Broken
6/1/26	S03415	89786Y2	CHROMEBOOK	Broken
6/1/26	S00470	FLX76Y2	CHROMEBOOK	Broken
6/1/26	S00982	1Z856Y2	CHROMEBOOK	Broken

Glenn L. Martin Elementary~Martin

Room Inventory Worksheet

5/14/2026

33-S10A General Retire — **Room Type: Unassigned**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	15211	Opa-Scope 20008 Opaque Projector	20008	PROJECTOR		K47488	$0.00
___	51116	Apple MacBook Pro	MacBook Pro	LAPTOP		SC02SCACUFVH5	$964.05
___	S00034	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		6W2C7Y2	$0.00
___	S00082	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		5Z856Y2	$0.00
___	S00198	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1FXB7Y2	$0.00
___	S00203	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		J1D66Y2	$0.00
___	S00217	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HHKD7Y2	$0.00
___	S00227	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3NJ56Y2	$0.00
___	S00332	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		8SQD7Y2	$0.00
___	S00441	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		32C56Y2	$0.00
___	S00466	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		BBP76Y2	$0.00
___	S00470	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FLX76Y2	$0.00
___	S00530	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		22SC7Y2	$0.00

Glenn L. Martin Elementary~Martin

Room Inventory Worksheet

5/14/2026

33-S10A General Retire **Room Type: Unassigned**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	S00562	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		408D6Y2	$0.00
___	S00571	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		64956Y2	$0.00
___	S00653	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1ZW56Y2	$0.00
___	S00661	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1ST56Y2	$0.00
___	S00693	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		29P76Y2	$0.00
___	S00698	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		GFPD7Y2	$0.00
___	S00749	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		9LK66Y2	$0.00
___	S00762	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		H7F66Y2	$0.00
___	S00813	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		G2Y97Y2	$0.00
___	S00982	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1Z856Y2	$0.00
___	S02949	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RJ2F	$0.00
___	S02953	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RP6R	$0.00
___	S02954	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202U50W	$0.00

Glenn L. Martin Elementary~Martin

Room Inventory Worksheet

5/14/2026

33-S10A General Retire **Room Type: Unassigned**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	S02986	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202PSV7	$0.00
___	S02992	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202R7F8	$0.00
___	S03415	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		89786Y2	$0.00
___	S03455	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		C1V56Y2	$0.00
___	S03456	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HBH76Y2	$0.00
___	S03489	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HD4D7Y2	$0.00
___	S04157	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XE70A	$0.00
___	S04496	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLK74	$0.00
___	S04949	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLGF4	$0.00
___	S05008	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1X2G6H	$0.00
___	S05011	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XRA00	$0.00

MEMORANDUM OF UNDERSTANDING
BETWEEN
Crossville
AND
Crossville Police Department
AND
Cumberland County Schools

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the above-named parties. Each individually as "Party" or collectively as "Parties".

WHEREAS, well developed School Resource Officer ("SRO") programs provide the crucial link between schools and law enforcement agencies in their continued efforts to establish and maintain safe and secure learning environments. An SRO, as part of his/her day-to-day operations, will be responsible for responding to all criminal acts committed at the school.

WHEREAS, the term School Resource Officer ("SRO") has the same meaning as in Tennessee Code Annotated § 49-6-4202(6). "'School resource officer' means a law enforcement officer, as defined under § 39-11-106, who is in compliance with all laws, rules, and regulations of the peace officers standards and training commission and who has been assigned to a school in accordance with a memorandum of understanding between the chief of the appropriate law enforcement agency and the LEA." The term "law enforcement officer" as defined under § 39-11-106 means an "officer, employee, or agent of government who has a duty imposed by law to (a) maintain public order; or (b) make arrests for offenses, whether that duty extends to all offenses or is limited to specific offenses; and (c) investigate the commission or suspected commission of offenses." An SRO acts as a liaison between the police agency, the school, and the community. This does not include a School Safety Officer or a School Security Officer.

WHEREAS, the term Local Education Agency ("LEA") has the same meaning as in Tennessee Code Annotated § 49-1-103(2). "'Local education agency (LEA)', 'school system', 'public school system', 'local school system', 'school district', or 'local school district' means any county school system, city school system, special school district, unified school system, metropolitan school system, or any other local public school system or school district created or authorized by the general assembly."

WHEREAS, a "public charter school" shall be established and operated as set forth in the Tennessee Public Charter Schools Act (Tennessee Code Annotated Title 49, Chapter 13).

WHEREAS, an "alternative school" and "alternative program" shall be established and operated as set forth in Tennessee Code Annotated Title 49, Chapter 6, Part 34.

THIS IS A CONFIDENTIAL DOCUMENT AND IS NOT SUBJECT TO RELEASE OR DISTRIBUTION AS A PUBLIC RECORD PURSUANT TO TENN. CODE ANN. § 10-7-504(p)

NOW THEREFORE, in consideration of the mutual promises contained herein, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

I. PURPOSE OF MOU. The purpose of this MOU is to set forth the obligations of the Parties with respect to the placement of School Resource Officers ("SROs") in schools and with respect to planning and funding related thereto for the purpose of providing a law enforcement presence at each school. For the purposes of selecting and assigning SROs, the term "Sheriff" shall include the duly elected Sheriff or an authorized Sheriff Deputy designated by the Sheriff to oversee the SRO program. The term "Chief of Police" shall include the appointed Chief of Police or an authorized Officer designated by the Chief of Police to oversee the SRO program.

II. AUTHORITY. This MOU is to serve as the template MOU for the SRO grant funded program authorized by Public Chapter 1142 of the 114th Tennessee General Assembly and shall be executed between a local law enforcement entity and the LEA or public charter school or alternative school and presented to the Tennessee Department of Safety and Homeland Security as part of the application process for grant funding.

This MOU is also made and entered into pursuant to the authority contemplated by Tennessee Code Annotated Sections 49-6-4201 et seq., and specifically the authority granted to the Parties under Tennessee Code Annotated Section 12-9-101 et seq., which provides that one (1) or more public agencies may contract with any one (1) or more public agencies to perform any governmental service, activity, or undertaking which each public agency entering into is authorized by law to perform; provided that such MOU shall be authorized by the governing body of each Party. Contracts entered into pursuant to Tennessee Code Annotated § 12-9-108 need not conform to the requirements set forth in this chapter for joint undertakings.

III. GENERAL RESPONSIBILITIES OF LOCAL EDUCATION AGENCY (LEA) or PUBLIC CHARTER SCHOOL OR ALTERNATIVE SCHOOL.

A. Shall provide materials and facilities at each school location as are necessary for the SRO's performance of his/her function as an SRO at the assigned schools including, but not limited to the following:

i. A secured climate-controlled and properly lighted office large enough, at a minimum, to adequately accommodate a desk, two (2) chairs, a gun safe, and a lockable file cabinet and be located as reasonably possible near the main office;
ii. A landline telephone to be located in the office;
iii. Access to a computer work station; and
iv. Secretarial assistance when needed by the SRO.

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B. Shall allow the SRO assigned to schools untethered access to the school facilities as required for the SRO to perform his/her duties on school property.

C. Shall be responsible for all aspects and costs of operation of its schools and nothing herein shall place any monetary obligation on the County or City unless specifically provided for herein.

D. Shall assist the SRO in the provision of his/her duties and responsibilities if requested by the Sheriff's Office or the assigned SRO.

IV. GENERAL RESPONSIBILITIES OF SHERIFF'S OFFICE or POLICE DEPARTMENT. The Sheriff or Chief of Police, on behalf of the County or City, shall have the following responsibilities:

A. The Sheriff or Chief of Police shall have the sole authority to conduct background checks, hire, select, discharge, discipline, outfit, provide equipment, and determine (within the parameters established by state law) the qualifications of SROs. The Sheriff or Chief of Police may involve school administrators in the selection process at his/her discretion.

B. Assign supervisors to oversee the SRO program and to perform non-scheduled visits to schools in which an SRO has been assigned.

C. Assign SROs to the schools within the jurisdiction of the Local Education Agency (LEA) or Public Charter School or Alternative School pursuant to a full-time schedule. The grant funding is for a full-time SRO to be dedicated to each particular school.

D. The sole authority to determine the duty hours of the SRO and the qualifications thereof, subject to the provision of IV.E. below.

E. To the degree required by applicable law, ensure that all SROs maintain qualifications and satisfactorily accomplish continuing training and continuing education required for the SROs to maintain state required qualifications as provided in Tennessee Code Annotated § 49-6-4217. The County or City will remain responsible for the costs associated with the obligations contained in this Section IV.E.

V. QUALIFICATIONS OF AN SRO.

A. An SRO must be a POST-certified, sworn officer of a law enforcement agency within the jurisdiction that includes the school community being served.

B. An SRO is recommended to have at least two (2) years' experience as a police office or the equivalent in order to be able to draw upon the expertise and experience of traditional police work when performing their duties in a school setting.

C. An SRO should not only be selected based on specific qualifications, but on a genuine desire to work with youth. Due to the nature of the SRO position, the majority of the time is spent interacting with youth. The ability of an SRO to connect with students and provide positive and enriching relationships is a very important trait that will have a positive effect on the school's overall climate.

VI. TRAINING FOR AN SRO AND SCHOOL PERSONNEL.

A. An SRO should receive forty (40) hours of specialized training provided by the Department of Justice, the National Association of School Resource Officers, Tennessee Association of School Resource Officers, Tennessee Law Enforcement Training Academy (TLETA), or other appropriate and recognized entity within one (1) year of being hired or assigned to a school, whichever is earlier. Due to the nature of the role of an SRO, it being significantly different than that of a traditional patrol officer, the SRO position requires skills and knowledge that may not be addressed in traditional law enforcement training. Therefore, it is important for an SRO to receive specialized training that will prepare him/her to work in a school setting.

B. After the initial forty (40) hours of specialized training, an SRO should attend sixteen (16) hours per year of training specific to his/her SRO duties in addition to the twenty-four (24) hours of POST-certified training that is annually required. Annual training ensures an SRO remains up-to-date with school related issues, trends, and best practices and provides the SRO with the knowledge and ongoing professional development necessary to perform the duties of an SRO.

C. Planning and training for emergencies and school safety should be conducted collaboratively by SROs and school personnel. Both should take an active role in training school personnel regarding emergency management issues. The development and implementation of school safety plans should be a collaborative effort, and school personnel should include and engage other first responders in the community.

VII. INFORMATION EXCHANGE. To best serve both the school and the law enforcement agency, it is important that lasting, long-term collaborations take place. The school and the law enforcement agency should participate in an open exchange of information and resources to

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better serve the students and the community. It may be necessary to formalize information-sharing procedures in order to address student confidentiality concerns.

VIII. GENERAL DUTIES OF AN SRO.

A. The SRO shall not act as school disciplinarians, nor make decisions regarding school discipline. The SRO shall not be involved in the enforcement of disciplinary infractions that do not constitute violations of the law. The SRO shall retain full law enforcement authority and will take law enforcement action as appropriate. As soon as practical, the SRO will notify the head of the school of any such action. The SRO will comply with applicable state and federal law as they apply to SROs regarding special education students.

B. The basic duties of SROs include monitoring those who visit schools, providing assistance for disruptive students, and enforcing applicable laws.

C. An SRO may assist in any class as a guest speaker if requested by the head of the school in which the SRO is assigned.

D. To the extent that the SRO may do so under the authority of law, the SRO will take appropriate law enforcement action as the SRO deems is appropriate including, but not limited to action against intruders and unwanted guests who may appear at the school and related school functions. As practical, the SRO will advise the head of the school before requesting additional police assistance on campus.

E. The SRO may establish new programs relating to security and safety of the students and faculty but only after permission is granted by the Sheriff or Chief of Police and the head of the school in which the SRO is assigned.

F. The SRO will assist other law enforcement officers in matters regarding his/her school assignment whenever necessary.

G. The SRO shall make examination of all exterior doors to ensure they are locked or secured.

H. SROs may have other specific duties and responsibilities as defined by the Sheriff's Office or Police Department.

IX. ADDITIONAL DUTIES OF AN SRO FOR MIDDLE AND HIGH SCHOOLS.

A. The SRO will become familiar with all community agencies that offer assistance to youth and their families including, but not limited to school-based behavioral health liaisons,

mental health clinics, mental health liaisons, and drug treatment centers. The SRO may recommend referrals to such agencies once the SRO notifies the head of the school.

B. If requested by the head of the school and upon approval of the Sheriff or Chief of Police, the SRO may attend parent/faculty meetings to promote support and understanding of the SRO program.

C. If an SRO determines it necessary, the SRO may, in accordance with applicable state and federal laws regarding the questioning of juveniles, conduct formal police interviews with students and faculty. The interviews shall also be conducted in conformance with the SRO's employing agency's policies and procedures, the LEA, Public Charter School, or Alternative School policies, and all applicable laws.

D. The SRO may act as an instructor for the Drug Abuse Resistance Education ("D.A.R.E.") and for other related short-term programs at the assigned school if requested by the head of the school and approved by the Sheriff or Chief of Police.

E. Upon approval of the Sheriff or Chief of Police, an SRO may be assigned to investigate incidents relating to thefts, alcohol or drug use, or any other crime occurring at the school in which the SRO is assigned.

X. DISMISSAL AND REASSIGNMENT OF AN SRO. In the event the head of the school to which an SRO is assigned determines that the assigned SRO has failed to perform his/her duties and responsibilities, he/she may make a written request to the Superintendent or Director to request reassignment of the SRO including the reasons supporting the request. If the Superintendent or Director determines the request is valid, the Superintendent or Director shall promptly forward the written request to the Sheriff or Chief of Police for his/her consideration. The Sheriff or Chief of Police may, in his/her complete discretion, request a meeting with the head of the school to which an SRO is assigned and the SRO to determine whether reassignment is appropriate. The Sheriff or Chief of Police may request the Superintendent or Director to attend the meeting. If a meeting is held, the Sheriff or Chief of Police shall take the comments and written request into consideration in determining whether the SRO will be reassigned. Should the Sheriff or Chief of Police determine a meeting with the head of the school to which an SRO is assigned would not be advantageous, the Sheriff or Chief of Police shall determine whether the SRO shall be reassigned based on the information provided to him/her. The authority to reassign an SRO shall be in the complete discretion of the Sheriff or Chief of Police.

XI. RECORDS. The SRO will maintain detailed and accurate records of all actions taken by the SRO and general operations relating to the SRO program and shall submit those records to the Sheriff's Office or Police Department.

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XII. TERM. The initial term of this MOU shall commence on the date this MOU is fully executed by the Parties and shall continue until June 30, 2027. The grant funding program requires an annual application for funding and an annual execution of an MOU.

XIII. TERMINATION.

A. Termination for Convenience. Any Party may terminate this MOU at any time by providing thirty (30) calendar days' written notice to the other Parties. Notice shall also be given to the Tennessee Department of Safety and Homeland Security. Such termination shall not affect in any manner any prior existing obligations between the Parties. Any unspent grant funding shall be returned to the Tennessee Department of Safety and Homeland Security.

B. Termination for Lack of Funding. Should any Party fail to, after exercising good faith effort, obtain the grant funding for the provision of SROs, this MOU shall be terminated immediately upon receiving written notice from the Tennessee Department of Safety and Homeland Security that the requirements for grant funding were not met. Termination for lack of funding shall not be deemed termination for breach.

XIV. RELATIONSHIP OF THE PARTIES. The SROs assigned to schools shall be considered employees of County, Sheriff's Office, City, or Police Department and shall be subject to the employing agency's control, supervision, and chain of command. The assigned SROs shall not be considered employees of the Local Education Agency (LEA), the Public Charter School, or the Alternative School. Assigned SROs will be subject to current procedures and policies in effect for his/her employing agency, including attendance at all mandated training and testing to maintain state law enforcement certification. This MOU is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, or formal business association or organization of any kind between the Parties, and the rights and obligations of the Parties shall be only those expressly set forth in this MOU.

XV. COOPERATION. The Parties agree to cooperate fully in order to successfully execute the terms and conditions of this MOU, including obtaining all regulatory and governmental approvals required by this MOU recognizing that the intent of each party to other parties is to serve the individual interests of each party while respecting the conditions and obligations of this MOU.

XVI. ADMINISTRATION. This MOU shall be administered by the head of the Local Education Agency (LEA), Public Charter School, or Alternative School for the Local Education Agency (LEA), the Public Charter School, or the Alternative School and the Sheriff or Chief of Police shall administer this MOU on behalf of the County or City.

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XVII. LIMITATION ON LIABILITY. Each Party shall be responsible for its own actions and the actions of its employees, contractors, subcontractors, and agents conducted pursuant to this MOU. No Party shall be liable for claims against another party unless liability is imposed under the Tennessee Governmental Tort Liability Act.

XVIII. GENERAL TERMS.

A. Choice of Law and Forum. This MOU shall be exclusively governed by the laws of the State of Tennessee. In the event that any section and/or term of this MOU, or any exhibits hereto, becomes subject to litigation, the venue for such action will be exclusively maintained in a court of competent jurisdiction sitting in the County in which the Local Education Agency (LEA), Public Charter School, or Alternative School is located.

B. Notices. All notices, demands, and requests to be given hereunder by any Party shall be in writing and must be sent by certified or registered mail and shall be deemed properly given if tendered at the address below or at such other address as any Party shall designate by written notice to the other Parties.

County or City:	City of Crossville			
Street Address 1:	329 N. Main Street			
Street Address 2:				
City	Crossville	State: TN	ZIP Code	38555
ATTN (Name of person or title of County/City Official):	Nathan Clouse			

Sheriff or Chief of Police:	Name and Title:	Chief Jessie Brooks		
	Street Address 1:	115 Henry Street		
	Street Address 2:			
	City	Crossville	State: TN	ZIP Code 38555

Name of LEA or Public Charter School or Alternative School:	Name of LEA or Public Charter School:	Rebecca Farley		
	Street Address 1	368 4th Street		
	Street Address 2			
	City	Crossville	State: TN	ZIP Code 38555
	ATTN: [name or title of LEA, Public Charter School Official, or Alternative School Official]	Director of Schools Rebecca Farley		

C. Entire Understanding and Modifications in Writing. This MOU and any exhibits included herewith at the time of execution of this MOU contain the entire MOU between the parties, and no statement, promises, or inducements made by any party or agency of any party that is not contained in this MOU shall be valid or binding and this MOU may not be

enlarged, modified, or altered except in writing and signed by the parties and attached hereto.

D. Dispute Resolution. The Parties may agree to participate in non-binding mediation in an attempt to resolve any disputes. Notwithstanding the foregoing statement, any claims, disputes, or other matters in question between the Parties to this MOU, arising out of or relating to this MOU or breach thereof, shall be subject to and decided by a court of law.

E. Assignment. The rights and obligations of this MOU are not assignable.

F. Waiver. No waiver of any provision of this MOU shall be valid unless in writing and signed by the parties against who charged.

G. Headings. The headings in the MOU are for convenience and reference and are not intended to define or limit the scope of any provision of this MOU.

H. Employment Practices. No party shall subscribe to any personnel policy which permits or allows for the promotion, demotion, employment, dismissal, or laying off of any individual due to race, creed, color, national origin, age, sex, or which is in violation of applicable laws concerning the employment of individuals with disabilities. The Parties shall not knowingly hire any unauthorized employees or fail to comply with record keeping requirements set forth in the Federal Immigration Reform and Control Act of 1986, Chapter 878 of the 2006 Tennessee Public Acts, and all other applicable laws.

I. Independent Contractor. The relationship of the Parties shall be that of an independent contractor. No principal-agent or employer-employee relationship is created by this MOU. No party shall hold itself out in a manner contrary to the terms of this paragraph. No party shall become liable for any presentation, act, or omission of any other party contrary to the terms of this paragraph.

J. Severability. If any one or more of the covenants, agreements, or provisions of this MOU shall be held contrary to any expressed provisions of law or contrary to any policy of expressed law, although not expressly prohibited, or contrary to any express provision of public policy, or shall for any reason whatsoever be held invalid, then such covenants, agreements, or provisions shall be null and void and shall be deemed separate from the remaining covenants, agreements, or provisions of this MOU.

K. Specific Performance. The Parties recognize that the rights afforded to each under this MOU are unique and, accordingly, County or City shall, in addition to such other remedies as may be available to them in equity, have the right to enforce their respective

rights hereunder by an action for injunctive relief and/or specific performance to the extent permitted by law.

L. Compliance with Laws. The Parties shall comply with all laws of the United States of America, the State of Tennessee, and local laws and shall secure all necessary permits and licenses and keep the same in force during the term of this MOU.

M. Property. Each party shall be responsible for acquiring, holding, and disposing of real and personal property used in the provisions of the services and obligations provided herein.

N. Press Releases. In connection with the provision of SROs or the obligations or duties contained in this MOU, the Parties hereby agree that no party shall issue a press release or other similar external communications regarding this MOU, or otherwise related to the obligations or duties provided herein without written permission from all Parties. The Parties shall mutually agree on the language of any press release, provided that no Party shall unreasonably withhold its approval of the language. The Local Education Agency (LEA), Public Charter School, or Alternative School shall not publicly comment on the actions of a particular SRO without first consulting with the Sheriff or Chief of Police or designee.

O. List of Schools. The schools covered by this MOU are those listed on Attachment A.

P. Effective Date. This MOU shall be binding and effective on the date it has been signed by the authorized representative of the Local Education Agency (LEA), Public Charter School, or Alternative School and the Sheriff or Chief of Police.

IN WITNESS WHEREOF, the Parties have executed this MOU effective as of the date and year written below.

Signature of LEA, Public Charter School, or Alternative School	Signature of Sheriff or Chief of Police
DATE:	DATE:

Attachment A follows this page

ATTACHMENT A

SCHOOLS COVERED BY THIS MOU

Cumberland County High School
660 Stanley St.
Crossville, Tennessee 38555 (25)

Stone Memorial High School
1219 Cook Road
Crossville,Tennessee 38555 (79)

The Phoenix School
203 Taylor Street
Crossville, Tennessee 38555 (85)

Glen Martin Elementary
1362 Miller Av
Crossville, Tennessee 38555 (33)

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Memorandum of Understanding
Between the Cumberland County Schools &
Dr. Lauren Fox-Bergvin for Consulting Physician Services

I. Parties:

This agreement is by and between Dr. Lauren Fox-Bergvin and Cumberland County Schools, a public school district. Dr. Lauren Fox-Bergvin , hereinafter referred to as the "Consulting Physician" is to document essential assurances, obligations and related information pertaining to medical practices within the Cumberland County Public School System.

II. Purpose

This memorandum of understanding sets out the terms by which Dr. Lauren Fox-Bergvin and the Board of Education will work together to have successful and available health services within Cumberland County schools.

III. Scope of Services

As the Consulting Physician for Cumberland County Public Schools, The following services shall be provided:

- Review of district health related policies, offering suggestions for improvement and aligning with most current medical regulations.
- Review of school protocols for compliance with medical regulations.
- Development of medical protocols, as needed.
- Development and review of standing medical orders, as needed.
- Consult regularly with the lead school nurse.
- Consult with school administrators and other school personnel, as needed.

Examples of where school physician consultation may be useful but are not limited to:

- Students with special health care needs
- Students with individualized educational plans (IEP); individual health care plans (IHCP) and Section 504 plans, as needed
- Immunizations or implementation of state mandated immunization regulations
- Infection and outbreak control
- Medical orders for emergency medications
- Policy, procedures and protocols

The Consulting Physician agrees to comply with all of the provisions of state and federal laws and regulations, including provisions related to the collection or release of any

student data as well as the administration of any student health screenings or students surveys, and required parental notifications and approvals for the following laws:

Family Educational Rights and Privacy Act (FERPA), the Protection of Pupil Rights Amendment (PPRA), Health Insurance Portability and Accountability Act (HIPAA), Tennessee Data Accessibility, Transparency and Accountability Act of 2014 (Chapter 905 pf the Public Acts of 2014), and Chapter 1013 of the Public Acts of 2014.

IV. Compensation/Agency Relationship

It is agreed that the consulting physician is offering the services specified herein on a volunteer basis and that no employee/employer relationship is intended or resulting from this agreement.

V. Duration of the Understanding

This understanding will remain in effect and may be updated at any time through the written agreement of each partner. Any party can terminate the agreement with 15 days written notice.

VI. Signatures

Cumberland County Board of Education and the consulting physician agree to this memorandum of understanding and its purpose. The parties also agree to maintain regular and open communication to evaluate the effect of this agreement and suggest improvements and adjustments that may be necessary.
This agreement constitutes a final written expression of the terms of this agreement.

IN WITNESS WHEREOF, the parties have caused this agreement to be signed by their duly authorized officers.

_____ _____

Dr. Rebecca Farley Director of Schools in Cumberland County Date

_____ _____

Dr. Lauren Fox-Bergvin Date

Board Date:6-25-26

CERTIFIED

New Hires:

Name	Location	Date	Replacing
Aaron Lewis	PHS	7/27/26	Chage from Interim
Stephanie Bowman	NCE	8/3/26	NC to Certified

Resignations/Retirements

Name	Location	Date	Status
Ashley Johnson	MES	6/2/26	Resign
Gretchen Grenz	PHS	6/1/26	Resign

Transfers

Name	From/To	Date

Terminations

Name	From/To	Date

CLASSIFIED

New Hires:

Name	Location	Date	Replacing
Jackson Delk	Maintenance	6/8/26	Summer Hire

Resignations/Retirements:

Name	Location	Date	Status
Dyson Satterfield	HES	6/12/26	Resign
James Hawbaker	Transportation	6/1/26	Resign
Joseph Brannun	HES	5/27/26	Resign
Billie Sims	SPED	5/27/26	Resign
Mary Connors	CSH Dept	5/27/26	Resign

Transfers

Name	From/To	Date
Keisha Turner	PVE/COE	8/3/26

Terminations

Name	From/To	Date

Mitch Lowe, Principal

The Phoenix School
203 Taylor Street
Crossville, TN 38555

Phone: 931-456-1228
Fax: 931-456-9862

May 26, 2026

Dear Ladies and Gentlemen:

On behalf of The Phoenix Campus, I am requesting the retirement of the following surplus item by the Cumberland County Board of Education.

Apple Computer- Tag 51016

Please see the attached sheet.

Sincerely,

Sharon W. Miller
Assistant Principal

Room Number: 85-TO RETIRE
Room Name: INVENTORY~BOE-RETIRE Holding
Room Type: VIRTUAL

Room Inventory Report
The Phoenix School
Date Printed: 5/26/2026

Staff Verification

Apple 21 inch iMac Computer		Product No.: H146
 H146	Manufacturer: Apple Model: unknown Product Type: COMPUTER Area: None Price: $0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02

Tags	Count: 1	Accessories	Price	Units
51016		No Accessories Issued With This Item		

Mitch Lowe, Principal

The Phoenix School
203 Taylor Street
Crossville, TN 38555

Phone: 931-456-1228
Fax: 931-456-9862

June 9, 2026

Dear Ladies and Gentlemen:

On behalf of The Phoenix Campus, I am requesting the retirement of the following surplus items by the Cumberland County Board of Education.

*Eleven outdated Student Chromebooks

Please see the attached sheet.

Sincerely,

Sharon W. Miller

Sharon W. Miller
Assistant Principal

Room Number: 85-TO RETIRE
Room Name: INVENTORY~BOE-RETIRE Holding
Room Type: VIRTUAL

Room Inventory Report
The Phoenix School
Date Printed: 6/9/2026

HP 11MK G9 EE CRMBK w/Google Management

Product No.: 2000308



Manufacturer: HP
Model: MT8183C 4GB/32GB
Product Type: CHROMEBOOK
Area: None
Price: $357.00
Other 1:
Other 2:
Other 3:

SKU:
Projected Life: 0
Notes:
1200 1-1 HP Chromebooks w/Google Management

Tags		Count: 6
S05251	S05266	
S05294	S05308	
S05365	S06100	

Accessories	Price	Units
No Accessories Issued With This Item		

HP 11 G8 EE Chromebook w/Google Management

Product No.: 2000680



Manufacturer: HP
Model: 11 G8 EE
Product Type: CHROMEBOOK
Area: None
Price: $0.00
Other 1:
Other 2:
Other 3:

SKU:
Projected Life: 0
Notes:

Tags		Count: 4
S07013	S07249	
S07557	S07664	

Accessories	Price	Units
No Accessories Issued With This Item		

Lenovo 100e 2nd Generation w/Google Chrome Mgmt.

Product No.: 2000098



Manufacturer: Lenovo
Model: 100e 2nd Generation
Product Type: CHROMEBOOK
Area: None
Price: $0.00
Other 1:
Other 2:
Other 3:

SKU:
Projected Life: 0
Notes:
Each laptop includes Google Chrome Management per Elbert Farley 2.23.21MN

Tags		Count: 1
S04950		

Accessories	Price	Units
No Accessories Issued With This Item		

Pine View Elementary School

349 Daysville Road
Rockwood, TN 37854
Telephone: 865-354-1986 Fax: 865-354-1922
Principal: Kara Spicer-Assistant Principal: Lynn Speich

June 2, 2026

Attention: CCBOE

Please accept the attached list of end-of-year items for general/CTE retirement:

Sincerely,

Kara Spicer, Principal

Pine View Elementary

Room Inventory Worksheet

5/4/2026

55-TO RETIRE INVENTORY~BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	1000484	Samsung 46 inch TV		TV		02PZ23CAG400753D	$0.00
___	180550030	Interwrite Schoolboard Interactive Whiteboard	Schoolboard	INTERACTIVE BOARD		IWS1041674	$0.00
___	180552948	HP 2300a LaserJet Printer	2300a	PRINTER		cnbfb14405	$0.00
___	~~20000399~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		~~MP1XLMAF~~	~~$0.00~~
___	~~20000412~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		~~MP1XLMB4~~	~~$0.00~~
___	~~20000415~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		~~MP1XLMBG~~	~~$0.00~~
___	~~20000422~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		~~MP1XLGDP~~	~~$0.00~~
___	~~20000423~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		~~MP1XLMAL~~	~~$0.00~~
___	~~20000424~~	~~Lenovo 100e 2nd Generation w/Google Chrome Mgmt.~~	~~100e 2nd Generation~~	~~CHROMEBOOK~~		MP1XLGH3	$0.00
___	36388	Brother MFC8460N Printer	MFC8460N	PRINTER		mfc8460n	$0.00
___	38003	Apple A1224 iMac Core 2 Duo 2.0GHz 20"	A1224 EMC 2266	COMPUTER		YM91427K6MH	$0.00
___	40094	Magnavox DV220MW9 DVD-VCR Combo	DV220MW9	ELECTRONIC		U24913971	$0.00
___	42770	Jensen Rocker Apple iPad Docking Station	unknown	ELECTRONIC		20101116542	$0.00

Pine View Elementary

Room Inventory Worksheet

5/4/2026

55-TO RETIRE INVENTORY~BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	45539	Apple MacBook Air	MB AIR 11.6	LAPTOP		C02PPU04G940	$1,132.00
___	45962	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR08ZTCJ	$0.00
___	46469	Apple MacBook Air	MB AIR 11.6	LAPTOP		C02Q3GK4G8WN	$1,132.00
___	S00144	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		C2XB7Y2	$0.00
___	S00278	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FXW56Y2	$0.00
___	S00724	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FCQ56Y2	$0.00
___	S00956	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FB5B7Y2	$0.00
___	S02826	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202U4KY	$0.00
___	S02828	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202R5HW	$0.00
___	S02830	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202TN3R	$0.00
___	S03423	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FV186Y2	$0.00
___	S03526	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3NY66Y2	$0.00

Pine View Elementary

Room Inventory Worksheet

5/4/2026

55-TO RETIRE INVENTORY~BOE-RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	S03974	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XGE0Z	$0.00
___	S04115	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQVCS	$0.00
___	S04189	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQVBK	$0.00
___	S04190	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQVB7	$0.00
___	S04276	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLG55	$0.00
___	S04552	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQS6W	$0.00
___	S04622	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLKFR	$0.00

Project B.A.S.I.C.
Better Attitudes & Skills In Children

MEMORANDUM OF AGREEMENT

A. This Memorandum of Agreement (MOA) documents the cooperation in the conduct of Project B.A.S.I.C. at Glenn Martin Elementary (hereinafter "the School") during the 2024 -2025, 2025 - 2026, 2026 -2027 school year(s), between Volunteer Behavioral Health Care System (hereinafter referred to as "VBHCS") and Bedford County Schools (hereinafter "the District"), each referred to as the "Party" and collectively as the "Parties" herein.

B. By this agreement, both parties understand and affirm that:

1. Project B.A.S.I.C. (Better Attitudes and Skills in Children) is a school-based mental health early intervention and prevention program based on the Pyramid Model framework which seeks to encourage the healthy psychological and social development of elementary school-aged children, with a special focus on children in Kindergarten through Third grade. Program activities provided by a Child Development Specialist (CDS) include: mental health education, early identification of mental health concerns, referrals to community service providers, teacher consultation/coaching in Pyramid Model practices, and a school climate enhancement project. All Project B.A.S.I.C. services are provided at no charge to service recipients.

2. Project B.A.S.I.C. is a program of VBHCS which assumes responsibility for services and the actions of agency staff assigned to the program.

3. Project B.A.S.I.C. shall conduct twelve mental health curriculum presentations in each classroom served that promote social-emotional literacy and skills. This service will be provided by the CDS in compliance with accepted educational practice and with regard to the instructional needs of the School. These presentations are ideally held in the classroom setting with the teacher present. <u>The CDS is not a teacher and should not be expected to hold a regular spot within the specials' rotation. If put in specials' rotation, the School is responsible for arranging coverage when CDS is absent or cancels the class.</u>

4. Project B.A.S.I.C. shall provide support and other educational opportunities to individuals and/or small groups of students at the School in order to assist in developing effective coping skills, to assess for potential Serious Emotional Disturbances (SED), and/or to improve social-emotional skills. The CDS will only provide individual support to a student when the CDS has received a referral for the student and has obtained parent permission. The only exception to this is in the event of a one-time, brief evaluation at the request of a school when a child is believed to pose a potential risk to themselves or others. The purpose of this evaluation is to offer guidance on the types of services the child may need. This evaluation is not intended to replace any assessment needing to be conducted by the state contracted youth crisis provider. Any additional services provided by VBHCS will require parental consent. VBHCS' involvement with subsequent crises with the same child will be determined by the supervisor in collaboration with VBHCS Compliance on a case by case basis. This upholds the Fundamental Family Rights and Responsibilities Act, TCA 36-08-101 through TCA 36-8-104, which ensures protection of the fundamental rights of parents to the care, custody, and control for their child in addition to the protections provided under federal law, state law, and the state constitution. These services shall be provided on the premises of the school.

5. Project B.A.S.I.C. shall provide individual or group consultation on Pyramid Model practices to the teachers and staff of the School in order to increase their ability to more effectively support students who have or at risk of developing an SED. Consultation can be child-focused, providing strategies to assist teachers in supporting individual children with problematic behaviors, or classroom-focused, building teachers' capacity to manage challenging behaviors within the classroom. The CDS is meant to provide support to teachers and school staff through these consultations in order to increase their skills. Consultation sessions are not meant to evaluate teaching ability.

6. Project B.A.S.I.C. shall provide assessment and referral services for students at the School who are referred to the program and are at-risk of developing a Serious Emotional Disturbance (SED). This service shall be provided on the premise of the school.

7. Protection of the privacy of the individual is an obligation in the conduct of Project B.A.S.I.C. Therefore, transactions between the CDS and individual students, parents, and school staff shall be confidential, except where protection of a child's welfare or orderly operation of the school are at risk, of where statute requires suspension of confidence or where precedence of law or professional ethics permits suspension of confidence.

8. Project B.A.S.I.C. is intended to <u>enhance and support</u> the student services of the School and <u>will not replace</u> existing or future guidance and counseling, special education, student health, or institutional programs.

9. Operation of Project B.A.S.I.C. is funded by a grant through the TN Dept. of Mental Health and Substance Abuse Services and through contract with VBHCS and is, therefore, subject to the regulations of this contract and limited by the availability of the contract funds.

C. Toward accomplishment of this contract, the District and the School agree that:

1. The CDS assigned to Project B.A.S.I.C. will have access to the building and campus of Elementary, subject to the same usual regulations for school staff.

2. Teachers of the School will coordinate scheduling of classroom activities with Project B.A.S.I.C. staff.

3. All staff of the School may refer students for services directly to Project B.A.S.I.C. staff.

4. The initial meeting between the CDS and a student of the School requires parental permission, except in the case of an emergency or crisis. If additional meetings between the CDS and student are requested by school staff or the student after a crisis, the student must be referred to the CDS, and the CDS must obtain parent permission before additional meetings can occur.

5. Students may be released from class to receive services from Project B.A.S.I.C. staff at the teacher's discretion.

6. The principal of the School may provide Project B.A.S.I.C. staff with information about student grades, disciplinary actions/FBAs, and attendance after the CDS has obtained parent permission for services, if such information is necessary to the assessment of the student's need for services by Project B.A.S.I.C. The confidentiality of the information is protected.

7. An appropriate location at the School, including a confidential work space and furnishings, if possible, will be provided for use by the CDS in provision of program services including: individual meetings with students, consultations with teachers/school staff, and other program responsibilities.

8. Project B.A.S.I.C. staff will have access to school telephones in a confidential location, to place and receive calls.

9. Project BASIC staff will supply their own materials, but would appreciate the use of school equipment.

10. At the beginning of the school year, the Principal will schedule a time for the CDS to conduct a briefing about Project B.A.S.I.C. for all staff of the School. The briefing will include an introduction of the employee assigned to the project, an overview of the Project B.A.S.I.C. program, roles and responsibilities of the CDS, program expectations, and an explanation of services to be provided to both students and teachers.

D. VBHCS agrees that:

1. VBHCS will provide a qualified person as a Child Development Specialist (CDS) to conduct all Project B.A.S.I.C. services at the School.

2. VBHCS will make the CDS available on the premises of the School at least four days per week except in the case of school holidays, meetings or trainings related to Project B.A.S.I.C., or short-term illness of the CDS.

3. VBHCS will provide adequate general and professional liability insurance coverage as required by the grantor for the activities of the CDS. VBHCS shall secure and keep in force during the term of this agreement the following:
   - Commercial general liability coverage with minimum liability limits of $1,000000 per claim. $1,000,000 per incident, and $3,000,000 aggregate.
   - Works Compensation coverage, regardless of requirement by state statute.

4. The CDS shall be responsible to the principal of the School for his/her conduct while on campus. Any concerns that arise should be reported by the principal to the CDS' direct clinical supervisor at VBHCS and to the appropriate Regional B.A.S.I.C. Coordinator, Sonya Hornbuckle at shornbuckle@vbhcs.org.

5. The CDS will coordinate delivery of services with the school staff to minimize disruption of usual school procedures and activities.

6. The CDS will obtain parental permission as necessary to the delivery of services to students.

7. The agency will provide the CDS with adequate supplies for the conduct of all Project B.A.S.I.C. services.

8. There exists the possibility of confusion of Project B.A.S.I.C. services with school services because of its location on campus. Therefore, all communications by VBHCS, the CDS, and other agency staff shall clearly represent Project B.A.S.I.C. as a program of VBHCS.
9. All news releases about operations of Project B.A.S.I.C. at the School will be submitted to the Principal for review of accuracy prior to publication.

10. The Vice President of Specialized Grants and Services, his/her designee to coordinate operations of Project B.A.S.I.C., and the Regional Coordinator for Project B.A.S.I.C. shall monitor the program at the School to assure effective, professional operations and shall be available to the School to resolve any related conflicts.

11. VBHCS shall comply with the background check requirement of T.C.A. § 49-5-413(d) for all employees of VBHCS that will have access to school grounds when children are present. VBHCS shall provide a copy of the background check before any employee of VBHCS will be given access to school grounds.

E. This agreement shall be in effect upon signature of the responsible agents of VBHCS and the District and the School or until cancellation. Either party may cancel the agreement after transmission of a written declaration of intent to the other at least 30 days prior to the effective date of cancellation.

F. **FERPA:** Both Parties shall keep in strict confidence to the fullest extent required by any applicable law, including but not limited to the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g ("FERPA"), any and all records and information, in whatever form or format received, pertaining to the District's individual students. Both Parties shall not publish confidential information or any other information which identifies students, employees, or officers of the District by name without first obtaining written consent from such individuals, or in the case of a student, his or her parent or legal guardian. Both Parties will protect and ensure confidentiality of children's records. Exceptions will be made when precedence of law or professional ethics permits or requires, such as is necessary for basic coordination of services with the school and family or in situations when a child's welfare is at risk.

G. **HIPAA COMPLIANCE AND CONFIDENTIALITY:** The Parties shall each maintain the privacy and confidentiality of all information, including the personal facts and circumstances of shared Clients, in compliance with all applicable federal and state laws and regulations (including, but not limited to, the Health Insurance Portability and Accountability Act [HIPAA] and its implementing regulations set forth at 45 C.F.R Part 160 and Part 164) and individual Parties' policies and procedures regarding the privacy and confidentiality of such information. The Parties shall: (1) not use or disclose patient information other than as permitted or required by this Agreement for the proper performance of its duties and responsibilities hereunder, and any other disclosure of protected health information must be made pursuant to a properly executed Authorization as required by HIPAA or other applicable law or regulation; (2) use appropriate safeguards to prevent use or disclosure of patient information other than and provided for under this agreement; and (3) notify the other immediately in the event the Party becomes aware of any use or disclosure of patient information that violates the terms and conditions of this agreement or applicable federal and state laws or regulations.

Additional Confidentiality Requirements: Both Parties acknowledge that consumers of mental health services are entitled to additional confidentiality protections awarded under the Title 33 Mental Health Code which may supersede the confidentiality protections provided by HIPAA. Furthermore, consumers of substance abuse treatment services are entitled to additional confidentiality protections awarded under 42 CFR, Part 2 which may supersede the confidentiality protections provided by HIPAA. When serving mental health consumers on site, both Parties will comply with the confidentiality requirements of these and any other applicable state or federal laws, rules, or regulations.

Breaches of Confidentiality: If either Party becomes aware of a material breach or any violation of its obligation to protect the confidentiality and security of consumers' protected health

information (PHI), they must immediately take reasonable steps to cure the breach or end the violation and must report the breach or violation to the other Party's Privacy Officer. The alleged breach or violation will be investigated and appropriate steps will be taken, up to and including immediate termination of this MOU. Both Parties reserve the right to terminate this agreement if they determine that either Party has violated a material term of the agreement.

It is expressly understood and agreed the obligations set forth in this section shall survive the termination of this agreement.

IN WITNESS WHEREOF, the Parties hereto have set their signatures for the purposes contained herein, on the day and date written below.

CUMBERLAND COUNTY SCHOOLS	VOLUNTEER BEHAVIORAL HEALTH CARE SYSTEM
_____	_____
Dr. Rebecca Farley Director of Schools	Phyllis Persinger President/CEO
DATE_____	DATE_____

_____
Christie VanWinkle
Principal- Glenn Martin Elementary

DATE_____

[REMAINDER OF PAGE LEFT BLANK INTENTIONALLY]

Memorandum of Understanding
Between
Volunteer Behavioral Health Care System
And
Cumberland County School District

This Memorandum of Understanding (MOU) documents an agreement between Volunteer Behavioral Health Care System, hereinafter referred to as "VBHCS," and the Cumberland County School District, hereinafter referred to as "Cumberland County School District Board of Education" or "Cumberland County School District," each individually as the "Party" and collectively as the "Parties."

Whereas, VBHCS desires to enter into a Memorandum of Understanding with the Cumberland County School District Board of Education to provide the services described herein and further described in VBHCS contract with the State of Tennessee, Department of Mental Health and Substance Abuse Services (TDMHSAS) for School Based Behavioral Health Liaison Services (SBBHL) to the students within Cumberland County School District.

Now Therefore, the Parties hereto understand and agree as follows:

A. PARTIES

This Memorandum of Understanding between VBHCS will establish a working relationship to make the described services easily accessible for Cumberland County School District' students by offering services on site at participating schools.

B. PURPOSE

The purpose of the MOU is to outline the scope of activities, formalize the exchange of resources/services, and describe the agreed relationships between VBHCS and Cumberland County School District Board of Education in serving the school employees and students, in accordance with the Scope of Services: School Based Behavioral Health Liaisons, hereinafter referred to as "SBBHL Scope of Services," and included as Attachment A to this agreement.

C. AUTHORITIES

VBHCS will serve as the lead agency collaborative with the Cumberland County School District Board of Education. The Senior VP of Specialized Grants and Services will provide oversight for VBHCS. The Cumberland County School District Mental Health Coordination Team will provide oversight for the Cumberland County School District Board of Education.

D. CONCEPT AND COOPERATION

Both organizations are separate and independent and work cooperatively to enhance the mental health, well-being, and readiness to learn within the Cumberland County School District. As such, each organization retains its own identity in providing services. No element of this MOU will be construed to imply any form of financial obligation or liability.

1. VBHCS's SBBHL program will provide 3 FTE Liaison(s) who will be proficient in or will receive training in a trauma-informed approach. Eligible applicants for the position will have

either

a. At least a Master's degree in the Behavioral Sciences (e.g. social work, counseling, or psychology) and experience working in a school setting, or
b. At least a Bachelor's degree in the Behavioral Sciences, and experience working within a school-type setting; and a minimum of two (2) years' experience with mental health. Note: VBHCS is required to get approval from grant management at TDMHSAS before opening a position to Bachelor's level applicants.

2. The liaison(s) will promote trauma informed approaches and aim to assist in the prevention and mitigation of the impact of adverse childhood experiences (ACEs) while upholding the System of Care core values and principles.

3. The SBBHL will provide the following services to teachers and students of the participating school(s) (with parental consent when appropriate, as described below).

a. Face-to-Face consultation with classroom teachers to assist in creating a positive, trauma-informed classroom that enhances the learning environment and assists the teacher in developing effective, trauma- informed behavior responses;
b. Training to school personnel regarding a variety of mental health and substance abuse topics;
c. Liaison services to include communication between the school and students' family to build open lines of communication and home- school partnerships. This can include assisting in the IEP process when requested;
d. Information and support for school personnel in navigating the local behavioral health system (including crisis services);
e. Direct therapeutic services and support opportunities to students that include individual student consultations/interventions to assist in building positive coping and de-escalation skills and at least one group activity offered that may cover a variety of behavioral health topics;
f. One or more "School Climate Activity" per school each year, approved by school administration, to be an ongoing or repeated project which aims to positively impact the school environment;
g. Assistance with referrals as appropriate for students with further needs, whether within or outside of the school setting, including but not limited to clinical mental health services;
h. Other services or participation as required to fulfill the SBBHL Scope of Services (Attachment A) for the academic year.

E. RESPONSIBILITIES OF THE PARTIES

In fulfilling the purpose of this MOU, the Parties agree to participate in, and be responsible for activities as follows:

1. VBHCS shall:

a. Provide 3 FTE of qualified staff persons to conduct all program services as SBBHL for the participating school(s) in Cumberland County School District.
b. Provide oversight responsibility for the project including recruitment, hiring (including criminal background check, drug screen, verification of degree, and fingerprinting if required by the school district), training, and supervision of the SBBHL.
c. Ensure that the SBBHL will be available on the premises of a participating school during

the majority of regular school hours, as scheduled.

i. SBBHL work days are based upon the school's teacher calendar, upholding teacher Professional Development days as requested, and as needed to fulfill end of month/year grant reporting requirements.
ii. The SBBHL will notify the principal or other school contact if unable to be at a school as expected. This could be due to holidays of VBHCS, meetings or trainings related to the SBBHL program, professional development/continuing education activities, or utilizing paid time off, as for illness.

d. Procure adequate supplies for the SBBHL to provide services, including office supplies and technology/communication devices.
e. Document activities related to the above described services and provide data related to services for reporting and statistical purposes.

2. Cumberland County School District Board of Education shall:

a. Compile and manage data for each participating school(s) and provide data to the SBBHL and VBHCS, which will then be used in program reporting to the State as required.

i. Data will include, at a minimum: number of students enrolled, number of teachers employed, student demographics (age, gender, race, ethnicity), and total number of discipline referrals from the previous school year and the current school year.
ii. Ensure that these data are provided in time for the State's reporting deadlines:

- Demographics for the student body are required by the end of August for a new/current school year.
- Data on the number of school discipline referrals are required before the end of the year's administrative schedule, for both the year just ending and the previous school year.

b. Provide access and space within participating school premises for use of SBBHL, to include:

i. An office or work space designated for SBBHL when on site, preferably one accessible to students and staff;
ii. An office or meeting space that allows for confidential counseling with individual students, supplied for enough time to meet the demands of students within the school;
iii. A space which can be used for psychoeducational groups when scheduled;
iv. Freedom of movement within the school premises in order to perform duties, such as entry to buildings during regular hours, use of hallways, use of basic employee facilities (break room, restroom, parking, etc.).

c. Provide and maintain internet access which can be accessed by the Liaisons while on site.
d. Provide access to the students through referral by School Counselor or others and assist as necessary with procurement of parental consent.
e. Allow or assist with access to and collaboration with school administration, school counselors, school social workers, teachers, School Resource officers and other personnel through participation in staff meetings and/or professional development and related events, as

well as cooperation in arranging of teacher trainings by the SBBHL as required within the SBBHL Scope of Services (Attachment A) and other needs of the school as may be agreed upon.

f. Engage with SBBHL in some discussion of school needs and opportunities for growth, both to align services to best serve the community and to ensure collaboration and proper authorization in the School Climate Activity and other SBBHL services.

g. Allow access and assistance to the Liaison, as well as participation at varying levels, including visits as required on-site by the Operational Supervisor (Program Director) and/or SBBHL Technical Assistant (TA) assigned by their region and shadowing by other new SBBHLs in training, as needed.

F. METHODS OF COOPERATION

1. Close ties will be maintained via on-site consultations, meetings, telephone, e-mail, and/or fax between the VBHCS staff and Cumberland County School District' staff for the purpose of communication. Both Parties commit to ongoing dialogue regarding program outcomes and need for improvement.
2. Staff at both the VBHCS and Cumberland County School District Board of Education will work together in every way to promote the MOU in order to provide school based mental health services to students. The SBBHL is intended to enhance the school service and will not replace existing or future guidance and counseling, special education, student health, or institutional programs.
3. The SBBHL shall work with the school to ensure that guardian permission is obtained for services and supports when applicable per state and federal law requirements. The only exception to this is in the event of a one-time, brief evaluation at the request of a school when a child is believed to pose a potential risk to themselves or others. The purpose of this evaluation is to offer guidance on the types of services the child may need. This evaluation is not intended to replace any assessment needing to be conducted by the state contracted youth crisis provider. Any additional services provided by VBHCS will require parental consent. VBHCS' involvement with subsequent crises with the same child will be determined by the supervisor in collaboration with VBHCS Compliance on a case by case basis. This upholds the Fundamental Family Rights and Responsibilities Act, TCA 36-08-101 through TCA 36-8-104, which ensures protection of the fundamental rights of parents to the care, custody, and control for their child in addition to the protections provided under federal law, state law, and the state constitution. These services shall be provided on the premises of the school.
4. The Parties shall not subscribe to any policy or practice which permits or allows the refusal of services to individuals in need due to the individual's race, creed, color, national origin, age, gender, sexual orientation, or which is in violation of any applicable laws.
5. VBHCS ensures total quality management of therapeutic protocols during the provision of care and program implementation.
6. Operational Guidelines: VBHCS follows the Commission on Accreditation of Rehabilitative Facilities (CARF) guidelines and recommendations for its mental health services.

G. FERPA

Both Parties shall keep in strict confidence to the fullest extent required by any applicable law, including but not limited to the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g ("FERPA"), any and all records and information, in whatever form or format received, pertaining to the District's individual students. Both Parties shall not publish confidential information or any

other information which identifies students, employees, or officers of the District by name without first obtaining written consent from such individuals, or in the case of a student, his or her parent or legal guardian. Both Parties will protect and ensure confidentiality of children's records. Exceptions will be made when precedence of law or professional ethics permits or requires, such as is necessary for basic coordination of services with the school and family or in situations when a child's welfare is at risk.

H. HIPAA COMPLIANCE AND CONFIDENTIALITY

The Parties shall each maintain the privacy and confidentiality of all information, including the personal facts and circumstances of shared Clients, in compliance with all applicable federal and state laws and regulations (including, but not limited to, the Health Insurance Portability and Accountability Act [HIPAA] and its implementing regulations set forth at 45 C.F.R Part 160 and Part 164) and individual Parties' policies and procedures regarding the privacy and confidentiality of such information. The Parties shall: (1) not use or disclose patient information other than as permitted or required by this Agreement for the proper performance of its duties and responsibilities hereunder, and any other disclosure of protected health information must be made pursuant to a properly executed Authorization as required by HIPAA or other applicable law or regulation; (2) use appropriate safeguards to prevent use or disclosure of patient information other than and provided for under this agreement; and (3) notify the other immediately in the event the Party becomes aware of any use or disclosure of patient information that violates the terms and conditions of this agreement or applicable federal and state laws or regulations.

Additional Confidentiality Requirements: Both Parties acknowledge that consumers of mental health services are entitled to additional confidentiality protections awarded under the Title 33 Mental Health Code which may supersede the confidentiality protections provided by HIPAA. Furthermore, consumers of substance abuse treatment services are entitled to additional confidentiality protections awarded under 42 CFR, Part 2 which may supersede the confidentiality protections provided by HIPAA. When serving mental health consumers on site, both Parties will comply with the confidentiality requirements of these and any other applicable state or federal laws, rules, or regulations.

Breaches of Confidentiality: If either Party becomes aware of a material breach or any violation of its obligation to protect the confidentiality and security of consumers' protected health information (PHI), they must immediately take reasonable steps to cure the breach or end the violation and must report the breach or violation to the other Party's Privacy Officer. The alleged breach or violation will be investigated and appropriate steps will be taken, up to and including immediate termination of this MOU. Both Parties reserve the right to terminate this agreement if they determine that either Party has violated a material term of the agreement.

It is expressly understood and agreed the obligations set forth in this section shall survive the termination of this agreement.

I. TERM AND TERMINATION OF MOU

The Term, referred collectively in this MOU as the "Term," becomes effective on the date this MOU is signed by both Parties and remains in force until June 30, 2027 unless explicitly terminated, in writing, by either Party. Either Party may terminate this MOU, with or without cause, upon thirty (30) days prior written notice to the other Party. In addition, this MOU may be revised, in writing, in accordance with each organization's need if both Parties are in agreement of such revisions.

J. INDEMNIFICATION

VBHCS shall indemnify, defend, save, and hold harmless the Cumberland County School District Board of Education and its elected officials, officers, employees, agents, assignees, and instrumentalities from and against any and all claims, liability, losses, or damages including but not limited to Title VII and 42 USC 1983 prohibited acts-arising out of or resulting from any conduct; whether actions or omissions whether intentional, unintentional, or negligent; whether legal or illegal; or otherwise that occur in connection with or in breach of this MOU or in the performance of the duties hereunder, whether performed by the Cumberland County School District Board of Education its subcontractors, agents, employees, or assigns.

This indemnification shall survive the termination or conclusion of this MOU.

The Cumberland County School District Board of Education shall indemnify, defend, save, and hold harmless, within the limitations stated in Tennessee Code Annotated, VBHCS and its elected officials, officers, employees, agents, assignees, and instrumentalities from and against any and all claims, liability, losses, or damages including but not limited to Title VII and 42 USC 1983 prohibited acts-arising out of or resulting from any conduct; whether actions or omissions whether intentional, unintentional, or negligent; whether legal or illegal; or otherwise that occur in connection with or in breach of this MOU or in the performance of the duties hereunder, whether performed by VBHCS or its subcontractors, agents, employees, or assigns.

This indemnification shall survive the termination or conclusion of this MOU.

K. INSURANCE

VBHCS shall secure and keep in force during the term of this agreement the following:

1. Commercial general liability coverage with minimum liability limits of $1,000,000 per claim, $1,000,000 per incident, and $3,000,000 aggregate.
2. Workers Compensation coverage, regardless of requirement by state statute.

L. FORCE MAJURE

If the provision of services agreed upon in this MOU are suspended because of an act of God, inevitable accident, fire, lockout, strike, or other labor dispute, riot, or other civil commotion, an act of public enemy, enactment, rule or act of any government or governmental instrumentality (federal, state or local), failure of any needed equipment or facilities, failure or delay of transportation facilities, or other cause of a similar or different nature not reasonably with VBHCS's control; and, if any such suspension period shall exceed one semester, VBHCS may, by written notice, terminate this MOU with no further liability hereunder. No such suspension shall operate to extend the term of this MOU.

M. RESOLVING DISPUTES

If any dispute arises relating to the MOU, the Parties shall use their best efforts to resolve such dispute or claim through negotiation. No disputes will be settled in court.

N. GENERAL

1. This MOU, which contains the entire understanding of the Parties and shall be construed and enforced according to the laws of Tennessee, supersedes any and all prior understandings and arrangements and cannot be amended orally.
2. Any provision of this MOU which may be prohibited by law or otherwise held invalid shall be ineffective only to the extent of such prohibition or invalidity and shall not invalidate or otherwise render ineffective the remaining provisions of this MOU.
3. Construction. The language in this agreement shall be construed, in all cases, according to its fair meaning, and not for or against any Party hereto. The Parties acknowledge that each Party has reviewed the agreement and had an opportunity to review this MOU with legal counsel.
4. Attorney Fees. Each Party shall be responsible for their respective attorney fees.

IN WITNESS WHEREOF, the Parties hereto have set their signatures for the purposes contained herein, on the day and date written below.

CUMBERLAND COUNTY SCHOOL DISTRICT	VOLUNTEER BEHAVIORAL HEALTH CARE SYSTEM
_____	_____
Dr. Rebecca Farley Director of Schools	Phyllis Persinger CEO/President
DATE_____	DATE_____

Stone Memorial High School

2800 Cook Road · Crossville, TN 38571
Telephone (931) 484-5767
Marcy Harelson
Principal

June 10, 2026

Director of Schools, Dr. Rebecca Farley and
Cumberland County Board of Education Members
368 Fourth Street
Crossville, TN 38555

Dear Dr. Farley and Board of Education Members,

Stone Memorial High School is submitting the attached agreement for your consideration and approval. We would like to use Five Star Food Service again for our food vending machines for the 2026-2027 school year. If you need additional information, please feel free to contact me. Thank you for your consideration of this contract.

Sincerely,

Marcy Harelson
Principal

FIVE STAR
BREAKTIME SOLUTIONS

Agreement

This agreement between Five Star Breaktime Solutions and

Stone Memorial High School,

herein after referred to as, the client, will be for one year commencing on the date set forth below and shall automatically renew on a year-to-year basis thereafter, unless terminated by written notice by either party not later than 30 days prior to the end of the then current term.

Five Star Breaktime Solutions agrees to provide snack machines at the client's location, address as follows:

2800 Cook Road

Crossville, TN 38571,

at no expense to the client. The machines will be maintained and serviced by Five Star Breaktime Solutions. The products placed in the machine for sale will be monitored by the client and will be removed at their request. A commission of 15 % of the gross sales will be paid. A statement of the total sales from the machine(s) will be enclosed. Five Star Breaktime Solutions reserves the right to implement a price increase if the product cost continues to rise.

Accepted by: M Carlson Date: 7/1/25
Client Representative

Accepted by: Allen Matheny Date: 6-20-25
FSBS/Canteen Representative
VPRO

July 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Online Registration NOW OPEN

South Cumberland REBELS Every Child. Every Day.

July Newsletter

End of year at South

We have had another great, successful year at South. We will miss our students greatly and hope you have a great summer. We cannot wait to see their smiling faces in August!



931-788-6713

Student Spotlight



Students (and SRO Moose), showed off some sweet skills at our student spotlight show to conclude the year!





Mrs. Cindy Fox Retirement Celebration

Congrats to Mrs. Cindy Fox on her retirement & 31 years of teaching! Enjoy retirement, Mrs. Fox!



Occupational Therapy Services
Global Therapies, PLLC
Karyn Miller
85 Walton Court
Rockwood, TN 37854
(865)310-3013

4-15-2026

RE: Proposal for a Service Agreement with Cumberland County School System for Occupational Therapy services provided by Global Therapies PLLC for the 2026-2027 school year.

1. Rate of compensation for services shall be both for IEP, school, and 504 billed treatments at $75 per hour for occupational therapists and $55 per hour for occupational therapy assistants for delivery of all occupational therapy services including but not limited to: direct treatment, evaluations, re-assessments, consultation, file review, screenings/observations in the classroom, attendance in scheduled meetings ,progress reports, IEP goal writing and reviews, in-services, documentation time, evaluation write-up time, and supervisory visits.
2. Occupational therapy staff will be licensed by the state of Tennessee. A licensed Occupational Therapist will complete the initial evaluation and subsequent evaluations. Occupational Therapy treatment will be provided by a licensed Occupational Therapist and/or a licensed Occupational Therapy assistant who is supervised by a licensed Occupational Therapist. Global Therapies has experience with the provision of Occupational Therapy services in the school based setting for 18+ years.
3. Medically approved treatments will be submitted and billed to TN Care after appropriate paper work and any doctor referrals are provided as necessary and any pre-authorizations from the insurance which will be submitted by Cumberland County staff as needed. All paperwork including initial doctor referrals, yearly doctor referrals for students with a 504 plan and private insurance, an initial TennCare release, and yearly patient information with current insurance information shall be provided as needed prior to billing. Any denials from the insurance will be resubmitted for billing to the school.
4. Payments to Global Therapies shall be made monthly according to the rates set out above, but only after an invoice is submitted and services are satisfactorily completed and documented.
5. Adequate space, evaluation materials, treatment materials and photo copying

will be provided by the school system as needed.

6. Terms of this contract shall be from July 1, 2026-June 30, 2027.
7. This contract may be terminated by either party by giving written notice to the other at least sixty days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for work completed as of termination date.

Kayn Miller — 4/16/2026

Rebecca Talley — 5.26.2026

Cumberland County Schools — Date

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Global Therapies, PLLC

Authorized Representative Signature: Karyn Miller

Print Name & Title: Karyn Miller, owner

Date: 4/16/26

Tenn. Code Ann. § 12-12-106

TENNESSEE CODE ANNOTATED
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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Global Therapies, PLLC

Authorized Representative Signature: Karyn Miller

Print Name & Title: Karyn Miller, owner

Date: 4/16/26

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Global Therapies, PLLC

Authorized Representative Signature: Karyn Miller

Print Name & Title: Karyn Miller, owner

Date: 4/16/26

Service Agreement
Between
Tracy Burks and Cumberland County Schools
For
School Psychologist

This agreement is entered into by and between the Cumberland County School System and Tracy Burks, School Psychologist,for the 2026-2027 School Year.

It is hereby agreed that Tracy Burks will provide **in-person** services on an as-needed basis during the 2026-2027 school year. The services will begin approximately July 1, 2026 and will terminate approximately June 30, 2027 at a rate of $90/per hour. Services will be no more than 160 hours per month and documentation of services rendered will be provided each pay period. Mileage will be paid for travel inside the county at the Cumberland County rate. Travel forms will be submitted on a monthly basis. All material and supplies will be provided by the Cumberland County Schools System, in the same manner as supplied for other school psychologists employed by the school system.

The school psychologist services may consist of **in-person** psychological evaluations, training, consultation, school and staff meetings, and communication with other professionals and IEP team members. These services may be evaluated periodically to determine whether services are being rendered as agreed upon by both parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Tracy Burks, School Psychologist
127 Gallaher Ln.
Clarkrange, TN 38553
(931) 267-2542

04·15·2026
Date

Cumberland County Schools

5·26·2026
Date

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

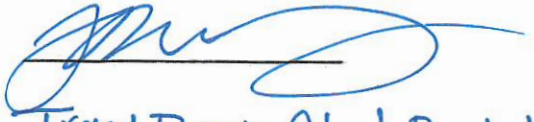
(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Tracy Burks

Authorized Representative Signature: 

Print Name & Title: Tracy Burks, School Psychologist

Date: 04.15.2026

Tenn. Code Ann. § 12-12-106

TENNESSEE CODE ANNOTATED
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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

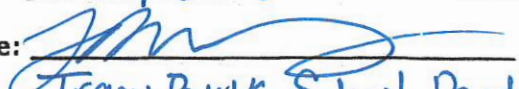
(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Tracy Burks

Authorized Representative Signature: 

Print Name & Title: Tracy Burks, School Psychologist

Date: 04·15·2026

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Tracy Burks

Authorized Representative Signature:

Print Name & Title: Tracy Burks, School Psychologist

Date: 04.15.2026

Service Agreement
Between
Michael Brown and Cumberland County Schools
For
Scanning Services

This agreement is entered into by and between the Cumberland County School System and Michael Brown.

It is hereby agreed that Michael Brown will provide scanning services on an as-needed basis during the 2026-2027 school year.

Services will begin July 1, 2026, and will terminate approximately June 30, 2027. The cost of these services will be $50 per hour. Services will be provided no more than 80 hours per month. Documentation of services will be submitted each pay period. Materials and supplies will be provided by the Cumberland County School System.

The scanning services may consist of scanning documents, converting physical documents into digital format, basic file organization and naming, shredding and disposing of documents.

These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Michael Brown — 10 June 2026

Michael Brown — Date

Rebecca Tarley — 6.10.2026

Cumberland County Schools — Date

Service Agreement
Between
Clayton Henry and Cumberland County Schools
For
Scanning Services

This agreement is entered into by and between the Cumberland County School System and Clayton Henry.

It is hereby agreed that Clayton Henry will provide scanning services on an as-needed basis during the 2026-2027 school year.

Services will begin approximately July 1, 2026, and will terminate approximately June 30, 2027. The cost of these services will be $50 per hour. Services will be provided no more than 80 hours per month. Documentation of services will be submitted each pay period. Materials and supplies will be provided by the Cumberland County School System.

The scanning services may consist of scanning documents, converting physical documents into digital format, basic file organization and naming, shredding, and disposing of documents.

These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Clayton Henry — Date: 6-10-2026

Cumberland County Schools — Date: 6.10.2026

SERVICE AGREEMENT

This Agreement, made and entered into this 1ST day of July, 2026, by and between Cumberland County Schools Board of Education, (herein referred to as "Board of Education"), 368 4th Street, Crossville, TN 38555 and Deborah L. Curlee Communication Consultants, LLC, d/b/a Sidekick Therapy Partners, P.O. Box 32652, Knoxville, TN 37930-2652 (herein referred to as "Sidekick").

WHEREAS Board of Education is subject to and does operate in accordance with the requirements of the Individuals with Disabilities Education Act; and

WHEREAS Board of Education has the authority to enter into a service agreement for services from suitable agencies having appropriate programs, capacity, and competence where necessary to provide appropriate special education services to students; and

WHEREAS Board of Education, to provide a proper, comprehensive, and well implemented special education program, finds it desirable to enter into a service agreement for these services through an outside agency; and

WHEREAS Sidekick is an agency with appropriate programs to provide special education services for children who are the responsibility of the Board of Education.

NOW, THEREFORE, in consideration of the mutual benefits to be received by both parties hereto and certain other considerations, some of which is hereafter set out, and the sufficiency of all which is hereby acknowledged, Board of Education and Sidekick hereby agree as follows.

The term of this agreement shall be for the 2026-2027 school year, beginning on or about July 1, 2026, in case the Board of Education wishes to utilize Sidekick for summer services, and ending on May 31, 2027, or through July 2027 if seeking extended school year/ESY services. This agreement may be extended for an additional 1-year term at the option of the Board of Education and in the Board of Education's sole discretion, under such terms as Board of Education and Sidekick may mutually agree with respect to such extension(s).

1. The Board of Education shall develop an Individualized Educational Program (IEP) which will be specifically designed to meet the unique needs of each child enrolled with provision for all support materials, equipment, and services necessary for their education and which meets the requirements of State and Federal regulations and law.

2. The Board of Education ensures that the rights and privileges available to children attending schools of the Board of Education shall be available to the children served by Sidekick including the process procedures, protection in evaluation procedures, the least restrictive environment, and confidentiality of information.

3. Any Sidekick speech and language services will be provided by qualified speech-language pathologists (SLP or SLPs) who have a master's degree and their Certificate of Clinical Competency or

are completing their Clinical Fellowship period. All Sidekick SLPs are licensed or registered as healthcare providers with the State Department of Health Board of Communication Disorders and Sciences. SLPs may be referred to individually as a therapist or collectively as therapists.

a) Board of Education agrees for as long as SLPs are available to serve Board of Education's TennCare covered, eligible, and qualified students requiring therapy services (TennCare students) at the therapist's assigned school location, that Sidekick will be the sole and exclusive provider of services at that school location for any TennCare students whose services are billed to a TennCare insurance company (MCO).
b) Sidekick will be the sole and exclusive provider of services to TennCare students billed to any TennCare MCO at the school locations agreed upon by the Board of Education and Sidekick.

    a. The Board of Education will refer all TennCare students at the school locations to Sidekick for services that can be billed to a TennCare MCO and will not serve such students with its own employees. If Sidekick's therapists do not have the time available on their schedule to serve the referred TennCare student, Sidekick will promptly notify the Board of Education that Sidekick cannot provide services. Upon receipt of notification, the Board of Education may begin serving such students with the Board of Education employees and – after Sidekick has declined services due to lack of therapist availability – may also bill the TennCare MCO for such services.

c) Sidekick will make reasonable commercial efforts to provide enough qualified therapists to meet the anticipated TennCare and non-TennCare caseload at the school locations. If Sidekick cannot provide enough therapists at a specific school to meet the caseload at that location, then either Sidekick or Board of Education may reduce Sidekick's services at the affected school to the extent Sidekick therapists are not available to serve that specific location. In the case of such a reduction at a specific school location, the Board of Education's therapists may serve the TennCare students previously served by Sidekick and may bill the TennCare MCO for services to those students.
d) As the school year progresses, the Board of Education agrees that it will promptly assign other TennCare students at the school locations to Sidekick who have speech therapy services specified in their IEPs, when and to the extent such TennCare students become available. (The purpose of such assignments throughout the year is to maintain or expand the caseload of Sidekick's therapists in the school locations).
e) With respect to TennCare students in the school locations served by Sidekick therapists, the Board of Education agrees that it will not refer those students to any other provider or third-party TennCare billing/consulting company (other providers). It is the intention of the parties that Sidekick will continue to work with Board of Education to obtain TennCare MCO authorizations for services, doctor orders or IEP signature pages, IEPs, IEP parental consents, and the like, in connection with all of the TennCare students Sidekick serves in the school locations and that any arrangements Board of Education has with other providers will not interfere with Sidekick's services under this agreement or interfere with Sidekick's therapists serving their own caseload in the school locations. In the event Sidekick cannot serve a TennCare student due to the lack of availability of a Sidekick therapist, then Board of Education may refer such student to other providers for assistance in dealing with the TennCare MCO in connection with services to be provided by Board of Education's own therapists.

4. Mileage **and School Pay Services:**

Sidekick provides the following services to TennCare-eligible students at **no cost to the School District:**

- Direct Therapy
- TennCare evaluations
- 9-week progress reports to be entered into TN Pulse by Sidekick therapists.

Sidekick **charges a fee (School Pay fee)** for any of the following services, at the district's option:

- Direct therapy for non-TennCare eligible students
- For additional testing above and beyond TennCare requirements
- Evaluations for non-TennCare eligible students
- 9-week progress reports for non-TennCare eligible students
- Initial eligibility testing
- Case management (e.g., setting up IEP meetings, sending out teacher observations, permission to test forms)
- Consultations with parents and teachers for over 15 minutes
- Any additional testing that is required for 3-year re-evaluations
- Screening
- Entering IEP information into TN Pulse
- Participation in IEP meetings when there is no school therapist, and on a case-by-case basis
- Sidekick also charges a fee for miles traveled by therapists beyond the distance from their home to Sidekick, based on actual distance traveled and logged

Generally, Sidekick does **not provide** the following services:

- Participation in IEP meetings if there is a school therapist
- Completion of state-related eligibility documents if there is a school therapist
- Completion of SSI documentation (However, Sidekick can provide our reports as input for this)
- Services at schools where there are less than 10 kids needing services (Though these can be provided via teletherapy)
- Services in homes (Though these can be provided via teletherapy)

When appropriate for the student's individual needs, and as agreed by the IEP team, Sidekick prefers to provide:

- 1:1 direct therapy in 20-minute sessions (vs. 30-minute session group sessions) for TennCare-eligible students
- Note: School Pay student groups are typically seen in 30-minute sessions with no more than 3 students per group

a) The Board of Education will pay Sidekick a mileage reimbursement rate of forty-five (45) cents per mile per therapist per day, during the regular school year and during the school summer session (if Sidekick is requested to provide summer services). Mileage shall be calculated as (i) the distance between each Sidekick therapists nearest clinic/office and the schools that Sidekick can serve in the County or (ii) the distance between the residence of Sidekick's therapist and the schools served, whichever is less. Such mileage reimbursement

rate also includes any travel within the County if Sidekick's therapist is traveling to more than one school a day.

b) At Board of Education's request and as mutually agreed by Sidekick, School Pay services may be provided for students whose services cannot be billed to a TennCare MCO.

   For any such clinical School Pay services with an in-person or teletherapist, Board of Education will pay:

   - **$90.00 per hour for speech-language therapy services (or $22.50 for any 15-minute increment thereof)**

c) Provided additional TennCare students become available during the public school year to receive services from Sidekick, Board of Education will make a reasonable effort (depending on availability of TennCare-covered students) to maintain Sidekick's caseload at each school location served by Sidekick's therapists at the approximate levels of students served during the preceding public school year), including referring during the school year additional TennCare-covered students whose IEPs specify services to Sidekick for therapy at such locations, as such students become available and require services.

5. **Teletherapy:**

If the Board of Education recommends and Sidekick agrees that teletherapy is appropriate for a student, the Board of Education may request that Sidekick provide teletherapy services to that student in the home or in school.

a) Sidekick will provide services to the student throughout the year, including over holidays/breaks, if able to schedule
b) Consistent with students who are seen in-person in school, Sidekick will charge TennCare (in the case of a student covered by TennCare) or will charge Board of Education (in the case of a student not covered by TennCare) for these teletherapy sessions
c) For students seen by Sidekick via teletherapy not covered by TennCare, Sidekick will charge the Board of Education as noted in section 4b
d) Sidekick will submit monthly invoices for teletherapy services rendered, with the Board of Education agreeing to reimburse Sidekick for such charges within 30 days of receipt of the invoice
e) Sidekick agrees to update schedules quarterly. This allows for moving children who qualify for TennCare to 20-minute sessions and billing TennCare for such sessions, rather than the school

If teletherapy is agreed upon, Sidekick will need the following before the start of the school year:

- Rosters
- Master schedule
- IEP access
- Tentative schedule from EA
- EA contact information

If Sidekick has not been given this info by two weeks after the 1st day of school or the agreed upon date, Sidekick will charge 6 hours of school pay per therapist per day (as these therapists were assigned to and held for the district).

If teletherapy is agreed upon, the Board of Education agrees to:

- Provide initial eligibility testing. Sidekick typically does not complete initial eligibility testing via teletherapy
- Provide one Educational Assistant ("EA") per school to assist with pulling students from class and placing them in front of a school-provided computer in a quiet room or with school-provided headphones for therapy, pulling another student if the one scheduled is absent or unavailable
- Provide Sidekick therapists with a detailed schedule of students to be seen at exact times within two weeks of engaging Sidekick for teletherapy. If serving students via "school pay," Sidekick will not see students in groups of more than three at a time
- Keep an open line of communication between the EA and Sidekick therapist to let the therapist know about tardiness, absences, etc. within a reasonable timeframe and with sufficient notice
- Schedule students for make-up when student is unable to attend the originally scheduled session
- Ensure the students' caregiver has provided teletherapy consent and that they are aware of teletherapy options

Teletherapy cancellation policy:

- If school is in session and teletherapy sessions are cancelled due to reasons outside of Sidekick control (i.e. EA unavailable, school power outage/internet issues, field trip, assembly/school event, student absent, student has not come to school but still active in the county, student seen at home through the district but cancelled/no show, no show or does not leave 15 minutes for the session, another service/teacher pulled student during speech time, student unavailable for scheduled time, cancellation and all students in the school have been seen/are scheduled to be seen, etc.) and other kids are not able to be scheduled, Sidekick will charge the hourly school pay rate listed in section 4b
- Sidekick teletherapists will not bill for cancellations due to school events, assemblies, or field trips during the hours these events take place if a 48-hour notice is provided by the school

6. Sidekick will submit monthly invoices for mileage charges with the Board of Education agreeing to reimburse Sidekick for such charges within 30 days of receiving the invoices.

7. Sidekick agrees to provide professional liability coverage for its employees serving schools under this service agreement. Proof of such insurance will be provided by Sidekick to the schools upon request.

8. The Board of Education will provide Sidekick with parental consent forms to begin the process of determining if students qualify for services and will provide a copy of the child's current IEP to Sidekick by the start of the school year. The Board of Education will provide services until Sidekick provides notification that TennCare eligibility has been confirmed, and services are authorized.

9. Sidekick shall submit Progress Reports for the grading periods specifying the progress of each TennCare child in achieving the short-term objectives specified in his/her IEP at no cost to the Board of Education. Sidekick will provide information to special education personnel to allow them to update goals and objectives for each student served, at least, every nine weeks.

10. Sidekick will be responsible for preparing and submitting, at no cost, to the Board of Education, all TennCare paperwork for qualifying children.

11. The Board of Education agrees that, should a child's therapy sessions submitted to TennCare be denied for eligibility, Sidekick will immediately stop serving such children, and it will be the Board's responsibility to have its own therapist incorporate such child into their school caseload, or the Board may elect that Sidekick serve the child via school pay.

12. Background Checks:

a) Sidekick requires all current employees providing services to the Board of Education under this service agreement to supply a fingerprint sample and submit to a criminal history record check conducted by the Tennessee Bureau of Investigation and/or the Federal Bureau of Investigation prior to permitting the employee to have contact with school children or enter the school grounds.

b) Sidekick will not allow an employee providing services to the Board of Education under this service agreement to come in direct contact with school children or enter the grounds of a school where children are present until the criminal history records check has been conducted.

c) Sidekick shall not allow an employee providing services to Board of Education under this service agreement to come in direct contact with school children or with children in a child care program or enter the grounds of a school or child care center when children are present if the criminal history records indicate the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee has been convicted as a violent sexual offender as defined in Tennessee Code Annotated § 40-39 – 2002.

d) At Board of Education's request, Sidekick will provide background checks for SLPs that were conducted as part of their onboarding at Sidekick. However, if the Board of Education wishes to perform additional background checks, those are to be done at the Board of Education's expense.

13. Sidekick agrees to hold Board of Education harmless on account of any and all claims by third parties for damages due to personal injuries or property damage, arising from a school child using any premises owned or leased by Sidekick, including the use of materials provided by Sidekick for such child, except when such injuries or damages arise in whole or in part on account of the acts or omissions or negligence of Board of Education. Any obligation of Sidekick to indemnity and hold Board of Education harmless is limited to the terms of Sidekick's applicable liability insurance.

14. With respect to services provided by Sidekick to school children under this service agreement, Board of Education and Sidekick will work cooperatively to ensure that the rights and privileges available to children attending Board of Education shall be available to children served by Sidekick, including, to the extent applicable to Sidekick and the services provided to Board of Education under this agreement, due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.

15. If due to a change in applicable law or regulation or the interpretation thereof by any court, government agency, authority, or other entity that renders any provision of this Agreement unlawful, unenforceable, economically, administratively impracticable, or difficult of performance (a Law Change), the parties shall initiate good faith negotiations to amend this Agreement to eliminate the adverse effects of such Law Change. If either party determines that the parties are unlikely to agree upon and make alterations to this Agreement to eliminate the adverse effect of the Law Change, or alternatively, either party determines that alterations to meet such requirements are not commercially practicable, reasonable, and satisfactory, then such party may terminate the Agreement on thirty (30) days prior written notice to the other party. A Law Change also includes any change by (i) a Federal, State, or local legislative, regulatory, judicial, or administrative authority, or (ii) any TennCare Managed Care Organization (MCO) or other third party payor with respect to: clinical or other services provided pursuant to this Agreement, MCO requirements regarding eligibility or qualification for healthcare services, MCO procedures for authorizing, approving, billing or providing payment for healthcare services (including the amount of payment or method of payment), or any other changes that adversely affect the arrangements and services provided to school system students pursuant to this Agreement.

16. Board of Education will not employ or receive services, either directly or indirectly (including services provided through a third party), from any therapist formerly employed by Sidekick for one year following the termination or expiration of this Agreement or cessation of such therapist's employment with Sidekick, whichever is earlier.

17. DISCRIMINATION: No person shall on the grounds of race, color, national origin, sex, age or ability to pay, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity operated by Sidekick or the Board of Education, it being the intention of Sidekick and the Board of Education to bind all agencies, disbursing units, or organizations, operating under its jurisdiction and control to fully comply with and abide by the spirit and intent of the Civil Rights Act of 1964.

In Witness Thereof:

Rebecca Farley — 5-26-2026

Dr. Rebecca Farley, Director of Schools Cumberland County Schools — Date

Marlene Holton — 5/26/26

Marlene Holton, Director Special Education Cumberland County Schools — Date

Krissie Self, COO & President
Deborah L. Curlee Communication Consultants, LLC
d/b/a Sidekick Therapy Partners — Date

May 4, 2026

Cumberland County Finance Department
Attn: Jennifer Turner, Finance Director
Cumberland County Courthouse Building
2 North Main Street; Suite 303
Crossville, TN, 38555

Dear Jennifer Turner & Cumberland County Board of Education:

RE: Speech-Language services Invitation to bid for the 2026-2027 School Year

Sidekick Therapy Partners ("Sidekick") is pleased to submit our bid to serve Cumberland County students for the 2026-2027 school year, our 5th[h] consecutive year of providing services.

Sidekick has been **providing therapy services for over 45 years**, and is Tennessee owned and operated.

Our therapists provide speech pathology/speech-language therapy & teletherapy services to 38 school districts and 4,000 students across TN.

Sidekick is submitting a bid for the following services:

1. Speech Pathologist Services **(school pay, non-TennCare)** &
2. Speech Pathologist services (**TennCare**)

- Sidekick requires all current employees providing services to supply a fingerprint sample and submit to a criminal history record check conducted by the TBI and/or FBI prior to permitting the employee to have contact with school children or enter the school grounds. Upon signing the contract, we will submit these to the board of education.

- Sidekick carries workers compensation insurance with the requested employer liability limits and can provide certificates of insurance to the school system prior to commencement of work with Cumberland County Department of Education named as an additional insured.

- Sidekick will provide state-required paperwork for IEP eligibility for TennCare and non-TennCare eligible children to the same extent at the rates found in the attached documents.

- Sidekick also offers teletherapy (i.e. internet-based) speech-language therapy (with prior written approval from Cumberland Co.), at the rates found in the attached documents. Like in-person therapy services, Sidekick's Teletherapy services are high-quality HIPAA compliant, and FERPA

compliant, and would utilize Sidekick's same Tennessee-based and Tennessee-licensed therapists.

- Sidekick Therapy Partners is a respectful and inclusive workplace with equal employment opportunities for all teammates.

- **A detailed document with requested bid components is attached to this letter along with a copy of Sidekick's proposed contract for the 2026-2027 school year.**

If you have any questions, please contact me at 865-693-5622 or by email at kself@mysidekicktherapy.com

Sincerely,

Krissie Self
President
Sidekick Therapy Partners

Bid Components

1. **Price Per Hour (Detailed Chart Attached):**

    a. **For speech-language therapy school pay services:**

        i. Sidekick will charge Cumberland County **$90/hour (or $22.50 for any 15-minute increment thereof) for therapy sessions or evaluations of Students whose services cannot be billed to TennCare insurance companies.**

            1. Sidekick will provide direct therapy services and consultation services per IEP, complete initial eligibility testing and screenings, complete re-eligibility evaluations, attend IEP meetings, complete IEP paperwork and any additional district required paperwork or meetings per the request of the district at the rates found in the attached contract.

    b. **For speech-language therapy TennCare services:**

        i. Sidekick **will not charge Cumberland County** for therapy sessions or TennCare required evaluation of Students covered by the 3 TennCare insurance companies ("TennCare students").

            1. Sidekick will provide direct speech therapy services per IEP, 9-week progress reports, yearly evaluation reports, and daily session notes (per request) at no cost to the district for TennCare students.

2. **Service Delivery Model:**

    a. Sidekick currently serves Cumberland County via a hybrid model of both in-person and teletherapy. We will continue this into the 2026-2027 school year.

3. **Direct Insurance Billing:**

    a. Sidekick is credentialed with all TennCare insurance MCO payers and bills for these services directly. We have a billing department that manages these claims independently. This is currently a service we provide for Cumberland County and can continue this into the 2026-2027 school year.

4. **Licensure Guarantee:**

a. Any Sidekick speech pathology services will be provided by a qualified speech-language pathologist ("SLP" or "SLPs") who have a Master's Degree, **who are duly licensed or registered with the State Department of Health**, Board of Communication Disorders and Sciences, and who have either their **Certificate of Clinical Competency or who are working on their Clinical Fellowship Year.**

5. **Credentialing & Pipeline Report:**

   a. A report on the current staffing therapists for the 2026-2027 school year is **attached**. All Sidekick SLPs have background checks and licensing prior to starting service in Cumberland County.

Pricing Proposal Information

Speech-Language Pathology School Pay Services		
#	**Description**	**Cost**
1.	Hourly Rate for Speech-Language Pathology Services, including: • Direct Therapy (in person or teletherapy) • Preparing and submitting progress reports	**Non-TennCare Eligible Students:** $90/hour [$22.50 per 15-minute increment]
2.	Cost per Speech-Language Pathology Evaluation	**Non-TennCare Eligible Students:** $90/hour [$22.50 per 15-minute increment]
3.	Hourly Rate for Speech Language Pathology Other Services, including: • Attending IEP team meetings • Drafting IEPs • Consulting with school personnel and parents as necessary • Scheduling and case management	$90/hour [$22.50 per 15-minute increment]
4.	Cancellation Fee (Applies to teletherapy only)	$90/hour [$22.50 per 15-minute increment]
Mileage		
#	**Description**	**Cost**
1.	**Mileage** for each mile of therapy providers' roundtrip travel: • between Sidekick's Knoxville office to any Cumberland County School served, OR • between therapy providers home to any Cumberland County School served, whichever distance is shorter.	$0.45/per mile

Speech-Language Pathology TennCare Services		
#	**Description**	**Cost**
1.	Hourly Rate for Speech-Language Pathology Services, including: • Direct Therapy (in person or teletherapy)	**TennCare Eligible Students:** **$0**/hour – no cost to Cumberland Co.

Sidekick THERAPY PARTNERS
mySidekickTherapy.com

310 Corporate Drive, Suite 101
Knoxville, TN 37923
(865) 693-5622

	• Preparing and submitting progress reports	
2.	Cost per Speech-Language Pathology Evaluation	**TennCare Eligible Students:** **$0**/hour – no cost to Cumberland Co.
3.	Sidekick provides the following services to TennCare eligible students: • Direct Therapy • TennCare evaluations • 9-week progress reports to be entered in TN pulse	**TennCare Eligible Students:** $0/hour – no cost to Cumberland Co.
4.	Cancellation Fee (Applies to teletherapy only, TennCare & Non-TennCare)	$90/hour [$22.50 per 15-minute increment]
Mileage		
#	**Description**	**Cost**
1.	**Mileage** for each mile of therapy providers' roundtrip travel: • between Sidekick's Knoxville office to any Cumberland County School served, OR • between therapy providers home to any Cumberland County School served whichever distance is shorter.	$0.45/per mile

Credentialing and Pipeline Report

(All SLPs listed have licensure as well as company background checks)

Current Sidekick SLPs serving Cumberland County:

1. Melissa Jones, CCC-SLP
2. Katherine Roberts, CCC-SLP
3. Melayna Maynor-Woodall, CF-SLP
4. Ruth Baker, CCC-SLP
5. Pamela Koebcke, CCC-SLP
6. Julia Olla, CCC-SLP

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Sidekick Therapy Partners

Authorized Representative Signature: Krissie Self

Print Name & Title: Krissie Self, President

Date: 5/4/2026

Tenn. Code Ann. § 12-12-106

TENNESSEE CODE ANNOTATED
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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Sidekick Therapy Partners

Authorized Representative Signature: Krissie Self

Print Name & Title: Krissie Self, President

Date: 5/4/2026

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Sidekick Therapy Partners

Authorized Representative Signature: Krissie Self

Print Name & Title: Krissie Self, President

Date: 5/4/2026

SERVICE AGREEMENT

BETWEEN

SERICIA SEIBER AND CUMBERLAND COUNTY SCHOOLS

FOR

SPEECH/LANGUAGE SERVICES

This agreement is entered into by and between the Cumberland County School System and Sericia Seiber, Speech/Language Pathologist (SLP).

It is hereby agreed that Sericia Seiber will provide speech/language services on an as-needed basis during the 2026-2027 school year.

Services will begin approximately July 1, 2026 and will terminate approximately June 30, 2027. The cost of these services will be $90 per hour. Services will be provided no more than 160 hours per month. Documentation of services will be submitted monthly. Mileage will be paid for travel in the county at the Cumberland County rate. Travel reimbursement forms will be submitted monthly. Materials and supplies will be provided by the Cumberland County School System in the same manner as supplied for other speech providers employed by the school system.

The speech language services may include but are not limited to IEP documentation (goal writing and reviews), evaluations, re-evaluations, direct/indirect therapy, consultation, file review, screenings/observations, attending meetings as needed, progress reports and supervision of SLPA(s). Educationally relevant speech services will be provided. No medically-billable services will be provided.

These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Sericia Seiber

Sericia Seiber, Speech/Language Pathologist

05/26/2026

Date

Rebecca Talley

Cumberland County Schools

5.26.2026

Date

Sericia Seiber
422 Byrds Creek Dr
Crossville, TN 38555
(931) 210-9822

2026-27 Bid for Speech Language Services

Scope of Work

The speech language services may include but are not limited to IEP documentation (goal writing and reviews), evaluations, re-evaluations, direct/indirect therapy, consultation, file review, screenings/observations, attending meetings as needed, progress resorts and supervision of SLPA(s). Educationally relevant speech services will be provided. No medically-billable services will be provided.

Qualifications

I, Sericia Seiber, possess a Master of Education degree in Speech Language Pathology from State University of West Georgia.

I possess an educational license in the state of Tennessee. I received my initial education license with a 498 Sped SP/LAN preK-12 endorsement in Tennessee in 2002. I have had active Tennessee educational licenses continuously from 2002 until the present. My current educational license (Lic# 000268784) is a Professional 10-year license with a 498 Sped SP/LAN preK-12 endorsement and expires in 2034.

I provided continuous Speech Language Pathology Services as a school employee in Cumberland County Schools from 2002 to 2018, except for the year that I was deployed to Iraq. I provided Speech Language Pathology Services on a contractual basis in the Clay County school system from 2018 to 2023. I have been providing Speech Language Pathology Services on a contractual basis in the Cumberland County school system since 2022.

Proposal

The attached proposed service agreement includes the proposal of services and rates.

Sericia Seiber, MEd, SLP
Sole Proprietor

Personal Information

Name Sericia A Seiber

License Number 000268784

Licenses & Endorsements

License Type Professional - 10 Year

Status Active

Endorsements 498 Sped SP/LAN preK-12

Effective Date 09/01/2024

Expiration Date 08/31/2034

Previously Suspended/Revoked No

License Type Alternative Type A

Status Inactive

Endorsements 498 Sped SP/LAN preK-12

Effective Date

Expiration Date 08/31/2003

Previously Suspended/Revoked No

License Type Apprentice Teacher

Status Inactive - Superseded

Endorsements 498 Sped SP/LAN preK-12

Effective Date

Expiration Date 08/31/2008

Previously Suspended/Revoked No

License Type Professional

Status Inactive - Superseded

Endorsements 498 Sped SP/LAN preK-12

Effective Date 07/01/2004

Expiration Date 08/31/2024

Previously Suspended/Revoked No

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Sericia Seiber

Authorized Representative Signature: Sericia Seiber

Print Name & Title: Sericia Seiber, Private Contractor

Date: 4/29/2026

Tenn. Code Ann. § 12-12-106

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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

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(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Sericia Seiber

Authorized Representative Signature: Sericia Seiber

Print Name & Title: Sericia Seiber, Private Contractor

Date: 4/29/2026

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Sericia Seiber

Authorized Representative Signature: Sericia Seiber

Print Name & Title: Sericia Seiber, Private Contractor

Date: 4/29/24

MEMORANDUM OF UNDERSTANDING BETWEEN CUMBERLAND COUNTY BOARD OF EDUCATION AND ANNE DAVIS, M.S. CCC-SLP

This Memorandum of Understanding ("MOU") is entered into by and between CUMBERLAND COUNTY BOARD OF EDUCATION ("CCS") and ANNE DAVIS ("Contractor") for the limited purpose of allowing Contractor to provide speech and language services to CCS students during the school day. WHEREAS, CCS is dedicated to providing all of its students with a Free and Appropriate Public Education, including providing students with specific assistance with possible speech and language deficits; and WHEREAS, Contractor is experienced in speech language pathology, assisting and evaluating students for possible deficits and disabilities in those areas, has provided such services to public school children, and possesses the necessary special skills, licensure and certification to competently perform the requested services and agrees to provide such services to CCS students in strict compliance with CCS Policies. IDEA. Section 504 of the Rehabilitation Act of 1973, the Rules of the Tennessee State Board of Education and the terms of this Contract; and WHEREAS, CCS is desirous of accommodating students' education needs by making available the Contractor who has special skills, and the Contractor is desirous of performing such services under the terms and conditions as set forth herein. It is agreed as follows:

1. Parties. CCS is a local education agency ("LEA") that is subject to regulations under Tennessee and federal law related to the education of children, including, but not limited to the IDEA and Section 504 of the Rehabilitation Act of 1973. Contractor is a speech- language pathologist who is licensed in the State of Tennessee, and who is qualified and who desires to provide speech language services to CCS within the scope of any CCS student's needs, acceptable professional standards, CCS Policies, and Tennessee and federal law.

2. Compliance with Tennessee and Federal Law In order to induce CCS to grant permission to Contractor to provide professional speech language services to CCS students, Contractor agrees to be bound by the terms of the student's IEP or consents for evaluation. acceptable professional standards, any applicable physician's orders, CCS Policies, and Tennessee and federal law. The Contractor represents that the Contractor is familiar with and agrees to observe and comply with all federal, state and local laws, statutes, ordinances, and regulations in any manner affecting the provision of Contractor's services all instructions, and prohibitive orders issued regarding Contractor's work and shall obtain all necessary permits.

3. Scope of Services and Required Behavior. Contractor agrees that she will comply with the following conduct: a. Contractor shall provide speech language services to students when necessary, determined by CCS: b. Comply with all Federal, State, and Local statutes prohibiting C discrimination, on abuse, and neglect. Contractor will meet with CCS's Special Education Director either monthly on an "as needed" basis; or d. Contractor shall keep all evaluations and assessments performed on students and summarized in their reports in accordance with industry standards and in compliance with CCS policy on records retention. e. Contractor shall conduct all evaluations and perform services in accordance with state and federal guidelines; 3 f. Contractor shall create reports based on evaluations and sessions with CCS students and draft all necessary treatment plans, including but not limited to, present levels and goals, including short and long term objectives. for CCS students in their care; g. Contractor shall assist the IEP Team with the selection of equipment, such as AAC devices, appliances and physical

FERPA The Contractor agrees that any and all educational information related to other CCS students that may be acquired by the Contractor's employees will be kept strictly confidential and the Contractor shall not share such information with any person or entity outside of CCS personnel. 3

10. Term The term of this contract shall be from July 1. 2026 and shall begin on July 1, 2026 terminate on June 30. 2027. unless terminated earlier pursuant to Paragraph 13 herein.

11. Compensation. Contractor agrees to bill CCS at the hourly rate of $90.00 per hour for speech therapy services, including treatment and consultation times The District will also reimburse the Contractor for travel expenses at the rate of $0.70 per mile. All mileage must be documented and submitted on invoices. Invoices will be paid out monthly within thirty (30) days receipt of the same.

12. Record Keeping. Any records kept by Contractor related to any CCS student shall be maintained and CCS shall have a right to inspect and audit all such records for a minimum of six (6) years from the date of final services rendered by Contractor.

13. Termination If the Contractor shall fail to fulfill, in a timely and proper manner, the Contractor's obligations under this Agreement, any CCS Policy, student IEP, or if the Contractor shall violate any of the covenants or stipulations of this Contract, CCS shall thereupon have the right to terminate this Contract by giving written notice to the Contractor of such termination and specifying the effective date thereof. If Contractor violates any state or federal law or regulation, CCS shall have the right to immediately terminate this Contract without notice Either party to this Contract may terminate this Contract, with or without cause, by giving at least thirty (30) days prior written notice of the date of termination. In such an event, all completed or incomplete work prepared by the Contractor shall be delivered to CCS, as directed by the Director of Special Education for CCS

14. Entire Agreement and Amendment. This Contract contains the entire agreement between the parties with respect to the subject matter hereunder, and no waiver, alteration, or modification of any of the provisions hereof shall be binding unless in writing and signed by both CCS and the Contractor

15. Severability. If any provision of this Contract is rendered or declared illegal by reason of any existing or subsequently enacted legislation or by decree of a court of last resort, CCS and the Contractor will promptly meet and negotiate substitute provisions for those declared or rendered illegal, but all the remaining provisions of the Contract shall otherwise remain in full force and effect

16. Captions. The headings or captions of the Paragraphs of this Contract are inserted for convenience and reference only and shall not be deemed a part hereof or used in the construction or interpretation hereof. 4

17. Governing Law. This Contract shall be governed by and enforced under the laws of the State of Tennessee

18. Waiver. Any party's failure to insist on compliance or enforcement of any provision of this Contract shall not affect its validity or enforceability.

19. Counterparts. More than one (1) copy of this Contract may be executed, and ali parties agree and acknowledge that each executed copy shall be a duplicate original.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date of the last signature applied hereto.

SERVICE PROPOSAL

BETWEEN

CHELSEY HAMILTON AND CUMBERLAND COUNTY SCHOOLS

FOR

SPEECH/LANGUAGE SERVICES

This agreement is entered into by and between the Cumberland County School System and Chelsey Hamilton, MS CCC-SLP (Speech Language Pathologist). It is hereby agreed that Chelsey Hamilton will provide speech/language services on an as-needed basis during the 2026-2027 school year.

Services will begin approximately July 1, 2026 and will terminate approximately June 30, 2027. The cost of these services will be $90 per hour. Services will be provided at a maximum of 160 hours per month. Documentation of services will be submitted each pay period. Mileage will be paid for travel in the county at the Cumberland County rate. Travel forms will be submitted monthly. Materials and supplies will be provided by the Cumberland County School System in the same manner as supplied for other speech providers employed by the school system.

The speech language services may consist of screening, assessment, therapy, consultation, participation in case management meetings, developing individual education plans (IEPs), case management paperwork, and communicating with other IEP team members. Educationally relevant speech services will be provided. No medically-billable services will be provided.

These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Chelsey Hamilton MS CCC-SLP — 4/22/2026

Chelsey Hamilton, Speech Language Pathologist — Date

Rebecca Taylor — 5.26.2026

Cumberland County Schools — Date

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Chelsey Hamilton

Authorized Representative Signature: Chelsey Hamilton MS CCC-SLP

Print Name & Title: Chelsey Hamilton MS CCC-SLP

Date: 4/22/2026

Tenn. Code Ann. § 12-12-106

TENNESSEE CODE ANNOTATED
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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Chelsey Hamilton

Authorized Representative Signature: Chelsey Hamilton MS CCC-SLP

Print Name & Title: Chelsey Hamilton MS CCC-SLP

Date: 4/22/2026

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Chelsey Hamilton

Authorized Representative Signature: Chelsey Hamilton MS CCC-SLP

Print Name & Title: Chelsey Hamilton MS CCC-SLP

Date: 4/22/2026

Chelsey Brown Hamilton

cbrown.hamilton@gmail.com
931-261-8685

Education

M.S. Speech-Language Pathology, University of Tennessee Health Science Center, May 2013

B.S. Speech-Language Pathology, University of Tennessee Knoxville 2008-2011, *Summa Cum Laude*

Employment

Speech-Language Pathologist, MS CCC-SLP, Cumberland County Schools, August 2022- Present

- Assessment and treatment of pediatrics for speech/language therapy services

Speech-Language Pathologist, MS CCC-SLP, Covenant Health/Cumberland Medical Center PRN, October 2019- August 2022

- Assessment and treatment of inpatients and outpatients for Speech/Language and Dysphagia treatment

Speech-Language Pathologist, MS CCC-SLP, Encompass Home Health Feb 2019- January 2020

- Assessment and treatment of patients with Dementia, Aphasia, Aphonia, Dysphagia, and Dysarthria in assisted living communities and home environment

Speech-Language Pathologist, MS CCC-SLP, WyndRidge Health and Rehabilitation Center, May 2013-Present

- Assessment and treatment of patients with dysphagia, dementia, traumatic brain injuries, voice disorders, aphasia, and tracheostomy patients with ventilator dependency

Speech-Language Pathologist, MC CCC-SLP/ Assistant Rehabilitation Manager, Signature HealthCare: Standing Stone, August 2015-October 2016

- Assessment and treatment of patients with dysphagia, aphasia, voice disorders, apraxia, dysarthria, traumatic brain injuries, and dementia

Speech-Language Pathologist, MS CCC-SLP, Functional Pathways: Wharton Nursing Home and Uplands Village, June 2013-Present

- Assessment and treatment of patients with dysphagia, dementia, aphasia, cognitive-linguistic decline, and voice disorders

Graduate Assistant, University of Tennessee Health Science Center, 2012

- Assisted with research projects regarding speech sound disorders and development

Speech-Language Pathology Assistant, Cumberland County Schools, April-August 2011

- Assisted with treatment of children in PreK-5 with Cerebral Palsy, ADHD, Autism, hearing impairments, language disorders, speech sound disorders, and intellectual disabilities in group and individual therapy settings

Clinical Experience

Shannondale Health Care Center March-May 2013

- Assessment and treatment of adults with dysphagia, dementia, traumatic brain injuries, language, and voice disorders

University of Tennessee Medical Center, January-February 2013

- Conducted Modified Barium Swallow Studies by positioning and feeding of patients, providing education, and interpretation of findings including writing the diagnostic report
- Assessment and treatment of patients with dysphagia, voice disorders, traumatic brain injuries, and aphasia

Fiberoptic Endoscopic Evaluation of Swallowing Clinic, Summer 2012

- Assisted in portable FEES clinic for 17 hours at facilities throughout the Knoxville area
- Achieved competencies in preparation for FEES procedure, positioning and feeding of client, education, monitoring of vitals, and interpretation of findings including writing the diagnostic report

University of Tennessee Hearing and Speech Center, Fall 2011-Summer 2012

- Assessment and treatment of children and adults ages 3-65 with language disorders, speech sound disorders, Autism, ADHD, ODD, aphasia, and apraxia of speech

Open Arms Care, Spring 2012

- Assessment of adults with developmental and acquired disabilities for 30 hours through informal evaluations of speech, language, and swallowing

University of Tennessee Child Hearing Services, Fall 2011

- Assessment and treatment of children ages 4-9 with cochlear implants and auditory processing disorders

Certifications: Vital Stim, Trach/vent care with Passy-Muir Speaking Valve, LSVT

Activities and Distinctions

Volunteer- American Red Cross, Clinic Vols, Special Olympics, Ronald McDonald House, Vision Camp Counselor, Volunteer Youth Basketball Coach, and Camp Koinonia Counselor

REFERENCES: Available upon request.

Submitted by Stellar Therapy Services

CUMBERLAND COUNTY BOARD OF EDUCATION
PSYCHOLOGIST SERVICES BID

Stellar Therapy Services is a therapist-owned company with 25 years of experience supporting therapists across all disciplines by providing contract therapy staffing throughout Tennessee and Georgia. We serve schools, hospitals, nursing homes, outpatient clinics, hospice, and home health agencies. We have been providing therapists to schools since 2003 and have also handled Medicaid billing for school-based therapy services. In 2010, we expanded our services to help school systems implement and manage their own Medicaid reimbursement programs.

We currently provide 185 therapists to 45 school districts, and have 43 districts participating in Medicaid reimbursement programs, with 26 administrative staff supporting both our staffing and billing programs. In addition to School Psychologists, we also can provide the following provider types:

Occupational Therapists & Assistants

Speech Language Pathologists & Assistants

Physical Therapists and Assistants

Stellar Therapy Services has worked successfully with Cumberland County Schools since 2013, providing various contract services as needed. We began providing psychology services for the district in 2024, with Marlene Holton serving as our primary contact for these services.

Stellar will provide school psychologist services for Pre-K through 12th grade students in Cumberland County Schools. Our psychologists meet all credentialing requirements and follow the guidelines outlined in the Tennessee Department of Education Special Education Manual and IDEA 2004. They will also provide guidance and support to school staff regarding special education assessment procedures. Professional development and staff training can also be provided if requested.

Services will include:

- Psychological evaluations and assessments, file reviews, re-evaluations, observations, consultations, RTI support, and screenings
- Providing updated information to school staff regarding special education assessment procedures
- Selecting, administering, and interpreting assessments related to intelligence, achievement, and social/emotional functioning as needed
- Gathering information through interviews, observations, testing, and records review to support student evaluations
- Analyzing educational and psychological data and completing assessment reports within IDEA timelines
- Completing and submitting all required documentation, including initial evaluations and re-evaluations, within the required 60-day timeline
- Using the IEP system (TNPulse) for documentation and reporting
- Managing assigned caseloads to ensure re-evaluations are completed on time

- Reviewing out-of-county and out-of-state special education records for transfer students
- Maintaining accurate and up-to-date student records
- Sharing information with school staff and parents regarding student strengths and needs
- Consulting with teachers and parents regarding special education services
- Verifying eligibility guidelines for students requiring alternative assessments
- Completing functional behavior assessments and written reports
- Attending IEP meetings as the qualified testing representative and explaining results to parents, teachers, and students as appropriate
- Participating in the RTI process by helping interpret data, serving on support teams, and collaborating with teachers to problem-solve for students receiving interventions
- Maintaining confidentiality of all educational and medical records in compliance with FERPA and all state and federal laws
- Notifying the school in advance of any schedule changes or cancellations when possible

Stellar will make every effort to provide an in-person or hybrid psychologist. If an in-person provider is unavailable, services may be provided virtually.

Stellar Therapy will complete all required state and federal background checks at no additional cost to the district. All candidates will hold the appropriate Tennessee credentials and licensure for school psychology services, have positive references, and possess experience working in Tennessee schools.

Pricing includes all direct and indirect time related to providing psychology services, including student sessions, evaluations, testing and assessments, documentation, meetings, IEP preparation, observations, parent and teacher interviews, training or education provided, travel between schools, and any additional services requested by the district or necessary to provide services.

School Psychologist — $75/hour

We value our partnership with Cumberland County Schools and appreciate the opportunity to continue to serve your students. Thank you for considering this proposal.

Contact Information: Holly Christopher, holly@stellartherapy.com, 423-708-2661

Company Name:	Stellar Therapy Services
Authorized Representative Signature:	
Print Name & Title:	Holly Christopher, CFO
Date:	5/6/26

Cumberland County Schools

5.26.2026
Date

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

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(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unrea sona blebasis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
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Company Name: Stellar Therapy Services

Authorized Representative Signature: [signature]

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Tenn. Code Ann. § 12-4-119

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Current through the 2022 Regular Session.

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(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
(g) This section must not be construed to conflict with local, state, or federal discrimination laws.

Boycott of Israel. The Contractor certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel as defined by Tenn. Code Ann. § 12-4-119. This provision shall not apply to contracts with a total value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.

Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

(A) "Controlling interest" means sufficient ownership in a business or company to control policy and management, including the ownership or control of the largest number of outstanding shares owned by any single individual in a business or company; and

(B) "Direct interest" means a contract with a person personally or with a business in which the person is the proprietor, a partner, or the person having the controlling interest in the business.

(2) Such persons shall not have an indirect interest in the purchase of supplies, materials, equipment, or contractual services for the county unless the person publicly acknowledges the interest. A person who is not a member of a governing body and who is required to publicly acknowledge an indirect interest must do so by reporting the interest to the office of the county mayor to be compiled into a list that must be maintained as a public record. As used in this subdivision (a)(2), "indirect interest" means a contract in which a person is interested, but not directly so, and includes contracts where the person is directly interested and is the sole supplier of goods or services in the county.

(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Tenn. Code Ann. § 12-12-106

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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

(b) A person that is identified on a list created pursuant to subsection (a) as a person engaging in investment activities in Iran as described in § 12-12-105, is ineligible to contract with the state.

(c) Any contract entered into with a person that is ineligible to contract with the state shall be terminated by the state.

HISTORY: Acts 2016, ch. 817, § 1.

"By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to §12-12-106."

Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
(c) This section does not apply to a contract with a total potential value of less than two hundred fifty thousand dollars ($250,000) or to contractors with less than ten (10) employees.
(d) A contract entered into on or after July 1, 2022, that fails to comply with this section is void.
(e) The commissioner of finance and administration or the commissioner's designee may promulgate rules to implement this section so long as the rules are consistent with this section and do not create exceptions to it.
(f) This section does not diminish or infringe upon a right protected under the constitution of this state or the first amendment to the constitution of the United States.
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Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

(1) The director, purchasing agent, members of the committee, members of the county legislative body, other officials of the county, members of the board of education, members of the highway commission, and employees of the finance department and purchasing department shall not have a direct interest in the purchase of supplies, materials, equipment, or contractual services for the county. As used in this subdivision (a)(1):

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(b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Tenn. Code Ann. § 12-12-106

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*** Current through 2017 Regular Session (Chapter 493) ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

12-12-106. List of persons engaging in investment activities in Iran -- Ineligibility to contract with state.

(a) (1) No more than one hundred twenty (120) days after July 1, 2016, the state chief procurement officer shall publish, using credible information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. The list, when completed, shall be posted on the state's web site.

(2) The chief procurement officer shall update the list every one hundred eighty (180) days, using credible, freely available, public information regarding the persons or entities described in subdivision (a)(1).

(3) Before finalizing an initial list or an updated list, as reasonably practicable, the chief procurement officer shall do all of the following before a person is included on the list:

(A) Provide ninety (90) days' written notice of the chief procurement officer's intent to include the person on the list, if the state is reasonably able to provide the written notice by electronic communication or through the U.S. postal service. The notice shall inform the person that inclusion on the list would make the person ineligible to contract with the state. The notice shall specify that the person, if it ceases its engagement in investment activities in Iran, may be removed from the list.

(B) The chief procurement officer shall provide a person with an informal opportunity to comment in writing that it is not engaged in investment activities in Iran. If the person demonstrates to the chief procurement officer that the person is not engaged in investment activities in Iran, the person shall not be included on the list. Nothing in this section requires a contested case hearing as set forth in the Uniform Administrative Procedures Act, compiled in title 4, chapter 5. A person contesting being placed on the list described in subsection (a) shall exhaust all administrative remedies provided in this section prior to the initiation of any judicial review of being placed on such list.

(4) The chief procurement officer shall make every effort to avoid erroneously including a person on the list.

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HISTORY: Acts 2016, ch. 817, § 1.

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Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Submitted by Stellar Therapy Services

CUMBERLAND COUNTY BOARD OF EDUCATION: PHYSICAL THERAPY SERVICES BID

Stellar Therapy Services is a therapist-owned company with 25 years of experience providing contract therapy staffing across Tennessee and Georgia. Since 2003, we have provided therapy staff to schools and assisted with Medicaid billing for school-based services. In 2010, we expanded our billing services to include assisting school districts to bill for their district-employed therapists.

We currently provide 185 therapists to 45 school districts, and have 43 districts participating in Medicaid reimbursement programs, with 26 administrative staff supporting both our staffing and billing programs. In addition to Physical Therapists and Assistants, we also can provide the following provider types:

Occupational Therapists & Assistants

Speech Language Pathologists & Assistants

School Psychologists

Stellar Therapy Services has successfully partnered with Cumberland County Schools since 2013, providing a variety of contract services as needed over the years. We have provided physical therapy services for the district since 2022, with Marlene Holton serving as our primary contact.

Our staff has experience and specialized training in implementing IEP services in a way that is both effective and cost-efficient. Through our work with multiple school districts, we have developed streamlined internal systems that adapt easily to each district's processes and procedures. In addition, our therapists are supported by experienced administrative staff to help ensure smooth integration into the district.

Stellar will provide physical therapy services for Pre-K through 12th grade students in Cumberland County Schools. Our physical therapists meet all credentialing requirements and follow the guidelines outlined in the Tennessee Department of Education Special Education Manual and IDEA 2004. Our therapists can also assist with professional development and staff training if requested.

Services provided will include:

- Physical therapy evaluations and assessments, re-evaluations, file reviews, consultations with teachers, and other services necessary to provide PT evaluations
- Providing daily, weekly, and monthly therapy services and consultations for students
- Supervising and overseeing physical therapist assistants employed through either the district or a contractor
- Using the IEP system (TNPulse) for documentation of present levels, goals, annual reviews, interventions, and quarterly progress reports
- Managing the district's PT caseload to ensure therapy services and re-evaluations are completed within required timelines

- Maintaining accurate and current student records
- Providing direct and indirect therapy services, consultations, screenings, observations, and all required documentation and reporting for referred students
- Sharing information with school staff and parents regarding students' gross motor strengths and needs
- Consulting with teachers and parents regarding physical therapy services
- Attending IEP meetings as needed
- Monthly invoicing for services provided
- Following ethical standards and best practices established by the American Physical Therapy Association for school-based services
- Maintaining compliance with HIPAA and FERPA requirements for all protected student information

Stellar Therapy will complete all required state and federal background checks at no cost to the district. All candidates will hold the appropriate Tennessee licenses and credentials for school-based physical therapy services, have positive references, and possess experience working within Tennessee schools.

Pricing includes all direct and indirect time required to provide physical therapy services, including student sessions, evaluations, assessments, documentation, meetings, IEP preparation, observations, parent and teacher interviews, training or education provided, travel between schools, and any additional services requested by the district or necessary to provide services.

Therapy Services Pricing

- Physical Therapist — $80/hour
- Physical Therapist Assistant — $65/hour
- Travel Per Diem per Provider — $75/day
- Mileage — $.725/mile or current IRS rate

Mileage is charged for same-day travel between schools. Per diem applies to therapists traveling more than 25 miles from their home to the assigned school. There is a 2.5-hour minimum charge per therapist for each on-site workday and a 1-hour minimum charge for telehealth or off-site services.

Thank you for considering this proposal.

Contact Information: Holly Christopher, holly@stellartherapy.com, 423-708-2661

Company Name:	Stellar Therapy Services
Authorized Representative Signature:	Holly Christopher
Print Name & Title:	Holly Christopher, CFO
Date:	5/6/26

Rebecca Farley
Cumberland County Schools

5.26.2026
Date

Tenn. Code Ann. § 12-4-119

Copy Citation

Current through the 2022 Regular Session.

12-4-119. Certification that company not engaged in boycott of Israel.

(a) As used in this section:
(1) "Boycott of Israel" means engaging in refusals to deal, terminating business activities, or other commercial actions that are intended to limit commercial relations with Israel, or companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel to do business, or persons or entities doing business in Israel, when such actions are taken:
(A) In compliance with, or adherence to, calls for a boycott of Israel; or
(B) In a manner that discriminates on the basis of nationality, national origin, religion, or other unreasonable basis, and is not based on a valid business reason;
(2) "Company" means a for-profit or not-for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, or other entity or business association, including all wholly owned subsidiaries, majority-owned subsidiaries, parent companies, or affiliates of those entities or business associations;
(3) "Israel" means the State of Israel and Israeli-controlled territories; and
(4) "Public entity" means this state or any political subdivision thereof, including all boards, commissions, agencies, institutions, authorities, counties, municipalities, and other bodies politic and corporate of this state, created by or in accordance with state law or rule.
(b) A public entity shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract includes a written certification that the company is not currently engaged in, and will not for the duration of the contract engage in, a boycott of Israel.
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Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly C...

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

Tenn. Code Ann. § 12-12-106

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*** Current through 2017 Regular Session (Chapter 493). ***

Title 12 Public Property, Printing And Contracts
Chapter 12 Iran Divestment Act

Tenn. Code Ann. § 12-12-106 (2017)

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HISTORY: Acts 2016, ch. 817, § 1.

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Company Name: Stellar Therapy Services

Authorized Representative Signature: Holly Christopher

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

CUMBERLAND COUNTY, TENNESSEE

5-21-121. Conflicts of interest.

(a)

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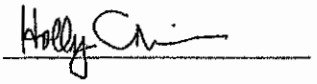
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Receipt is acknowledged and confirmation of compliance with the statute is hereby affirmed:

Company Name: Stellar Therapy Services

Authorized Representative Signature: 

Print Name & Title: Holly Christopher, CFO

Date: 5/6/26

THIS SERVICES AGREEMENT (this "**Agreement**") is made by and between TNTP, Inc., a Delaware nonprofit corporation organized and operated exclusively for charitable and educational purposes and qualifies for exemption from federal income taxation as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "**Code**"), and is further classified as a public charity within the meaning of Section 509(a)(1) of the Code, with its principal office at 500 7th Avenue, 8th Floor, New York, New York 10018 ("**TNTP**"), and **Cumberland County Schools**, with its principal office at **368 4th Street, Crossville, TN 38555** (the "**Client**"). This Agreement shall be effective as of the later of the dates beneath the parties' signatures below (the "**Effective Date**"). This Agreement consists of the following terms, as well as the Scope of Services in the attached Schedule A.

STATEMENT OF PURPOSE: The Client wants to engage TNTP to provide school support as detailed in this Agreement.

Section 1. Term and Services.

For the period commencing on the Effective Date until **March 31, 2027** (the "**Term**"), TNTP agrees to provide services for the Client as specified in the services stated in Schedule A ("**TNTP's Services,**" "**Scope of Services,**" or "**Services**"). The Services may include the provision of documentation, reports, analysis, and other content ("**Deliverables**"). TNTP's Services will be considered accepted upon the Effective Date or upon commencement of the Services at Client's direction following Client's instructions to commence Services under the Proposal. TNTP will use its reasonable efforts to achieve the deadlines for Services, if any, set forth in any timetable and/or dates for delivery contained in Schedule A. TNTP may, upon written notice to Client, subcontract any portion of the Services in its sole discretion.

Section 2. TNTP and Client Responsibilities.

a. Client will cooperate with TNTP to facilitate the performance of TNTP's Services. If necessary to facilitate TNTP's provision of the Services, Client will provide TNTP with access (which may be in-person or remote via virtual means such as teleconference and videoconference, as agreed upon by the parties) to Client personnel, classrooms, meeting spaces, buildings, and background check processes as needed for TNTP's Services. If applicable, the Services may require staff/leader/teacher surveys, data collection and analysis, focus groups, student work samples, and video recordings of classroom activities, and all these activities will be done in compliance with this Agreement. In the event that the Services require video recording, the availability of video recording is subject to the Client obtaining proper permission under Tennessee law.

b. Client, and not TNTP, is responsible for all employment-related obligations, liabilities, and decisions that may relate to the implementation of the Services or results from the Services.

c. TNTP and Client may mutually agree to permit in-person, essential work-site visits under certain circumstances. In deciding to permit in-person, essential work-site visits, TNTP and Client will take into account CDC guidance, state and local regulations and guidance, the school and district's health and safety plan related to pandemics or infectious disease, and the internal policies of both Client and TNTP. If the parties agree to work-site visits, school staff will be instructed to follow all school district and TNTP health and safety procedures. Client releases TNTP from any liability related to pandemic or infectious disease-related transmission from in-person work-site visits. TNTP reserves the right to discontinue work-site visits at any time if TNTP determines that cessation of work-site visits is necessary to protect the health and safety of its personnel.

Section 3. Representations and Warranties; Disclaimer.

Each party represents and warrants that it:

a. Has the full right, power, legal capacity, and authority to enter into this Agreement and to carry out its obligations hereunder;

b. Maintains adequate and appropriate insurance, including comprehensive general liability, professional liability, and workers' compensation insurance, to cover activities under this Agreement;

c. Will comply in all material respects with all applicable federal, state, and local laws, ordinances, codes, and regulations in connection with its performance under this Agreement; and

d. Is not subject to and will not enter into any agreement or arrangements which preclude compliance with the provisions of this Agreement.

Disclaimer of Warranties. EXCEPT AS PROVIDED IMMEDIATELY ABOVE, THE SERVICES, DELIVERABLES, AND TNTP THIRD PARTY MATERIALS ARE PROVIDED "AS IS," WITHOUT WARRANTY OF ANY KIND. TNTP DISCLAIMS ALL OTHER WARRANTIES, EITHER EXPRESS, IMPLIED, OR STATUTORY, INCLUDING BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR NON-INFRINGEMENT.

Section 4. Payment and Invoicing.

The Client shall pay a flat fee to TNTP in the amount of $35,881 for TNTP's Services (the "**Client Fee**"). TNTP shall invoice the Client for the Client Fee according to the following schedule:

Invoice Date	Invoice Amount
September 20, 2026	$3,588
March 20, 2027	$32,293
Total	**$35,881**

TNTP's failure to timely invoice will not constitute a waiver of any of TNTP's rights hereunder or constitute a breach by TNTP of this Agreement. The invoice is due and payable by ACH or wire transfer within thirty (30) days of Client's receipt of the invoice, without regard to any delay for purchase order or invoice reference. Client will validate any changes to ACH or wire payments by contacting TNTP at ar@tntp.org. After thirty (30) days, interest may be charged at a rate of one percent (1%) per month. Client agrees to provide, for inclusion in each Scope of Services, the specific information that must be included on an invoice (e.g., a Purchase Order Number or other reference). If there are disputed amounts on any invoice, the balance of such invoice, after deducting any disputed amounts, shall be paid in full when due and payable, and the disputed amounts shall be presented to TNTP for resolution as soon as such disputed amounts have been determined by the Client. Once resolved, Client will promptly pay any disputed amounts to TNTP without the need for TNTP to issue an additional invoice.

Client agrees to provide a current financial contact for receipt of invoices and payment inquiries. Client will provide timely updates to payment contact information by contacting TNTP at the email address listed below.

Financial Contacts:

For TNTP: TNTP Accounts Receivable

ar@tntp.org

For Client:

Client Contact (General)

Rebecca Farley (Name)

DOS (Title)

rfarley@ccschools.k12tn.net (Email Address)

Billing/Payment Contact

Cassie Mathews (Name)

Admin Assistant / Bookkeeper (Title)

Cmathews@ccschools.k12tn.net (Email Address)

TNTP will direct invoices and payment inquiries to this address. Whenever possible, a contact within Client's Accounts Payable or similar financial or business department is preferred.

Section 5. Independent Contractor.

TNTP's relationship to the Client is that of an independent contractor and nothing herein will be construed as creating an employer/employee relationship, partnership, joint venture, or other business group or concerted action. TNTP will determine the method, details, and means of performing the Services. TNTP may represent, perform services for, and contract with other additional clients, persons, or companies as TNTP, in its sole discretion, sees fit, provided those services do not pose a conflict of interest with the services performed to Client.

Section 6. Termination; Survival.

If at any time either of the parties believes that the other party has materially breached its obligations under this Agreement, written notice shall be given by the party alleging breach setting forth the asserted breach and providing an opportunity to cure the same within thirty (30) days after such written notice. If the asserted breach has not been cured to the reasonable satisfaction of the party providing the written notice, but reasonable attempts to cure (as determined by the party providing written notice of asserted breach) have been made in writing by the party to whom the written notice of asserted breach was given, said party will have an additional opportunity to cure for a period of thirty (30) days following the expiration of the initial thirty (30) day cure period. If the asserted breach has not been cured to the satisfaction of the party providing written notice of asserted breach, that party may elect to terminate this Agreement upon written notice to the breaching party. If this Agreement is terminated, the rights and obligations of each party hereunder will terminate, provided, however, that such termination will not terminate the rights and obligations of the parties that expressly survive the termination of this Agreement, including, without limitation, the obligation of the Client to pay TNTP for time and expenses incurred in rendering the Services pursuant to this Agreement prior to the effective date of such termination.

Sections 3 (Representations and Warranties; Disclaimer), 4 (Payment and Invoicing), 6 (Termination; Survival), 7 (Indemnification, Exclusion of Certain Damages, Limitation of Liability, Subpoenas, and Insurance Coverage), 8 (Intellectual Property Rights (IRPs)), 9 (Promotional Materials and Publicity), 10 (Data), 11 (Confidentiality) and 12 (Miscellaneous), and terms of Schedule A that expressly survive termination, will survive expiration or termination of this Agreement.

Section 7. Indemnification, Exclusion of Certain Damages, Limitation of Liability, Insurance and Subpoenas.

7.1 Indemnification. To the extent permitted by applicable law, each party agrees to defend and indemnify the other party, their subsidiaries and affiliates, and hold them harmless from any and all unaffiliated third party claims ("**Claims**"), losses, damages, penalties, costs, and expenses, including without limitation, settlement costs and any legal, accounting and other expenses for investigation or defending any actions or threatened actions (collectively, "**Losses**") to the extent such Claims were caused by (a) the intentional misconduct of a party, or any of their employees or agents, or (b) any untruth, inaccuracy, fraud or material omission in any representation or warranty made by a party. In addition, Client will defend, indemnify, and hold harmless TNTP from and against any Claims arising from employment decisions made by Client related to the Services provided by TNTP. The party seeking indemnification shall provide the indemnifying party with prompt written notice of any Claim(s) and give complete control of the defense and settlement of the indemnifying party, and shall cooperate with the indemnifying party, its insurance company, and its legal counsel in its defense of such Claim(s). This indemnity shall not cover any Claim in which there is a failure to give the indemnifying party prompt notice to the extent such lack of notice materially prejudices the defense of the Claim.

7.2 Exclusion of Certain Damages. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL TNTP BE LIABLE FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL, PUNITIVE, OR SPECIAL DAMAGES WHATSOEVER, ARISING OUT OF OR THAT RELATE IN ANY WAY TO THIS AGREEMENT OR ITS PERFORMANCE. THIS EXCLUSION WILL APPLY

REGARDLESS OF THE LEGAL THEORY UPON WHICH ANY CLAIM FOR SUCH DAMAGES IS BASED, WHETHER TNTP HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, WHETHER SUCH DAMAGES WERE REASONABLY FORESEEABLE, OR WHETHER APPLICATION OF THE EXCLUSION CAUSES ANY REMEDY TO FAIL OF ITS ESSENTIAL PURPOSE. THE FOREGOING EXCLUSION DOES NOT APPLY TO CLAIMS RELATED TO TNTP'S FRAUD OR INTENTIONAL MISCONDUCT.

7.3 Limitation of Liability. NOTWITHSTANDING ANY DAMAGES THAT CLIENT MIGHT INCUR UNDER THIS AGREEMENT FOR ANY REASON WHATSOEVER (INCLUDING, WITHOUT LIMITATION, ALL DIRECT DAMAGES), TNTP'S ENTIRE LIABILITY UNDER THIS AGREEMENT AND CLIENT'S EXCLUSIVE REMEDY UNDER THIS AGREEMENT WILL BE LIMITED TO THE CLIENT FEES PAID TO TNTP IN THE SIX (6) MONTH PERIOD IMMEDIATELY PRECEDING THE CLAIM. THE FOREGOING LIMITATIONS, EXCLUSIONS, AND DISCLAIMERS SHALL APPLY TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, EVEN IF ANY REMEDY FAILS OF ITS ESSENTIAL PURPOSE.

7.4 Subpoenas. If TNTP is requested by Client or required by subpoena or similar legal process to produce TNTP's materials or personnel with respect to an engagement for Client, provided that TNTP is not a party to the proceeding, Client will reimburse TNTP for its professional time and reasonable out-of-pocket expenses, including the reasonable fees and out-of-pocket expenses of TNTP's outside counsel incurred in responding to such a request.

7.5 Insurance Coverage. TNTP will, at its sole expense, maintain comprehensive general liability insurance with policy limits of not less than $1,000,000, and provide to the Client upon request a certificate of insurance evidencing such coverage.

Section 8. Intellectual Property Rights (IPR).

8.1 Ownership by TNTP.

a. **TNTP IPR.** Client acknowledges and agrees that as between Client and TNTP, TNTP is and will remain the sole and exclusive worldwide owner of all TNTP IPR. For purposes of this Agreement, " **TNTP IPR**" means all patents, copyrights, trademarks, services marks, designs, logos, trade secrets, publicity, privacy or moral rights, and any other intellectual property or proprietary rights arising at any time under the applicable law of any jurisdiction anywhere in the world that subsists in, without limitation, the following: all technology, frameworks, processes, systems, methodologies, analytical tools, industry data and insights, layouts, TNTP Confidential Information (defined below), TNTP tools, TNTP's Video Library, Learning Portal, Insight, Academic Scorecard and online platforms that TNTP owns or to which TNTP has a license; and any improvements, derivatives or modifications to any of the foregoing, TNTP owns all TNTP IPR in existence prior to or developed independently of this Agreement.

b. **Work Product**. Client acknowledges and agrees that all intellectual property rights in any work created, produced, or developed by TNTP, whether alone or jointly with others, in the course of providing the Services under this Agreement ("**Work Product**"), shall immediately upon creation or performance vest in and shall remain the sole and exclusive property of TNTP, and Client shall acquire no right, title or interest in and to the same, except for the limited license rights expressly granted under this Agreement.

c. **Reservation of Rights.** Client agrees that no TNTP IPR or Work Product will be shared, licensed, or sold by Client to any other person or entity under any circumstances without the prior written consent of TNTP, except for the limited license rights expressly granted under this Agreement.

d. **Third Party Materials.** As part of the Services: (i) TNTP may provide Client access to third party materials ("TNTP Third Party Materials") or (ii) Client may provide third party materials to TNTP to use in providing the Services ("Client Third Party Materials"). Client acknowledges that such access and/or use of TNTP Third Party Materials is at Client's sole risk. TNTP makes no representation or warranty or assumes any liability, with respect to any such **TNTP Third Party Materials.** TNTP does not endorse or approve any TNTP Third Party Materials. If Client provides any Client Third Party Materials to TNTP, Client represents and warrants that Client has obtained all rights necessary for TNTP to use the Client Third Party Materials to deliver the Services pursuant to this Agreement.

8.2 License to Work Product. Subject to Client's payment in full to TNTP for the Services, TNTP grants Client the following limited, revocable, non-commercial, non-exclusive, non-transferable, non-sublicensable license, to use the Work Product provided as part of the Scope of Services and any TNTP IPR that is necessarily included in Work Product, solely for Client's

own internal business operations, trainings, and analysis in connection with the Scope of Services. Client agrees not to disclose the Work Product or any TNTP IPR included therein to any third party except as otherwise permitted under this Agreement

8.3 Trademarks. Client acknowledges that TNTP owns the TNTP name, flame logo, and the tagline Reimagine Teaching (collectively the "**Marks**"). TNTP grants Client a limited, non-exclusive, non-transferable, revocable license to use the Marks, without the right to grant sublicenses, for the specific purpose of the marketing and promotion for these specific Services, if applicable, and in accordance with Schedule A. Any use of the Marks beyond the scope permitted in this Agreement shall be (a) subject to the prior written approval by TNTP, (b) consistent with the terms of this Agreement, and (c) used for the sole purpose of the Project, TNTP's Services and work with Client. The Marks may not be altered or modified in any way unless approved in writing by TNTP. Client will immediately cease using the Marks upon the earlier of TNTP's request, the termination of this Agreement, or the completion of the Services. Client shall not attempt to register the Marks and will cooperate with TNTP protecting and defending them.

Section 9. Promotional Materials and Publicity.

Subject to the terms of this Agreement, Client and TNTP agree that either party may use descriptions of the Services performed by TNTP in promotional materials, including bid applications and client lists, and that TNTP may explicitly identify Client as a client of TNTP.

Section 10. Data.

10.1 Use of Data. If required by the Scope of Services, Client agrees to provide to TNTP, at no cost to TNTP, and within thirty (30) days of TNTP's written request, all requested student data ("**Student Data**"), teacher and staff related data ("**Staff Data**"), and demographic and school/district information ("**School Data**"). Student Data, Staff Data, and School Data is collectively referred to herein as "**Data**". The Client's failure to provide TNTP with Data, or access to collect the Data, may cause a material delay in the delivery of Services for which TNTP will not be held responsible.

The parties agree that Data may be shared between the parties and may only be used by the parties for the purposes identified in this Agreement, including Schedule A, and in a manner consistent with the terms outlined in this Agreement. The parties agree to comply with all relevant federal, state, and local laws and regulations governing the privacy and security of personally identifiable information (including transmission of data), to the extent applicable.

For the purposes of this Agreement and pursuant to the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g, 34 CFR Part 99, a "school official" is a contractor that: (1) performs an institutional service or function for which the agency or institution would otherwise use employees; (2) is under the direct control of the agency or institution with respect to the use and maintenance of education records; and (3) is subject to CFR §99.33(a) governing the use and re-disclosure of personally identifiable information from student records. Client recognizes and agrees that for purposes of FERPA, Client will designate TNTP to act in a "school official" role for the purposes outlined in the Scope of Services. Pursuant to this Agreement, TNTP is considered a school official with a legitimate educational interest, providing services that would otherwise be performed by Client, and under the control and direction of Client with respect to the education records. TNTP shall not disclose any information that would be considered "Personally Identifiable Information" (as such term is defined in FERPA) unless either the disclosure would be permissible under 34 C.F.R. § 99.31 or TNTP has obtained appropriate written consent to the disclosure.

Notwithstanding the above, Client shall not provide or make available to TNTP any student's Personally Identifiable Information from education records (for purposes of FERPA) unless: (i) Client has obtained, with respect to each student's Personally Identifiable Information provided to TNTP, appropriate written consent to disclose such Personally Identifiable Information to TNTP, and authorization for TNTP to use such Personally Identifiable Information in connection with performing the Services, and (ii) written notice identifying particular Student Data as Personally Identifiable Information.

All Personally Identifiable Information will be destroyed within sixty (60) days of the termination of this Agreement. In furtherance of the Services, TNTP may use video, sound, or other recordings ("**Recordings**") of any of TNTP's Services in its

sole discretion and for its legitimate business purposes in perpetuity so long as the recording is made pursuant to all applicable laws relating to confidentiality and protected information.

Separate from the parties' obligations with respect to Student Data, Client agrees not to send TNTP any data that can identify an individual ("**Personal Data**") unless the parties otherwise mutually agree that it is a requirement in order to effectuate the provision of TNTP's Services under this Agreement. In such circumstances, the parties shall comply with the obligations imposed by applicable data privacy legislation and this Agreement. In providing TNTP with Personal Data, Client will be acting as the data controller and will confirm that Client has complied with applicable law and obtained all necessary consents for lawful processing, including in connection with any transfer of Client's Personal Data.

Client agrees to secure any consents from teachers, staff, students, families, or parents/guardians that are required by all applicable laws, including but not limited to FERPA, for TNTP's use of the Data, Recordings, or TNTP's use of student work samples in rendering TNTP's Services, and ensure that such consents allow TNTP to rely on such consent when acting as an agent of the Client.

10.2 Ownership by the Client. As between Client and TNTP, and except as otherwise provided in this Agreement, Client owns all Data. Client agrees that TNTP, subject to applicable law, may use Data to perform its obligations hereunder.

10.3 License to TNTP. Client grants TNTP a worldwide, non-exclusive, perpetual, irrevocable, royalty-free license, with the right to grant sublicenses, to use, modify, reproduce, display, transmit, distribute, publicly perform, and create derivative works of Data in de-identified and/or aggregated form. The Client agrees that TNTP may use any de-identified Data and metrics regarding the Client's business that are provided to TNTP by the Client, or which are otherwise collected by TNTP during the course of providing the Services. TNTP may identify the Client as the source from which the Data originated if it complies with the other terms in this Agreement. Client agrees that TNTP may use de-identified and/or aggregated Data for its business purposes, including, without limitation, for purposes of publication, research, evaluation, and presentation by TNTP.

10.4 Client Partners. If necessary to support TNTP's Services, Client grants TNTP permission to share the de-identified Data with third party researchers, evaluators, partners, and funders.

Section 11. Confidentiality.

Each party agrees that it shall neither disclose any confidential information of the other party to third parties nor use any confidential information of the other party in any manner other than as contemplated by the Agreement. "**Confidential Information**" is any information marked confidential by a party or information that by its nature or the context of its disclosure ought to be treated as confidential information (including without limitation the terms of Agreement). The following types of information, however marked or designated, are not Confidential Information: (a) information that is, or becomes, lawfully and publicly available without a breach of this Section; (b) information that was lawfully known to the recipient of the information without an obligation to keep it confidential; (c) information that is received from another source who can disclose it lawfully and without an obligation to keep it confidential; or (d) information that is independently developed. The parties agree that any disclosure of Confidential Information shall be made available only to its employees, officers, directors, financial and legal advisors, agents, or representatives ("**Representatives**") who need to know in order to further the purpose of the services addressed in this Agreement and as required by applicable law. The parties further agree to inform its Representatives of the confidential nature of the Confidential Information and direct them to treat the Confidential Information in accordance with the terms of this Agreement. The parties acknowledge that irreparable injury and damage may result from disclosure of the Confidential Information to unauthorized third parties or from utilization of the Confidential Information for purposes other than those connected with TNTP's Services.

Section 12. Miscellaneous.

a. The Services are limited to those specifically described in the Agreement and Scope of Services and do not under any circumstances constitute accounting, audit, or tax related assistance or advice, investment advice, legal advice, or

services (including as to the manner, if any, in which Client may lawfully implement any advice provided by TNTP), expert witness services.

b. If in any event any provision of this Agreement is held by a court to be unenforceable as written, that provision will be reformed so as to give effect to the intentions of the parties, and the other provisions of the Agreement.

c. Neither the Client nor TNTP may assign their rights under this Agreement without the prior written consent of the other.

d. TNTP shall not be deemed to have breached this Agreement, for any failure or delay in performing any of its obligations under this Agreement when such failure or delay is caused by or results from an event beyond TNTP's reasonable control, including without limitation (1) acts of God, (2) natural disasters, (3) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, (4) governmental orders or restrictions, (5) international, national or regional emergency, (6) flood, fire, or explosion, (7) strikes, labor shortages, stoppages or slowdowns, (8) epidemics, pandemics, diseases, quarantines, or other extraordinary events which is determined to constitute an public health risk ("**Force Majeure Event**"). TNTP will use commercially reasonable efforts to give notice of the Force Majeure Event to the Client stating the period of time the occurrence is expected to continue, provided that (a) TNTP is able, given the nature and scope of the Force Majeure Event, to reasonably state such time period, and (b) any delay by TNTP to provide such notice or to state the time period when performance will be resumed will not negate the enforceability of this Section. Upon cessation of such Force Majeure Event, as reasonably determined by TNTP, TNTP will thereupon use commercially reasonable efforts to resume efforts to promptly perform or complete the performance of TNTP's Services hereunder as soon as reasonably practicable after the cessation or resolution of the Force Majeure Event. If TNTP's failure or delay to resume efforts to promptly perform or complete the performance remains uncured for a period of 60 days following notice given by it to Client under this Section, either party may thereafter suspend or terminate its performance under the applicable Scope of Work upon thirty (30) days' written notice.

e. All notices required by this Agreement will be in writing and either personally delivered or mailed to such party at its address specified on the first page of this Agreement or to such other address as such party may designate by notice given in accordance herewith. All notices will be deemed given when delivered. If to TNTP, the notice will be to Michele Listokin, Interim General Counsel.

f. This Agreement will be governed by Tennessee law without reference to conflicts of laws principles. The parties agree and consent to the exclusive jurisdiction of and venue in the state or federal courts in the county of Cumberland and the state of Tennessee in all disputes arising out of or relating to this Agreement.

g. Neither party has entered into this Agreement in reliance on any promise, representation, or warranty not contained herein. This Agreement will be construed according to the fair intent of the language as a whole, and not for or against either party.

h. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, representations, and agreements, if any, with respect to the subject matter hereof. Neither this Agreement nor any provision hereof may be modified, amended, supplemented, waived, discharged, or terminated except in a writing signed by the parties. No failure or delay in exercising any right or remedy hereunder shall constitute a waiver of such, any other, right, or remedy.

i. The Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. The Agreement may also be executed by email, or other electronic means, and so executed shall have the full force and legal effect of an original.

[Signature Page to Follow]

Signatures.

The parties, by signing below, by their duly authorized representatives confirm their acceptance of the terms and agree to execute this Agreement, which shall be effective on the Effective Date.

Client

By: Rebecca Farley Rebecca Farley

Date: 6.15.2026

Name (print): Rebecca Farley

Title: DOS

TNTP, Inc.

By: Chris Henderson
Chris Henderson (Jun 10, 2026 17:04:36 EDT)

Date: 06/10/2026

Chris Henderson, Vice President

Schedule A

Scope of Services

Cumberland County has been committed to improving instruction for students with thinking and learning differences in grades K-2 for the past year. This year they will continue to focus on K-2 and the 3-5 grade band. Instructional coherence for students with IEPs is an area of need for Cumberland County.

TNTP is eager to support this work with a focus specifically on providing training for all Sped teachers in Tier 1 curriculum and providing coherent structures and systems. The scope of work below describes TNTP's approach.

TNTP proposes to partner with Cumberland County Special Education Department with the following services:

August 2026: Full day professional development leaders (1/2 PD K-2 am and ½ 3-5-include school leaders-pm) This session will share the work we completed last year in Coherence and share how we will build on this work this year.

September 2026: Full day professional development leaders (1/2 PD K-2 and ½ 3-5-include school leaders)

October 2026: Full day professional development leaders (1/2 PD K-2 and ½ 3-5-include school leaders)

November 2026: Learning Walks 2 days

Objective: Collect trends using Core Action 4 data to inform professional development for the remainder of the contract.

December 2026: Full day professional development leaders (1/2 PD K-2 and ½ 3-5-include school leaders)

January 2027: Full day professional development leaders (1/2 PD K-2 and ½ 3-5-include school leaders)

February 2027: Full day professional development leaders (1/2 PD K-2 and ½ 3-5-include school leaders)

March 2027: Learning Walks 2 days

Objective: Collect trends for end of contract data purposes and to inform next steps.

Proposed Scope of Services

Priority #1: Support school level Special Education teachers in knowledge of Tier 1 curriculum in Math and ELA by building strong routines in lesson preparation with a lens on learning grade level standards.

Lesson preparation sessions with knowledge building around HQIM.

TNTP will host a monthly learning session created around needs that arise and data from learning walks. Learning sessions will be heavily focused on planning for instruction during the next month.

Priority #2: Build the capacity of district and school leaders and classroom teachers to provide academic support to students with thinking and learning differences.

Cumberland County Special education teachers and district leaders who support these teachers will work towards the following objectives:

- **Share a district-wide vision for K-5 literacy and math academic support** for students with IEPs that is grounded in the Science of Reading and shifts in mathematical standards, leverages HQIM assessments and materials, and is aligned to best practices for students with IEPs.
- **Scale instructionally coherent practices for Tier 1 and intervention to all K-3 classrooms** to include, at a minimum:
    - Use of foundational skills assessments to drive placement and content decisions.
    - For students with IEPs who are being held accountable to grade-level standards (i.e. taking the traditional ELA TCAP, with or without modifications, at the end of the year), use of HQIM for the majority of the support students receive.

These objectives would be achieved through professional development sessions and learning walks within classrooms to support the learning and development of our vision.

Timeline:

August 1 2026-March 31, 2027

Cost: $ 35,881

Stellar Therapy Services, LLC

PO Box 8114, Chattanooga, TN 37414

MEDICAID REIMBURSEMENT PROGRAM – SPECIAL EDUCATION SERVICES AGREEMENT

This Services Agreement (the "Agreement") is made on this 1st day of July, 2026, by and between **Cumberland County Board of Education** (hereinafter known as "**School District**" and **Stellar Therapy Services, LLC**, (hereinafter known as "**Contractor**") with its principal office in Chattanooga, TN, 37421.

WHEREAS, the Centers for Medicare and Medicaid Services letter to State Medicaid Directors, SMD#14-006, dated December 15, 2014, states that Medicaid reimbursement is available for covered services that are provided to Medicaid beneficiaries regardless of whether there is any charge for the service to the beneficiary or the community at large; and the School District desires that the Contractor provide billing and related administrative services in connection with healthcare services provided to School District students who are TennCare enrollees.

NOW, THEREFORE, in consideration of the mutual covenants and conditions set forth herein, School District and Contractor hereby agree as follows:

1. **Term.** The term of this Agreement shall be from **July 1, 2026, through June 30, 2027.** The term may be extended for up to two years following the end of the initial term, by mutual agreement of the parties.

2. **Administrative Services.**

(a) Contractor shall provide the following services to SCHOOL DISTRICT during the term of this Agreement (the "Administrative Services"):

- On behalf of School District, Contractor shall prepare and submit to appropriate Managed Care Organizations (as defined under TennCare) all claims for identified eligible healthcare services that are provided to TennCare eligible school district students either by service providers who are directly employed by School District ("School District Providers") or who have a current contract with Board of Education ("Contract Providers").
- Assist in obtaining all billing numbers and credentials required for the School District to receive Medicaid payments.
- Assist in credentialing School District Providers with each MCO including the acquiring, and maintaining of required credentials associated with healthcare services provided to TennCare eligible school district students and billed by Contractor hereunder.
- Review and assist School District in the identification of appropriate notices and consents required to be provided students (or their parents or legal guardians) under applicable state and federal laws.
- Ensure that all consents and therapists' or physicians' orders on behalf of the TennCare Eligible School District Students are in place in order for Contractor to bill for services provided thereto.
- Provide and maintain online documentation system for Speech Therapy
- and Physical Therapy services. Provide user trainings and help desk support as needed.
- Train School District Providers or Contract Providers as needed on documentation and clinical requirements related to school-based healthcare services submitted for Medicaid reimbursement.
- Perform quality assurance reviews related to compliance with State and Federal regulations with results available to School District.
- Upon the date of expiration or termination of this Agreement for any reason (the "Termination Date"), Contractor shall have the option to bill exclusively for all claims for services provided to Eligible School District Students by School District Providers or Contract Providers having dates

of service on or prior to the Termination Date (the "Pre-Termination Charges"). This option shall conclusively be deemed to have been exercised by Contractor unless Contractor notifies School District on or prior to the Termination Date that it has elected not to exercise this option. If Contractor exercises such option, Contractor shall bill exclusively for all Pre-Termination Charges and provide standard reports in connection therewith for a period of up to one hundred twenty (120) days following the Termination Date (the "Post-Termination Period"). Contractor shall have the right to reduce the duration of the Post-Termination Period at any time by providing written notice to School District specifying the shorter Post-Termination Period. Contractor shall continue to receive its monthly Administrative Services Fee on all Pre-Termination Charges collected during the Post-Termination Period. Upon expiration of the Post-termination Period, Contractor shall cease providing the Post-Termination Services to School District.

(b) The parties agree to work together in good faith to address issues arising under applicable state and federal laws, policies, procedures and requirements pertaining to the Administrative Services, so that the Administrative Services shall be structured and performed in accordance with such laws.

(c) All revenue and income resulting from the Administrative Services hereunder shall belong to and accrue to the benefit of School District, unless otherwise agreed by the parties. The parties shall work together to establish appropriate accounts into which such revenues shall be deposited in order to comply with applicable laws.

(d) During the term of this Agreement, School District will not use the services of any other billing or claims processing companies for the purpose of submitting claims for services performed by School District Providers or Contract Providers for TennCare eligible School District students.

(e) School District is prohibited from hiring or causing any person associated with the Contractor to be hired or contracted without the expressed written consent of the Contractor for a period of one year from the cessation of this contract or the cessation of working relationship of said person with Contractor.

3. Compensation.

(a) In consideration for the Administrative Services provided by Contractor, School District agrees to pay Contractor a Fee for Administrative Services equal to twenty-five percent (25%) of total revenues received in connection with services provided to Eligible School District Students by School District Providers or Contracted Providers and billed by Contractor.

(b) Contractor shall invoice School District on a monthly basis for the Fees under this Agreement, and School District shall be responsible for paying all Fees within thirty (30) days of receipt of Contractor's invoice therefor.

(c) The parties represent and warrant to the other that all compensation payable to Contractor by School District hereunder has been determined in arms-length bargaining and is consistent with fair market value. Furthermore, the parties represent and warrant that all compensation hereunder was not determined in a manner that takes into account the volume or value of any referrals or other business generated between the parties.

(d) The Contractor reserves the right to change the Rates listed above in 4(a) and will notify the School District in writing of such within thirty (30) days of effective date of changes. After receipt by the School District of rate changes of the Contractor, School District shall have thirty (30) days from receipt of the rate changes to cancel this Agreement if School District does not agree with the rate changes. If School District cancels this Agreement because of unacceptable rate changes, neither party under this Agreement shall have any further obligations under this Agreement after the date of cancellation.

4. FERPA Compliance.

School District and Contractor shall comply with the Family Education Rights and Privacy Act of 1974 (20 U.S.C. § 1232g) (FERPA) and its accompanying regulations (34 C.F.R. 99). Contractor warrants that it is familiar with requirements of FERPA and its accompanying regulations and that it will comply with all applicable FERPA requirements in the performance of its duties in this contract. Contractor agrees to cooperate with School District as required by FERPA and its regulations in the performance of its duties in this contract. Contractor agrees to

maintain the confidentiality of all education records and student information and use such records and information for the exclusive purpose of performing its duties in this contract (See Attachment).

5. SCHOOL DISTRICT RESPONSIBILITIES.

(a) School District agrees to provide or cause to be provided to Contractor timely, accurate, complete and up-to-date information required by Contractor to perform the Administrative Services, which information may include without limitation demographic, charge, diagnosis, patient or treatment related information. School District represents and warrants that all clinical documentation provided to Contractor will be true, accurate and complete and up-to-date at the time of provision. School District will notify Contractor when it becomes aware that any inaccurate or incomplete information has been supplied to Contractor, including but not limited to errors that may affect CPT codes or ICD-10 codes or their equivalents. School District shall notify Contractor promptly of all non-chargeable patient visits or services.

(b) School District represents and warrants that the School District Providers and Contract Providers will perform their services in accordance with standards adopted by the governing bodies of their specialty and that such services are and will be medically necessary, usual, customary and reasonable.

(c) School District acknowledges that the timing and amount of collections generated by the Administrative Services are subject to numerous variables, and that School District's failure to comply with the requirements of this Agreement may materially interfere with the Administrative Services. School District additionally acknowledges that Contractor's ability to perform the Administrative Services may be affected by the inability or failure of third party payors beyond the control of Contractor to accurately process data, complete provider enrollment or credentialing on a timely basis, or adopt systems to comply with requirements imposed by federal or state laws.

(d) If Contractor exercises its option to perform Post-Termination Services, then School District shall ensure that it provides to Contractor all data and back-up information pertaining to the Pre-Termination Charges promptly after receipt thereof. The parties acknowledge that Contractor cannot properly provide the Post-Termination Services without such data and information. If School District fails to comply with its obligations under this Section, School District agrees that it shall release and hold Contractor harmless from any claims, losses or damages relating to or arising from Contractor's performance of the Post-Termination Services.

6. Professional Liability Insurance. Contractor will provide proof of insurance with coverage and limits satisfactory to School District's Office of Risk Management.

7. Acknowledgments.

(a) Contractor and School District acknowledge and agree that Contractor will act as an independent contractor in the performance of the Services, and that this Agreement shall not be deemed to create an agency, employment, partnership or joint venture relationship between SCHOOL DISTRICT and Contractor. In that regard, while Contractor is subject to general terms and conditions in connection with the performance of the Services, Contractor and School District acknowledge that Contractor shall, at all times, exercise independent discretion and control over the performance of the Services.

(b) Contractor and School District acknowledge and agree that they have had a sufficient opportunity to review the terms of this Agreement.

(c) Contractor and School District acknowledge and agree that in executing this Agreement it is not relying nor has it relied upon any other representation or statement made by either party or by any of either party's owners, partners, officers, employees or agents with regard to the subject matter hereof. Both parties have carefully read and fully understand all of the provisions of this Agreement and are voluntarily entering into this Agreement.

8. Force Majeure. Neither party shall be liable for any failure or delay in the performance of its obligations under this Agreement, due in whole or in part to any cause beyond its sole control, including without limitation fire, accident, labor dispute or unrest, flood, riot, war, terrorism, rebellion, insurrection, sabotage, transportation delays,

shortage of raw materials, energy or machinery, public health emergency, acts of God or the civil or military authorities of the state or nature, or the inability, due to the aforementioned causes, to obtain necessary labor or facilities.

9. **Tax Liabilities.** All taxes applicable to any amounts paid by School District to Contractor under this Agreement shall be Contractor's liability and School District shall not withhold or pay any amounts for federal, state or municipal income tax, Social Security taxes, or unemployment or worker's compensation taxes. Contractor hereby acknowledges its personal liability for the tax imposed by the Internal Revenue Code of 1986, and the payment, when applicable, of estimated quarterly taxes and the filing, when applicable, of quarterly Internal Revenue Service forms for the declaration of estimated tax by individuals. Upon request by School District, Contractor agrees that he will provide documentation evidencing compliance with all applicable federal, state and municipal tax laws, rules and regulations. Notwithstanding the foregoing, School District shall be solely responsible for all taxes associated with revenues generated from the services provided the TennCare Eligible School District Students by School District Providers and submitted to Managed Care Organizations by contractor as a part of the Administrative Services.

10. **Preservation of Records.** Contractor and School District agree that they shall cause the healthcare records generated in connnection with the services of the School District Providers and Contract Providers to be maintained for at least seven (7) years after the furnishing of any healthcare services pursuant to this Agreement. To the extent required by applicable law, Contractor and School District shall, upon written request, make available to the Secretary of the Department of Health and Human Services (the "Secretary" or the Secretary's duly authorized representatives, the Comptroller General of the United States (the "Comptroller General") or the Comptroller General's duly authorized representatives, such books, documents or records as may be necessary to certify the nature and extent of the cost of any services rendered pursuant to this Agreement. All such books, documents and records shall be subject at all times to all applicable legal requirements, including, without limitation, such criteria and procedures for seeking and obtaining access as may be required in regulations promulgated by the Secretary.

11. **Notices.** Any notice or other communications required or permitted hereunder shall be sufficiently given if delivered in person or sent by registered or certified mail, postage prepaid, addressed as set forth under each parties signature to this Agreement. Such notice or communication shall be deemed to have been given as of the date so delivered or mailed.

12. **Change Of Circumstances**. In the event (i) Medicaid, TennCare, any applicable third-party payer or any federal, state or local legislative or regulatory authority establishes or has any law, rule, regulation, policy, procedure or interpretation thereof which establishes a material change or has an adverse effect in the method or amount of reimbursement or payment for the use of or services services provided to Eligible School District Students by School District Providers and submitted to Managed Care Organizations by Contractor as a part of the Administrative Services, (ii) any or all of such payers/authorities establishes any law, rule, regulation, policy, procedure or interpretation thereof which establishes or creates a substantial risk of violation of any federal, state or local anti-fraud and abuse law, or (iii) any or all of such payers/authorities impose requirements which require a material change in the manner of either party's operations under this Agreement and/or the costs related thereto, then, upon the request of either party affected by any such change in circumstances or adverse effect, the parties shall enter into good faith negotiations for the purpose of establishing such amendments or modifications as may be appropriate in order to accommodate the new requirements and change of circumstances while preserving the original intent of this Agreement to the greatest extent possible. If, after thirty (30) days of such negotiations, the parties are unable to reach an agreement as to how or whether this Agreement shall continue, then either party may terminate this Agreement upon thirty (30) days prior written notice.

13. **Indemnification.** Contractor agrees to protect, defend and indemnify School District and to hold School District harmless against any and all claims, demands, losses, suits or causes of action arising out of or in any way

related to the performance of Contractor's services under the terms of this Agreement including, but not specifically limited to, Contractor's Billing Services, the Therapy Services of Stellar Therapists, or the training, supervision or retention of any of Contractor's employees or agents; provided, however, that Contractor shall not be responsible for any claims, demands, losses, suits, or causes of action that are solely the result of any error, omission, or intentional act on the part of any School District employee.

14. **Governing Law.** This Agreement is made and entered into the State of Tennessee and shall in all respects be interpreted, enforced, and governed under the laws of that state.

15. **Severability.** Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

16. **Entire Agreement.** This Agreement sets forth the entire agreement between the parties hereto, and fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter hereof. It is agreed that this Agreement may be modified only by written agreement, executed by both parties.

17. **Headings.** The headings inserted in this Agreement are for convenience only and are not intended to, and shall not be construed to, limit, enlarge or affect the scope or intent of this Agreement or the meaning of any provision hereof.

18. **Counterparts.** This Agreement may be executed in two counterparts, both of which shall constitute an original.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement through their duly authorized representatives below.

School District	**Stellar Therapy Services, LLC**
By: Rebecca Farley	By: Melissa Christopher
Title: DOS	Title: Owner
Signature: Rebecca Farley	Signature:

- **WHO DO WE SEND INVOICES TO?**

NAME: Cassie Mathews

EMAIL: CMathews5@ccschools.K12tn.net

PHONE: (931) 484-3301

ATTACHMENT
Authorization and Acknowledgement of Compliance with Privacy Laws

Whereas, School District has contracted with Stellar Therapy Services, LLC, for the provision of administrative and billing services related to certain healthcare services described within the contract.
Whereas, The above referenced contract may require the disclosure by the School District to Stellar Therapy Services, LLC, of certain personally identifiable student information that is confidential under the Family Educational Rights and Privacy Act (FERPA).
Whereas, 34 C.F.R. 99.31 and 34 C.F.R. 99.35, authorize an educational agency or institution to disclose personally identifiable information from an education record of a student without the consent required by Sec. 99.30 to authorized representatives of School District and local educational authorities in connection with an audit or evaluation of Federal or state supported education programs, or for the enforcement of or compliance with Federal legal requirements which relate to those programs.

Therefore, the School District and Stellar Therapy Services, LLC, hereby agree as follows:

1. Stellar Therapy Services, LLC, is authorized to maintain certain student information for the sole purpose of compliance with the requirements of the above referenced contract. This personally identifiable student and parent information may include but not be limited to: Name, Social Security Number, Telephone Numbers, Attendance Record, Disability Information, Grades, Date of Birth, Address, Race, Gender, and Enrollment Record.

2. Stellar Therapy Services, LLC, as authorized representative of School District for the sole purpose of complying with the requirements of the above contract agrees to comply fully with FERPA by maintaining the confidentiality of all student information and to use the information solely to fulfill its obligations under the above referenced contract with School District.

3. Stellar Therapy Services, LLC, agrees to destroy all confidential student information when it is no longer needed for purposes of fulfilling its obligations under the above referenced contract.

Stephanie R. Barnes, Principal

1219 Cook Road, Crossville, TN 38555 (931)456-5636 Fax (931)456-5369 stoneel.ccschools.k12tn.net

May 28, 2026

Dear Ladies and Gentlemen:

On behalf of Stone Elementary School, I am requesting the approval of the attached contract between Legends and Stone Elementary School for pictures and yearbooks for the 2026-2027 school year.

Sincerely,

Mrs. Stephanie R. Barnes

LEGENDS
School Portraits

363 N. Main Street STE 1, Clinton, TN 37716
(865) 457-6438 * www.LegendsEventPhoto.com
Service@LegendsEventPhoto.com

School Stone Elementary School

Address 1219 Cook Road

City Crossville State TN Zip Code 38555 County Cumberland

Phone 931-456-5636 Email: janie.honeycutt@ccschools.k12tn.net

Hereby grants LEGENDS PHOTOGRAPHY exclusive rights to make portraits in the school for school years 2026-2027

LEGENDS PHOTOGRAPHY guarantees all portraits taken will merit full approval of school officials.

Photography Program (Check all that apply)		Date	Commission Rate
[X]	Fall Individual: (PROOFS) PREPAY	9/9/26	40%
[X]	Spring Individual: (PROOFS) PREPAY	2/10/27	40%
[X]	Class Groups: 5x7 (8x10)	11/11/26	20%
[X]	Cap & Gown: (PROOFS) PREPAY	3/24/27	certificates
[X]	Sports: Basketball & Cheer	10/21/26	
[ ]	Dances:		
[X]	Other: Clubs, Superlatives, Fall Makeups	See Notes	

NOTES/COMMENTS: Fall makeups taken on 10/21/26; Clubs taken on group picture day (11/11/26)

Superlatives taken on spring picture day (2/10/27)

Service Items: Skyward Export of fall pictures, Yearbook Export, Staff Badges,

Export of cap & gown photos for graduation slideshow

Total approximate enrollment _____ Seniors _____ Underclass _____

School opens _____ A.M. & closes _____ P.M. Yearbook: (YES) NO

Number of home rooms _____ Number of K-2 home rooms _____

Principal Name Stephanie Barnes Principal Phone _____

Yearbook Advisor Name Amber Carter YB Advisor Phone _____

Steph R. B 6/2/26 Montana Kuhn 6/1/26

PRINCIPAL DATE LEGENDS PHOTOGRAPHY DATE

Stephanie R. Barnes, Principal

1219 Cook Road, Crossville, TN 38555 (931)456-5636 Fax (931)456-5369 stoneel.ccschools.k12tn.net

June 3, 2026

Dr. Farley and the Cumberland County Board of Education:

Stone Elementary respectfully requests the following generally funded items be retired from the school's inventory.

Refer to the attached document for a listing of the items we are requesting to BOE-RETIRE.

Sincerely,

Bridgette Cox
Assistant Principal
Stone Elementary School

Stone Elementary

Room Inventory Worksheet

6/3/2026

74-TO RETIRE INVENTORY~BOE RETIRE Holding **Room Type: VIRTUAL**

	Tag	Product	Model	Product Type	Other #1	Serial	Price
___	[redacted]	[redacted]	[redacted]	[redacted]		[redacted]	[redacted]
___	33104	Canon Color Pro Poster Maker	unknown	PRINTER		afb01935	$0.00
___	S06671	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096VT0	$0.00
___	S08256	HP 11 G9 EE CRMBK w/Touchscreen/Google Mgmt	11 G9 EE	CHROMEBOOK		5CD32670B5	$0.00

SUBSTITUTES

NAME
Blankenship, Brenda
Lopez, Travis
Polson, Bethany
Pugh, Heather