

Cleveland City Schools
Board of Education Regular Meeting
May 5, 2025 5:30 PM
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
3. **Public Comments**
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
 - A. **Approval of Regular Agenda**
 - B. **Approval of Minutes from April 7, 2025, Board Meeting**
 - C. **Approval of Overnight Field Trips**
 - 2394
 - D. **Tuition Rate Change**
 - No tuition rate change for 2025-26
 - E. **2024-2025 Budget Amendment**
 - F. **Approval of Second Reading of Policies- Date Change Only**
6. **Regular Agenda**
 - A. **Director's Update**
 - Director of Schools, Dr Jeff Elliott will give a presentation on all of the great things happening in CCS.
 - B. ***Teacher Tenure**
 - C. **Spotlight**
 1. **Tenured Teacher Recognition**
 - Asst Director of Schools, Kelly Kiser, will recognize teachers who received tenure
 2. **Model UN Student Recognition**
 - Model UN participants will be recognized and several students will share personal highlights from the trip.
 3. **CMS Student Hero Recognition**
 - CMS Principal, Nat Akiona, and CMS Band Director, Caleb Bolanos will recognize 2 student heroes, who both displayed tremendous courage in assisting their teacher during a medical crisis.
Sitlaly Barrios Velasquez
Stephanie Castellanos Altuzar
 4. **Yates Primary School**
 - Principal, Melissa Bishop, will give a presentation highlighting all of the great things happening at Yates Primary.
 - D. ***Bonus Resolution**

- Dr. Elliott will present the Tennessee Teacher Bonus Resolution to the Board
- E. ***2025-26 Budget Presentation**
- Director of Finance, Cindy Geren, will present the 2025-26 Budget to the Board
- F. ***First Reading of Policies- Address Change Only**
- 6.3041
- G. **Coordinated School Health Update**
- Laura Davis will give an update for the dsitric
- H. **Student Representative's Update and Recognition**
- Student Representative, Jackson Aseron, will give an update on all the great things happening at Cleveland High School.
 - Jackson will be recognized for his role as Student Liaison to the CCS Board of Education for 2024-25.
7. ***Facilities Update**
- *Storm drain proposal at Candy's Creek Cherokee
 - *CMS Press Box Construction
 - *SpEd Classroom and Restroom Facility at CHS
 - *Bus Patrol Contract
8. **Legislative Updates**
- There are no updates at this time
9. **"B" Agenda**
- A. **Financial Report**
- B. **Personnel Report**
- C. **CMS Highlights**
- D. **Dates to Remember**
- May:**
- 2nd- CHS Senior Walk and Academic Signing Day
- 4th- CHS Baccalaureate
- 5th- Board of Education Meeting
- 8th- CHS Graduation Practice and Senior Party
- 9th- CHS Class of 2025 Graduation-Raider Arena
- 16th- Staff Development- No school for students
- 23rd- Last Day of School- Abbreviated Day
- Middle/High Dismissal- 10:30 am
 - Elementary Dismissal- 11:30 am
- June:**
- 2nd- Board of Education Meeting
10. **Adjourn**

Cleveland City Schools
Board of Education Regular Meeting
April 7, 2025 5:30 PM
Educational Support Center



Attendance Taken at 5:30 PM.

Mr. Matthew Coleman: Present
Ms. Rene Diamond: Present
Ms. Carolyn Ingram: Present
Mr. Andy Lay: Present
Mrs. Peggy Pesterfield: Present
Mrs. Jodi Riggins: Present
Mr. Nate Tucker: Present

1. Welcome

Chairman Tucker welcomed everyone to the meeting.

2. Moment of Silence/Pledge of Allegiance

Jackson Aseron led us in a Moment of Silence and the Pledge of Allegiance.

3. Public Comments

No public comment was requested.

4. Comments from Chairman Tucker As chairman for the Cleveland City Schools Board of Education, I'm committed to:

- Running an orderly and efficient meeting
- Treating everyone with respect
- Board Members will be provided
 - Equal voice for all matters
 - Should communicate through the Director of Schools for addressing his staff

Reminders For Parents and Community:

- Board of Education policies can be found on the ClevelandSchools.org website. When there, Click Menu and select Policy Manual under the Board of Education section.

- Our meetings are not public forums. However, the board has made accommodations for you to address the board via:
 - School Board Policy 1.404, which includes two options along with the requirements listed. Those options being:
 - Appearing before the board via a pre-meeting request
 - Addressing the board on agenda items via same-day request

5. Consent Agenda

Motion to approve consent agenda passed with a motion by Ms. Carolyn Ingram and a second by Mrs. Jodi Riggins.

Mr. Matthew Coleman: Yes
Ms. Rene Diamond: Yes
Ms. Carolyn Ingram: Yes
Mr. Andy Lay: Yes
Mrs. Peggy Pesterfield: Yes
Mrs. Jodi Riggins: Yes
Mr. Nate Tucker: Yes

Yes: 7, No: 0

5.A. Approval of Regular Agenda

5.B. Approval of Minutes from March 3, 2025, Board Meeting

5.C. Approval of Overnight Field Trips

- 2339
- 2296

5.D. Janitorial Contract

5.E. Stockpile PD Day Approval

5.F. School Fee Changes

- No school fee changes from 2024-25 to 2025-26.

6. Regular Agenda

6.A. *Director's Evaluation

- Chairman Tucker commented on the annual Director of Schools Evaluation. The Board voted to accept the completed evaluation as presented. The motion passed unanimously.

Approval of Director's Evaluation passed with a motion by Mr. Matthew Coleman and a second by Ms. Carolyn Ingram.

Mr. Matthew Coleman: Yes
 Ms. Rene Diamond: Yes
 Ms. Carolyn Ingram: Yes
 Mr. Andy Lay: Yes
 Mrs. Peggy Pesterfield: Yes
 Mrs. Jodi Riggins: Yes
 Mr. Nate Tucker: Yes

Yes: 7, No: 0

6.B. *Arnold Elementary Parking Lot Amendment

- Arnold Elementary Parking Lot Amendment requests a construction change order of \$25,615.46, due to elevated pipes revealed during the construction process, as well as use of contingency dollars. The Board voted to approve the cost and the motion was passed unanimously.

Approval of amended Arnold Parking Lot budget passed with a motion by Mrs. Peggy Pesterfield and a second by Ms. Rene Diamond.

Mr. Matthew Coleman: Yes
 Ms. Rene Diamond: Yes
 Ms. Carolyn Ingram: Yes
 Mr. Andy Lay: Yes
 Mrs. Peggy Pesterfield: Yes
 Mrs. Jodi Riggins: Yes

Mr. Nate Tucker: Yes
Yes: 7, No: 0

6.C. *Future Growth and Facilities

- Chairman Tucker addressed the ongoing growth in our district and stated the Board will continue the planning discussion during a special called meeting in the near future.

6.D. Director's Update

- Dr. Elliott gave an update on all of the great things happening in Cleveland City Schools
- Dr. Elliott / Cindy Geren conducted budget feedback meetings with staff representatives, family advisory council, and administrative team in preparation for 25-26 Budget
- Dr. Elliott met with individual board members during the week of March 24th as part of the Director of Schools Evaluation process
- Dr. Elliott presented to the Chamber of Commerce's Leadership Alumni group on Tuesday, March 25th
- Mayfield Students and Staff hosted the CCS Board for breakfast on March 25th
- CCS Board met on Friday, March 28th at the Cleveland Jetport for Spring Retreat
- The Tennessee Department of Education approved CCS for one Staff Development to be held on Friday, May 16th
- Annual Spring Events have begun....CCS Honors Chorus, K Registration, Celebration of Movement, and Prom
- April 7-11: National Assistant Principals Week
- April 7: Nationally recognized speaker, Dr. Luis Cruz presents to CCS school and district leadership regarding ESL goals and strategies
- April 14: End-of-the-Year Assessments begin
- April 21: CTE Banquet at CHS

- April 23: Graduate of Distinction Ceremony at CHS
- April 24: CCS Staff and Families "Blue on the Green" Event will be held between 5:00 - 7:00 p.m. at the Greenway Park
- April 25: BCPEF Gifts, Grants, and Gratitude Luncheon at Westmore
- April 28: Senior Awards Night at First Baptist
- April 29: The Next Breakfast with the Board will be held at Yates Primary School at 8 a.m.
- April: Many Spring concerts, plays, and games are scheduled during the month of April

6.E. Strategic Plan Focus

- Director of Student Information Systems, Michael Kahrs, provided an update to the district examining how his department utilizes data and technology to effectively communicate with parents, students, and teachers. Matt Coleman asked about the reliability of our data prior to receiving results from the state. Mr. Kahrs stated that CCS results are highly accurate prior to receiving results from the state. Mr Kahrs detailed several new communication programs coming into use for next year.

6.F. Spotlight

- Mayfield Principal, Dr. Jessica Bigham, gave a presentation highlighting all of the great things happening at Mayfield Elementary School.

6.G. Student Representative's Update

- Student Board representative, Jackson Aseron, highlighted all of the great events taking place at Cleveland High School

Clubs & Academics

- Beta Club: Attended a Leadership Summit to strengthen team building and service-learning strategies.
- Model UN: Traveled to Washington, D.C. to participate in a national conference.

- Band: Had a successful performance at the ETSBOA Concert Performance Assessment.
- We have the Spring Play, Bringing down the house, performing this week on the 10th, 11th, 12th, and 13th.
- EAA is hosting a creek cleanup this weekend

Athletics

- Track & Field: Sawyer Boyd earned bronze in the 60-meter hurdles at nationals and Carter Hoyle (freshman) earned bronze in the 60-meter hurdles.
- Soccer: The Boys Soccer Team won the Smoky Mountain Cup.
- Girls Flag Football: Held a scrimmage this month to kick off their season.

Community & Leadership

- Barbara's Market: Opened in memory of Barbara Ector; students and staff have collected canned goods to keep it stocked.
- "Grey for Greyson" Day: The school wore grey to honor Greyson Moser, a former student who passed away from cancer.
- Leadership Class: Hosted a community car wash
- Mario Ulloa organized for Mayor Kevin Brooks to come to CHS as a guest speaker for senior government classes.
- ACT Testing: All juniors completed their ACT this past month.

Student Recognition & Events

- Prom: Cole Burton and Allie Stanfield were crowned Prom King and Queen at this year's "Enchanted Soirée".

College Acceptances & Commitments:

- Tyson Russell - U.S. Naval Academy
- Cy Fowler - U.S. Air Force Academy
- Sam Sartin - West Point (U.S. Military Academy)
- Evan Bonilla - Accepted to Yale and Duke
- Luke Felty Accepted into Georgia Tech
- Jackson Aseron - Accepted to Harvard, Princeton, and Notre Dame
- CHS has an instagram page called [Clevelandcommits25_](#) where you can look at many students' college decisions!

Next up Graduation on May 9th!

7. Legislative Updates

- TSBA Board Representative, Carolyn Ingram, discussed the Education Committee, which is closing out this week. There will be an anticipated report at the next TSBA meeting.

8. "B" Agenda

8.A. Financial Report

8.B. Personnel Report

8.C. CMS Highlights

8.D. Dates to Remember

April:

5th- CHS Prom @ Museum Center 5Points
7th- Board of Education Meeting 18th- Spring Holiday
11th- Chairees Jubilee Fundraiser
21st- CTE Banquet
23rd- CHS Graduates of Distinction
28th- CHS Senior Awards Night- FBC

May:

2nd- CHS Senior Walk and Academic Signing Day
4th- CHS Baccalaureate
5th- Board of Education Meeting
8th- CHS Graduation Practice and Senior Party
9th- CHS Class of 2025 Graduation-Raider Arena
23rd- Last Day of School- Abbreviated Day
• Middle/High Dismissal- 10:30 am • Elementary Dismissal- 11:30 am

June:

2nd- Board of Education Meeting

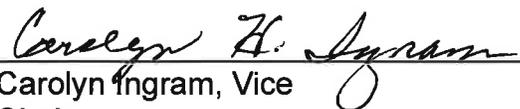
9. Adjourn

- Chairman Tucker adjourned the meeting at 6:24 pm



Nate Tucker,
Chairman

5-5-25
5/5/2025



Carolyn Ingram, Vice
Chair

5-5-25
5/5/2025

Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number **2394**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Cheerleading JV

Trip Leave

* Date 5/29/25 Thursday
* Time 5:00 PM

Trip Return

* Date 5/30/25
* Time 10:00 AM

Trip Year/Week 2025-22

Buses are not available before 4:30 PM and must be returned by 12:00 AM.

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

* Please list all chaperones for this overnight trip including non-staff.

Madison Rodas, Sarah Scannapiego, A few other moms have said they on how many we needed for this event

* Indicate cost per person and how the trip is being funded (parent or district?)

Does not cost anything per girl- funded by cheer account for food and st

Comments

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

This is a "field trip" request for a lock in for our cheerleading squads at CMS. We wou bonding experience and announce our captains, bigs and littles, and other team bonc time. Girls would arrive at 5:00 PM on Thursday 5/29 and be picked up by their familie

* Your School/Dept ⓘ

018 Cleveland Middle School
3635 Georgetown Rd., Cleveland, TN 37312

* Main Destination ⓘ

018 Cleveland Middle School
3635 Georgetown Rd., Cleveland, TN 37312

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

0.01

CALCULATE MILES

* Funding Source #1

Other

Budget Code

Funding Source Desc

Please indicate the funding information in the Budget Code Field to the right.

Budget Code Desc

Funding Approver

* Teacher / Advisor / Staff Name

Madison Rodas

* Teacher / Advisor / Staff Phone #

4233104688

Teacher / Advisor / Staff Email

mrodas@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info

Same as Teacher / Advisor / Staff

* Emergency Contact Name

Madison Rodas

Number of Individuals Making Trip

* Male Adult/Chaperone	0	* Female Adult/Chaperone	4	Total Adult/Chaperone	4
* Male Students	0	* Female Students	26	Total Students	26

Additional Information

- * Will you be using external transportation--Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?
- * Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itinerarie: please do not indicate that in this section. Use the next section to reserve the vehicle.

Parents will drop girls off at school

Vehicles Needed

* Do you need a school bus, staff van or charter bus? Yes No

Person Submitting Request: mrodas@clevelandschools.org
Date Submitted: Apr 7, 2025, 8:25:29 PM

▶ Trip Estimator (click to open and enter additional information for estimating trip cost)

Level 01 Approval - Location Approval

Comment
Decision: Approved
Name: nakiona@clevelandschools.org
Decision Date: Apr 28, 2025, 7:17:31 PM

Level 07 Approval - Overnight Trip Approval

Comment
Decision: Approved
Name: jelliott@clevelandschools.org
Decision Date: Apr 29, 2025, 7:42:11 AM

Level 10 Approval - School Board Approval

Comment
Decision: Approved Denied
Designated Approver: awheeler@clevelandschools.org
Name
Decision Date

Supporting Documents

No file chosen

File Type	Size	File Name	Created On
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Request Status Trip: 2394 Pending School Board Approval

Final Approval Date

Email Audit Log:

Date

4/29/25, 7:42:11 AM

4/28/25, 7:17:31 PM

User

jelliott@clevelandschools.org

nakiona@clevelandschools.org

Action

Central Office Level Approved

Location Level Approved



Version 4.6.138



775 Raider Drive, Cleveland, TN 37312 • p: 423.472.9571 • f: 423.472.3390 • clevelandschools.org

May 5, 2025

TO: Board of Education Members

FROM: Dr. Jeff Elliott, Director of Schools

SUBJECT: 2024-2025 General Fund Budget Amendment No. 1

Attached is an amendment to the 2024-2025 General Fund Budget increasing the budget to \$73,160,126. This amendment is necessary to officially amend into the budget expenditures previously approved by the BOE and to adjust expenditures to actual.

- TISA final allocation
- Science textbook adoption
- iPads for elementary students
- Capital Outlay Projects – Candy’s Creek Cherokee expansion, architect fees, furniture, and other building improvements
- Additional positions and stipends
- TNRMT insurance increase
- Public School Security Grant
- State Special Education Preschool Grant
- TN Department of Health Healthcare Resiliency Program PTE Grant
- Governor’s Literacy Program Book Bus Grant

Also attached is an amendment for the School Nutrition Department amending revenues and expenditures to \$4,271,162.

Cleveland City Schools	FY 2024-2025	General Fund Amendment #1
Revenues		
\$310,704	40210	Local Option Sales Tax
\$576,699	44110	Interest Income
\$336,454	44530	Sale of Equipment
\$17,464	44570	Contributions and Gifts
\$915,401	46510	TISA Funding
127,403	46515	Early Childhood Education
\$4,804	46520	School Food Service
\$10,000	46590	Other State Education
\$205,900	46596	Paid Parental Leave
-\$9,855	46610	Career Ladder
\$14,644	46790	Other Vocational
\$285,321	46980	Other State Grants
\$2,794,939		Total Increase in Revenues
Expenditures		
\$2,700,076	71100	Regular Instruction - Salaries, Benefits, Academics
\$134,020	71200	Special Education - Salaries, Benefits
-\$10,795	71300	Vocational Education - Salaries, Benefits
\$2,981	72110	Attendance - Salaries, Benefits
\$115,198	72120	Health Services - Salaries, Benefits, Grant
\$488,992	72130	Other Student Support - Salaries, Benefits, Software
\$9,682	72210	Regular Instruction Support - Salaries, Benefits
-\$861	72220	Special Education Support - Salaries, Benefits
-\$3,621	72230	Vocational Education Support - Salaries, Benefits
\$6,961	72250	Technology Support - Salaries, Benefits
\$8,239	72310	Board of Education - Audit, Dues & Memberships, Insurance
-\$141,735	72320	Office of the Superintendent - Salaries, Benefits, Equipment
\$11,878	72410	Office of the Principal - Salaries, Benefits
\$9,718	72510	Fiscal Services - Salaries, Benefits
\$113,663	72610	Operation of Plant - Janitorial, Insurance
\$250,898	72620	Maintenance of Plant - Salaries, Benefits, Grant
\$184,610	72710	Transportation - Salaries, Benefits, Insurance
-\$483	73100	Food Service - Salaries, Benefits
\$9,799	73300	Community Services - Family Resource Center
\$11,464	73400	Early Childhood Education - FRA Voluntary Pre-K
\$2,313,944	76100	Regular Capital Outlay - CCCES expansion, other capital projects
\$6,214,628		Total Increase in Expenditures
-\$3,419,689		Use of Fund Balance
\$20,998		Elementary iPads purchase
\$70,747		Prior Year Reserve for SAFE
\$92,668		Architect fees, Furniture, CHS Softball, CMS Restrooms
\$150,000		Arnold Parking Lot
\$1,014,000		Science Textbook Adoption
\$2,071,276		Candy's Creek Expansion
\$0		

Account	Description	Original	Increase/ (Decrease)	Amended
40100	Local Taxes	\$17,122,695	310,704	\$17,433,399
41000	Licenses & Permits	\$2,825	0	\$2,825
43000	Charges for Services	\$102,085	0	\$102,085
44000	Other Local Revenues	\$267,254	930,617	\$1,197,871
46000	State of Tennessee	\$43,067,259	1,553,618	\$44,620,877
47000	Federal Government	\$0	0	\$0
49800	Transfers	\$0	0	\$0
49810	City General Fund Transfer	\$6,383,380	0	\$6,383,380
39000	Fund Balance	\$0	3,419,689	\$3,419,689
		<u>\$66,945,498</u>	<u>6,214,628</u>	<u>\$73,160,126</u>
71100	Regular Instruction	\$35,458,294	2,700,076	\$38,158,370
71200	Special Education	\$5,807,587	134,020	\$5,941,607
71300	Vocational Education	\$1,993,491	(10,795)	\$1,982,696
72110	Attendance	\$158,974	2,981	\$161,955
72120	Health Services	\$639,391	115,198	\$754,589
72130	Other Student Support	\$3,148,629	488,992	\$3,637,621
72210	Regular Instruction Support	\$2,494,402	9,682	\$2,504,084
72220	Special Education Support	\$246,572	(861)	\$245,711
72230	Vocational Education Support	\$193,609	(3,621)	\$189,988
72250	Technology Support	\$1,070,886	6,961	\$1,077,847
72310	Board of Education	\$684,299	8,239	\$692,538
72320	Office of the Superintendent	\$901,629	(141,735)	\$759,894
72410	Office of the Principal	\$4,108,494	11,878	\$4,120,372
72510	Fiscal Services	\$516,292	9,718	\$526,010
72610	Operation of Plant	\$3,933,053	113,663	\$4,046,716
72620	Maintenance of Plant	\$1,963,967	250,898	\$2,214,865
72710	Transportation	\$1,524,671	184,610	\$1,709,281
73100	Food Service	\$183,796	(483)	\$183,313
73300	Community Services	\$50,000	9,799	\$59,799
73400	Early Childhood Education	\$925,938	11,464	\$937,402
76100	Capital Outlay	\$140,000	2,313,944	\$2,453,944
80000	Debt Service	\$801,524	0	\$801,524
		<u>\$66,945,498</u>	<u>6,214,628</u>	<u>\$73,160,126</u>

Cleveland City Schools	FY 2024-2025	School Nutrition Department Amendment #1
Revenues		
\$9,031	43522	Adult Lunches
-\$4,023	43525	ALA Carte
-\$6,278	44110	Interest Earned
\$10,774	47112	USDA Commodities
-\$812,828	47113	USDA Breakfast
1,137,139	47111	USDA Lunch
-\$140,816	47114	USDA Other
\$192,999		Total Increase in Revenues
Expenditures		
\$136,768	73100	Food Service - Salaries, Benefits, adjust expenditures to actual
\$136,768		Total Increase in Expenditures
\$56,231		Use of Fund Balance (Increase)

Account	Description	Original	Increase/ (Decrease)	Amended
40100	Local Taxes	\$17,122,695	310,704	\$17,433,399
41000	Licenses & Permits	\$2,825	0	\$2,825
43000	Charges for Services	\$102,085	0	\$102,085
44000	Other Local Revenues	\$267,254	930,617	\$1,197,871
46000	State of Tennessee	\$43,067,259	2,382,447	\$45,449,706
47000	Federal Government	\$0	0	\$0
49800	Transfers	\$0	0	\$0
49810	City General Fund Transfer	\$6,383,380	0	\$6,383,380
39000	Fund Balance	\$0	3,419,689	\$3,419,689
		<u>\$66,945,498</u>	<u>7,043,457</u>	<u>\$73,988,955</u>
71100	Regular Instruction	\$35,458,294	3,338,294	\$38,796,588
71200	Special Education	\$5,807,587	171,260	\$5,978,847
71300	Vocational Education	\$1,993,491	(10,795)	\$1,982,696
72110	Attendance	\$158,974	2,981	\$161,955
72120	Health Services	\$639,391	124,927	\$764,318
72130	Other Student Support	\$3,148,629	516,476	\$3,665,105
72210	Regular Instruction Support	\$2,494,402	9,682	\$2,504,084
72220	Special Education Support	\$246,572	(861)	\$245,711
72230	Vocational Education Support	\$193,609	(3,621)	\$189,988
72250	Technology Support	\$1,070,886	6,961	\$1,077,847
72310	Board of Education	\$684,299	8,239	\$692,538
72320	Office of the Superintendent	\$901,629	(141,735)	\$759,894
72410	Office of the Principal	\$4,108,494	11,878	\$4,120,372
72510	Fiscal Services	\$516,292	9,718	\$526,010
72610	Operation of Plant	\$3,933,053	113,663	\$4,046,716
72620	Maintenance of Plant	\$1,963,967	250,898	\$2,214,865
72710	Transportation	\$1,524,671	290,768	\$1,815,439
73100	Food Service	\$183,796	9,517	\$193,313
73300	Community Services	\$50,000	9,799	\$59,799
73400	Early Childhood Education	\$925,938	11,464	\$937,402
76100	Capital Outlay	\$140,000	2,313,944	\$2,453,944
80000	Debt Service	\$801,524	0	\$801,524
		<u>\$66,945,498</u>	<u>7,043,457</u>	<u>\$73,988,955</u>

Cleveland City Schools	FY 2024-2025	General Fund Amendment #2
Revenues		
\$137,367	46513	TISA On-behalf Payments
\$691,462	46590	Other State Education - Summer Learning Camps
\$828,829		Total Increase in Revenues
Expenditures		
\$638,218	71100	Regular Instruction - Summer Learning Camps, TISA On-behalf payments
\$37,240	71200	Special Education - TISA On-behalf payments
\$9,729	72120	Health Services - Salaries, Benefits, Grant
\$27,484	72130	Other Student Support - Salaries, Benefits, Software
\$106,158	72710	Transportation - Salaries, Benefits, Insurance
\$10,000	73100	Food Service - Salaries, Benefits
\$828,829		Total Increase in Expenditures



775 Raider Drive, Cleveland, TN 37312 • p: 423.472.9571 • f: 423.472.3390 • clevelandschools.org

May 5, 2025

TO: Board of Education Members

FROM: Dr. Jeff Elliott, Director of Schools

SUBJECT: 2024-2025 General Fund Budget Amendment No. 2

Attached is an amendment to the 2024-2025 General Fund Budget increasing the budget to \$73,988,955. This amendment is necessary to officially amend into the budget expenditures for Summer Learning Camps, Summer Learning Camps - Transportation, and TISA On-behalf payments as required by the State of Tennessee.

- Summer Learning Camps \$585,304
- Summer Learning Camps - Transportation \$106,158
- TISA On-behalf payments \$137,367

Section 6.000 - 6.710 Students Policies of the Board Policy Manual were reviewed and considered for updates in accordance with the [Cleveland City Schools Board Policy Review Schedule](#). These policies may be found in the [CCS Board Policy Manual Section 6](#). After the review, the following board policies do not need to change with the exception of the annual date of review.

- 6.100 Student Goals
- 6.200 Attendance
 - 6.201 Compulsory Attendance Ages
 - 6.2011 Voluntary Pre-K Attendance
 - 6.202 Home Schools
 - 6.203 School Admissions
 - 6.204 Attendance of Non-Resident Students
 - 6.205 Student Assignments
 - 6.206 Transfer within the System
 - 6.207 Withdrawals
 - 6.208 Release During School Hours
 - 6.209 Child Custody/Parental Access
- 6.300 Code of Conduct
 - 6.301 Rights and Responsibilities of Students
 - 6.302 Procedural Due Process
 - 6.303 Interrogations and Searches
 - 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation
 - 6.305 Student Concerns, Complaints, and Grievances
 - 6.306 Interference/Disruption of School Activities



- 6.307 Drug-Free Schools
- 6.3071 Student Alcohol and Drug Testing
- 6.308 Bus Safety and Conduct
- 6.309 Zero Tolerance Offenses
- 6.310 Dress Code
- 6.311 Care of School Property
- 6.312 Use of Personal Electronic Devices in School
- 6.314 Corporal Punishment
- 6.315 Detention
- 6.316 Suspension
- 6.317 Disciplinary Hearing Authority
- 6.318 Admission of Suspended or Expelled Students
- 6.319 Alternative Education
- 6.4001 Student Surveys
- 6.401 Student Health Services
- 6.402 Physical Examinations and Immunizations
- 6.403 Communicable Diseases
- 6.4031 Pediculosis (Head Lice)
- 6.404 Acquired Immune Deficiency Syndrome
- 6.405 Medicines
- 6.4051 Glucagon and Diazepam Gel (Diastat)
- 6.406 Student Psychological Services
- 6.407 Student Social Services
- 6.408 Supervision of Students



6.409	Reporting Child Abuse
6.410	Emergency Contact Information
6.411	Student Wellness
6.412	Emergency Allergy Response Plan
6.413	Prevention and Treatment of Sports Related Concussions
6.414	Prevention and Treatment of Sudden Cardiac Arrest
6.415	Student Suicide Prevention
6.501	Married and/or Pregnant Students
6.502	Foreign Exchange Students
6.503	Homeless Students
6.504	Migrant Students
6.506	Students in Military Families
6.600	Student Records
6.601	Annual Notification of Rights
6.604	Media Access to Students
6.700	Student Activations
6.704	Student Publications
6.705	Student Social Events
6.706	Student Performances
6.707	Contests for Students
6.708	Awards and Scholarships
6.709	Student Fees and Fines
6.710	Gifts





Director's Update

May 5, 2025

Highlighted April Events

- **April 11: Special Called Meeting for Facilities and Growth**
- **April 11: Chair-ees Jubilee: Cleveland City Schools had 100% of school participation with an entry from every school.**
- **April 14 - May 2: End-of-the-Year State Assessments were administered.**
- **April 16-17: Dr. Elliott attended the TOSS New Superintendents' Academy in Nashville.**
- **April 21: CTE Banquet was held at CHS.**
- **April 22-23: Dr. Elliott attended the Tennessee Association of Independent Municipal Schools Meetings with other TN Superintendents.**
- **April 23: Graduates of Distinction Ceremony held in the Betsy Vines Theater at CHS.**



Highlighted April Events

- **April 24: CCS Staff and Families joined us at “Blue on the Green”. Families and students enjoyed Whit’s Custard and the Petting Zoo.**
- **April 25: BCPEF Gifts, Grants, and Gratitude Luncheon at Westmore where educators and donors joined together to celebrate tremendous work happening in all our public schools in this community.**
- **April 25: The City Tree Board celebrated Arbor Day by planting a tree at Arnold.**
- **April 28: CHS conducted its Senior Awards Night at First Baptist with many scholarships and awards distributed to the Class of ‘25.**
- **April 29: Yates Primary School the School Board and City Council members for breakfast and tour of the school.**

Upcoming School Events

- **CMS Spring Band Concert is scheduled for Tuesday, May 6th beginning at 6:30 p.m.**
- **CHS Art-O-Rama will be held in the Raider Arena Lobby on Thursday, May 8th from 5- 7 p.m.**
- **CHS Graduation will be held on Friday, May 9th at 6 p.m. at Raider Arena.**
- **The Janice Memorial Elementary Track Meet will run on Monday, May 12th at CMS.**
- **CMS Musical “The Olympians” performances are set for Thursday-Sunday, May 15-18 in the CMS Theater.**
- **Staff Development Day: Friday, May 16, 2025 (No Classes for Students)**
- **CMS Awards Night: Monday, May 19th at Westwood Baptist Church**
 - **6th grade at 5 p.m. ; 7th grade at 6:30 p.m.; 8th grade at 8:00 p.m.**
- **Elementary 5th Grade Nights:**
 - **May 19: Arnold; May 20: Stuart, Ross, and Blythe-Bower; May 22: Mayfield and Candy’s Creek**

Champions of the Month – May

YATES PRIMARY SCHOOL

- Student - Nathan Ordonez Hernandez
- Kindergarten Teacher - Lindsey Hughes



CHAMPION OF THE MONTH AWARD

SCAN HERE

NOMINATE A CCS STAFF MEMBER AND/OR STUDENT WHO EXEMPLIFIES A CHAMPION!

#BuildingChampions #BuildingCommunity

Cleveland City Schools – April



Mayfield
SINGERS
Light up the World
April 29, 2025
5:30 PM
Lee University Pangle Hall
Admission Free



Cleveland City Schools – CMS Lip Dub



Cleveland City Schools – April





Director's Update

May 5, 2025

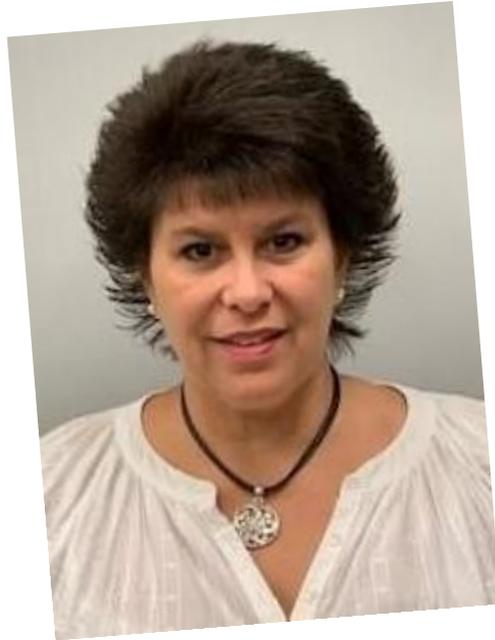
Cleveland City Schools Tenure Eligible Teachers May 2025



Cleveland
CITY SCHOOLS
Educate. Innovate. Elevate.



Susan Pursell
Cleveland City Schools



**Kris Berger
Blythe-Bower**



Jonathan Dockery
Blythe-Bower



**Dorian Franklin
Blythe-Bower**



**Kristy McClanahan
Blythe-Bower**



Morgan Judd
Candy's Creek



**Michelle Morris
Ross**



**Jay Garcia
Stuart**



**Lindsey Sawyer
Stuart**



Casey Hybarger
Cleveland High



Elizabeth Krueger
Cleveland High



Audra Olinger
Cleveland High



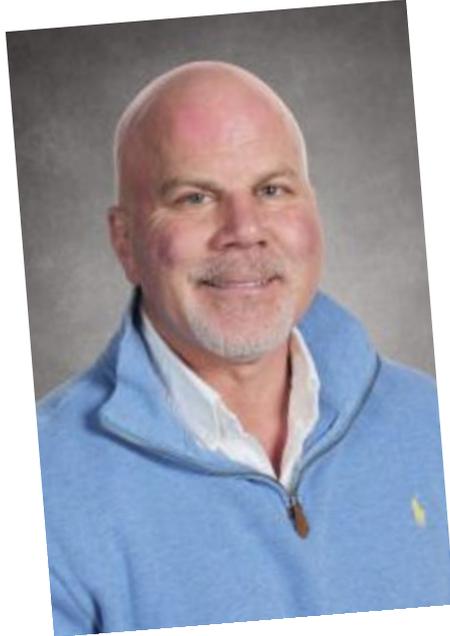
Anne Person
Cleveland High



John Weiss
Cleveland High



Jaime Withrow
Cleveland High



Chad Buckner
Cleveland Middle



YATES PRIMARY



Assistant
Principal



Parent
Engagement



ERC Assistant



Interventionist



Interventionist



Interventionist



Kindergarten



Kindergarten



1st Grade



STEM Teacher



ERC Teacher



RTI Facilitator

**NEW
FACES**



Instructional
Facilitator



Front Office
Assistant



ESL Teacher



1st Grade



Kindergarten

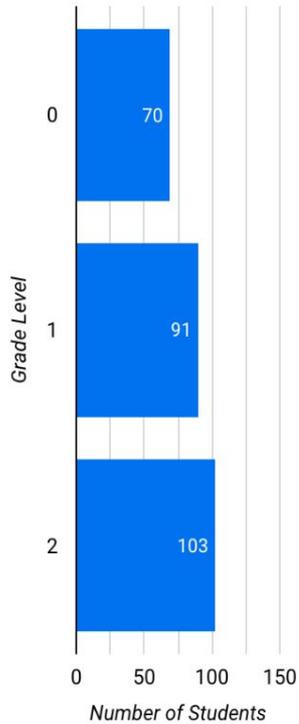
NEW ASSIGNMENTS



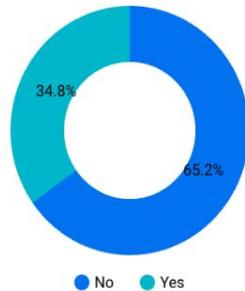
SRO



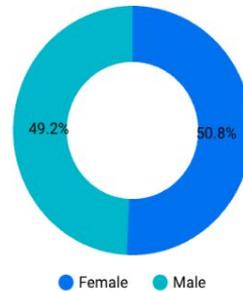
Grade Level



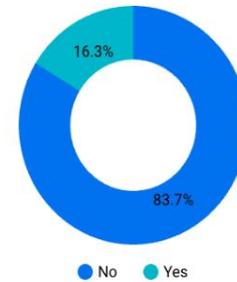
Economically Disadvantaged



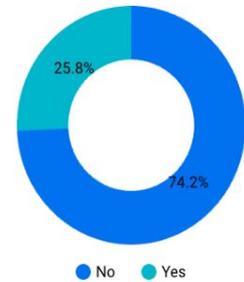
Gender



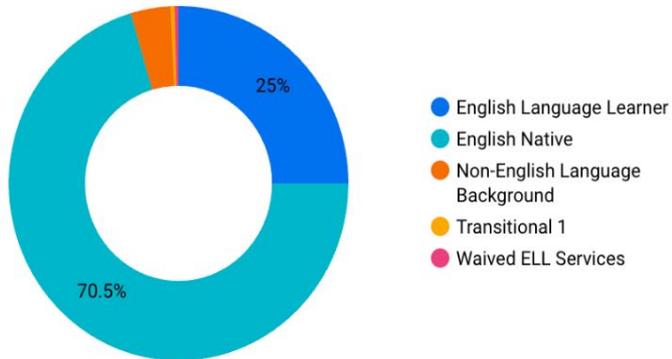
Special Education



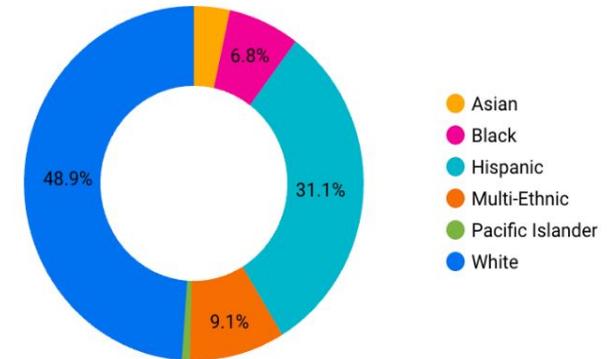
ESL



English as a Second Language Code



Tennessee Race/Ethnicity



Yates Student Population

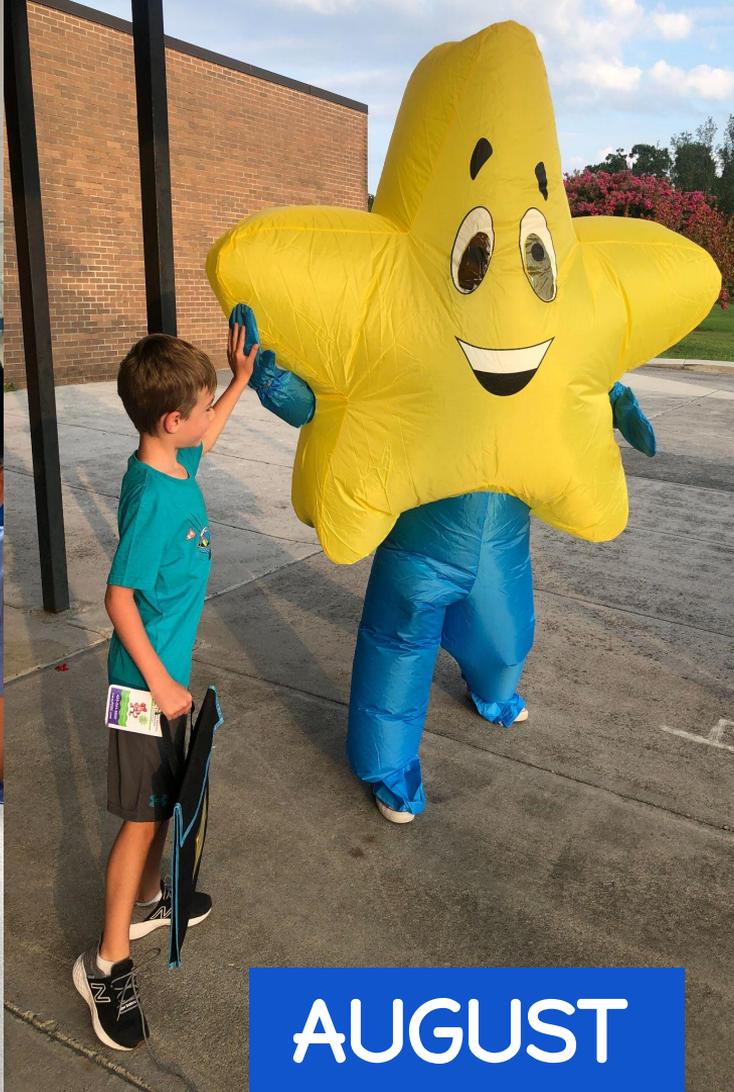


Side & Back Entrances



Front Entrance

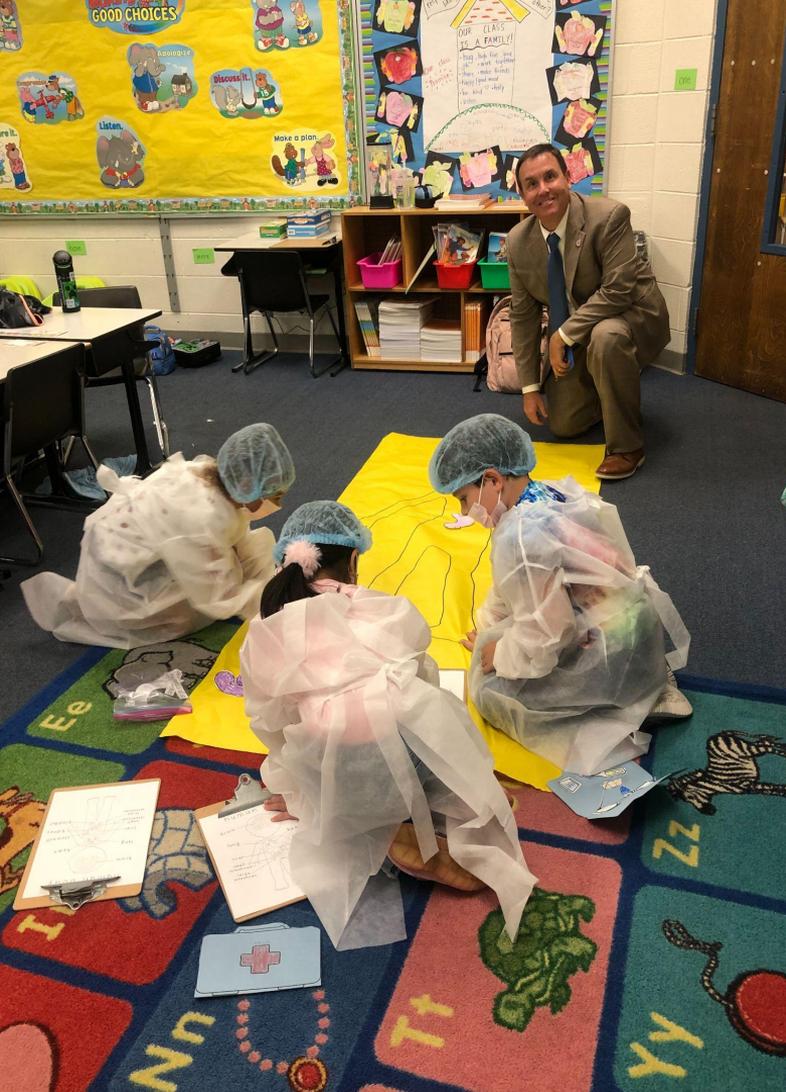
Entrances



AUGUST



SEPTEMBER





OCTOBER

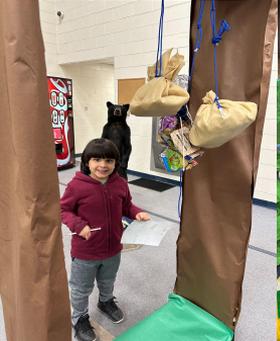


DECEMBER

JANUARY



**STEM
Night**



FEBRUARY

120th Day



FEBRUARY



BINGO for Books

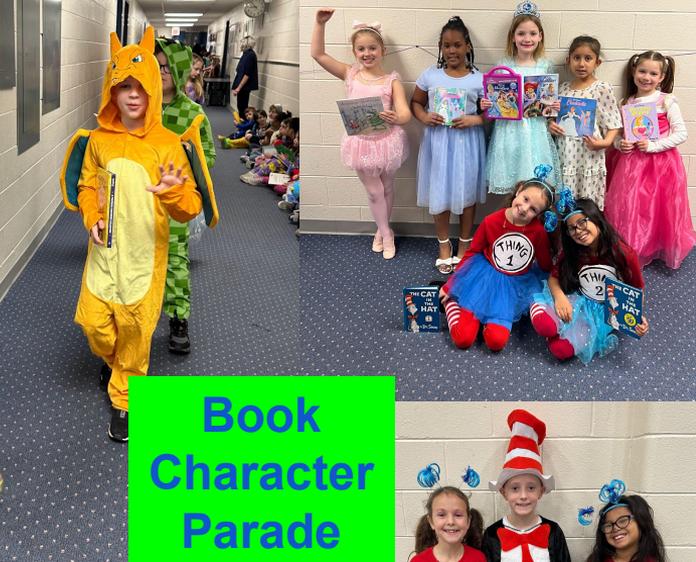


FEBRUARY

TN Arts Grant

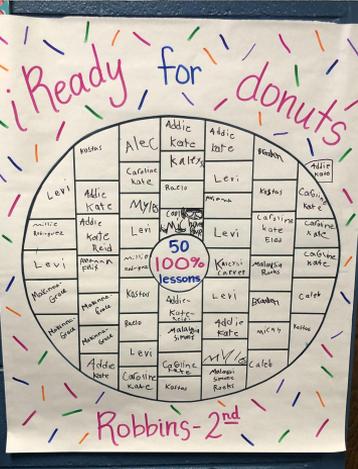
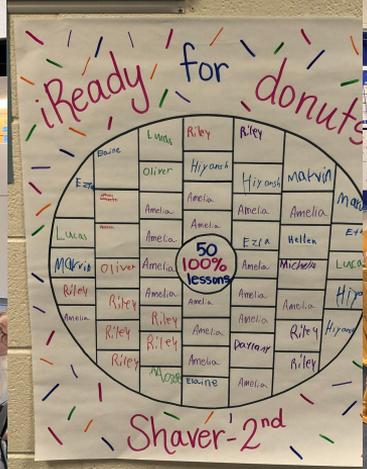


MARCH



MARCH

i-Ready Challenge



APRIL

YATES
PRIMARY



HOME OF THE
STARS



Kindergarten
Open House



APRIL

ROSS AND YATES

MOTHER-SON

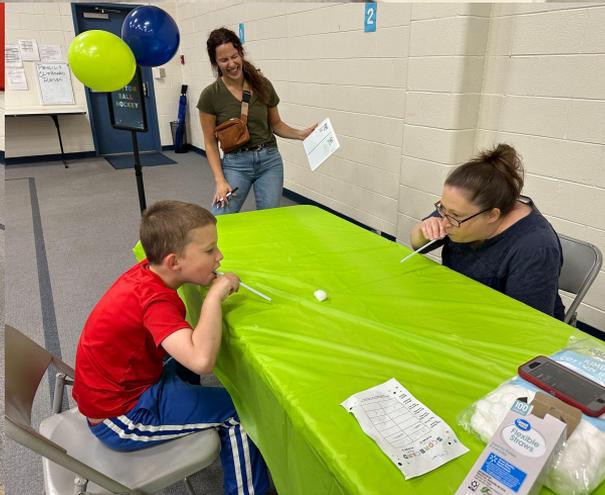
GAME NIGHT

YATES
GYM

April 10

5:30 - 7:30

JOIN US FOR SOME "MINUTE TO WIN IT"
STYLE COMPETITION AND AN ICE CREAM BAR!



TVA STEM Grant



APRIL

Rocket Ready



Empathy:
I show empathy towards others.
I greet others when they say hello, and I take time to make others feel safe and welcome at school.

Kindness:
I am kind to others in my actions and words.
I take time in my day to be polite to others, and I am positive in my words and actions.

Responsibility:
I am responsible for my actions and my hard work.
I take responsibility when I am wrong, and I do my best to fix my mistakes. I work hard in class, and I do my best to help others.

Respect:
I treat others with respect while at school.
I am respectful of others and their needs. I think about others and how my actions affect them.





775 Raider Drive, Cleveland, TN 37312 • p: 423.472.9571 • f: 423.472.3390 • clevelandschools.org

To Whom It May Concern,

On behalf of the Cleveland City Schools Board of Education, I am writing to formally affirm our intention to participate in Section 4 of the Education Freedom Act of 2025, as passed by the Tennessee General Assembly during the first session of the 114th General Assembly.

We acknowledge that the Education Freedom Act of 2025 includes a provision for one-time bonuses of no less than \$2,000 for public school teachers across Tennessee. In accordance with the requirements outlined in Section 4 of the Act, the Cleveland City Schools Board of Education affirms our intent to participate in this program and accept the associated state funds to issue these bonuses to our dedicated educators.

Sincerely,

*Director of Schools
Cleveland City Schools*

*Chairman of the Board of Education
Cleveland City Schools*



2025-2026

General Fund Budget

and

School Nutrition Budget

Board of Education

May 5, 2025

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2025-2026 General Fund Budget Overview

Revenues

Cleveland City Schools General Fund Budget is funded from five sources. The State of Tennessee, Bradley County and the City of Cleveland are the major funding sources with smaller amounts from the Federal government and other sources such as fees and interest income.

State of Tennessee: much of this funding is through the Tennessee Investment in Student Achievement (account #46510). State funding has increased by \$1,820,026 based on the March 2025 estimate. We will receive our final funding allocation from the State in July.

Bradley County: most of this funding is in County Property Tax (account #40110) and Sales Tax (account #40210). For FY2025, projected growth for Sales Tax is approximately 3.5%.

City of Cleveland: this line item (account #49810) is projected to increase by \$223,420 bringing the total allocation to \$6,606,800.

Sales Tax Capital Projects Fund: the General Fund budget does not include sales tax revenue for this fund. The Sales Tax Capital Projects Fund was established in March 2009 when voters passed a half-cent sales tax increase. This additional revenue is in a separate fund with the City of Cleveland and is designated by resolution for capital projects expenditures for Cleveland City Schools such as buses, roofs, renovations, and other capital expenses.

Expenditures

The 2025-2026 budget includes a step-increase for all employees who qualify and a cost-of-living adjustment. The TCRS employer contribution rate for teachers on the TCRS Legacy plan decreased by .59% to 5.77%. The contribution rate for teachers on the TCRS Hybrid plan remains at 9% and the support staff contribution rate remains at 17.18%. Additional teaching positions were added for class requirements at Cleveland High School and for continued growth throughout the district. Additionally, the janitorial contract was amended for an increase of \$714,263.

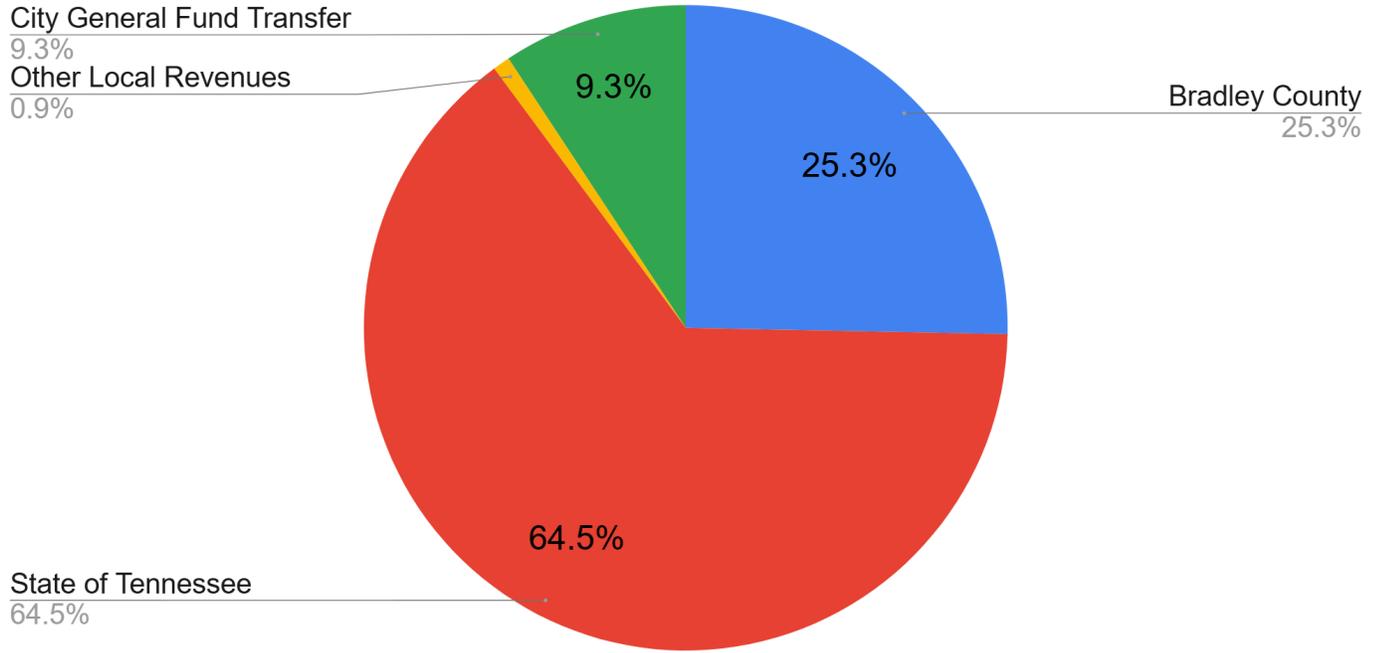
Summary

We have a balanced 2025-2026 budget in the amount of \$71,130,225. We are pleased that we can maintain services as we continue to serve the students at Cleveland City Schools.

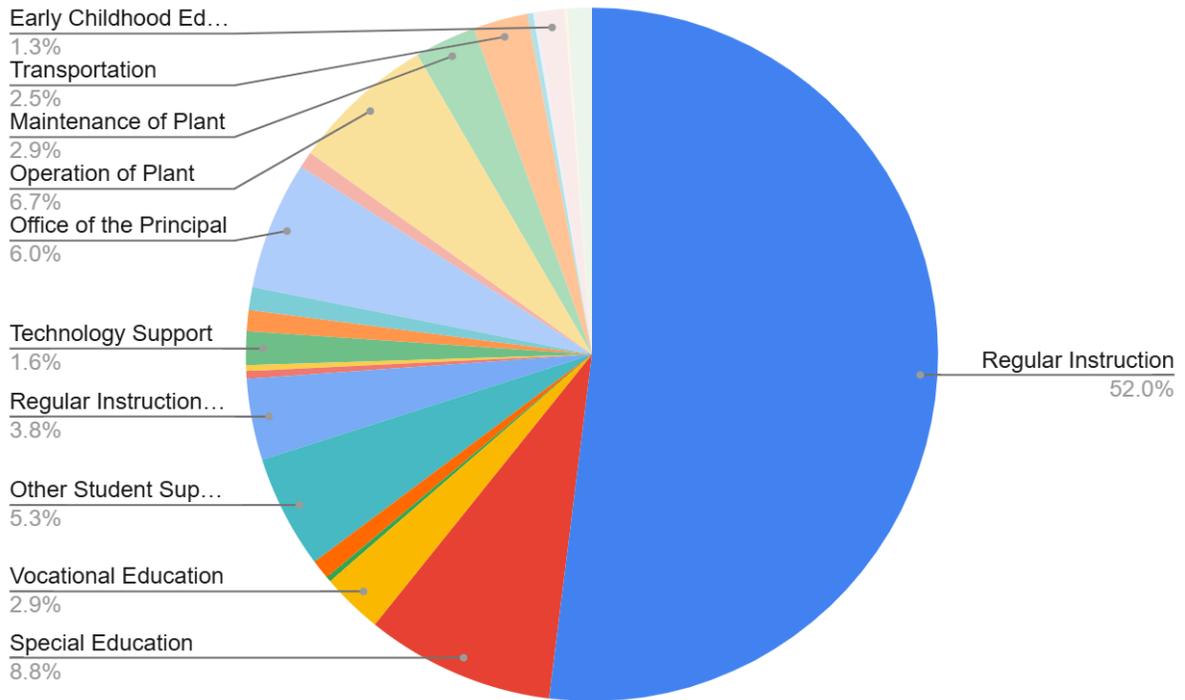
Revenues and Expenditures Summary

Account	Account Description	Proposed	Percent
40000	Local Taxes	\$18,003,629	25.31%
41000	Licenses and Permits	2,825	0.00%
43000	Charges for Services	102,085	0.14%
44000	Other Local Revenues	512,630	0.72%
46000	State of Tennessee	45,902,256	64.53%
47000	Federal Government	0	0.00%
49810	City General Fund Transfer	<u>6,606,800</u>	<u>9.29%</u>
	Undesignated Fund Balance	<u>0</u>	0.00%
	TOTAL REVENUES	\$71,130,225	100.00%
71100	Regular Instruction	\$36,971,268	51.98%
71200	Special Education	6,268,262	8.78%
71300	Vocational Education	2,037,562	2.86%
72110	Attendance	166,129	0.23%
72120	Health Services	651,180	0.91%
72130	Other Student Support	3,758,275	5.31%
72210	Regular Instruction Support	2,698,135	3.78%
72220	Special Education Support	247,677	0.35%
72230	Vocational Education Support	196,624	0.28%
72250	Technology Support	1,112,265	1.56%
72310	Board of Education	696,765	0.98%
72320	Office of the Superintendent	758,181	1.07%
72410	Office of the Principal	4,260,049	5.97%
72510	Fiscal Services	544,793	0.76%
72610	Operation of Plant	4,778,121	6.72%
72620	Maintenance of Plant	2,037,903	2.86%
72710	Transportation	1,809,553	2.54%
73100	Food Service	191,544	0.27%
73300	Community Service	100,396	0.14%
73400	Early Childhood Education	937,402	1.32%
76100	Regular Capital Outlay	97,180	0.20%
82130	Debt Service	<u>810,961</u>	<u>1.14%</u>
	TOTAL EXPENDITURES	\$71,130,225	100.00%

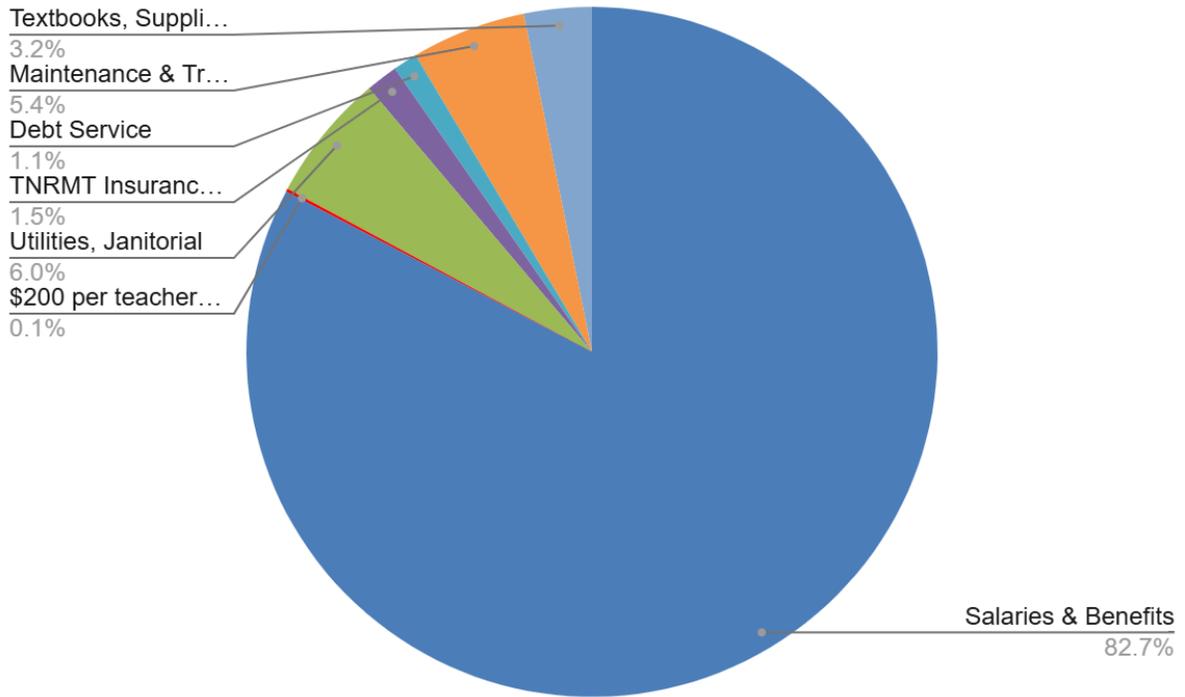
2025-2026 Revenues Summary



2025-2026 Expenditures Summary



Cleveland City Schools General Fund Budget





General Fund Budget Detail

Revenues

2025-2026

Local Taxes

Local taxes represent the amount of money produced within the boundaries of the LEA and available to the LEA for its use. Revenue accounts are Cleveland City Schools' share of taxes collected by Bradley County for education. Collections are divided based on the percent of Weighted Full Time Equivalent Average Daily Attendance (WFTEADA). The current rate for Cleveland City Schools is 36.1205%. This includes property taxes, mixed drink tax, in-lieu-of taxes, local options sales tax, and marriage licenses.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
40110	CURRENT PROPERTY TAX	7,128,346	7,128,346	7,374,752
40120	TRUSTEE'S COLLECTIONS	182,061	182,061	182,061
40130	CIRCUIT CLERK/CLERK & MASTER	116,000	116,000	116,000
40140	INTEREST & PENALTY	31,369	31,369	31,369
40162	PAYMENTS IN LIEU-LOCAL	3,805	3,805	3,805
40163	PAYMENTS IN LIEU-OTHER	487,000	487,000	487,000
40210	LOCAL OPTION SALES TAX	8,941,413	9,252,117	9,575,941
40275	MIXED DRINK TAX	204,325	204,325	204,325
40320	BANK EXCISE TAX	28,376	28,376	28,376
41110	MARRIAGE LICENSES	2,825	2,825	2,825
	TOTAL LOCAL TAXES	17,125,520	17,436,224	18,006,454

Charges for Services

Charges for services represent non-tax local revenues such as tuition and user charges for special services. Tuition paid for school attendance by non-residents of the city of Cleveland is \$800 for county residents and \$1,675 for residents outside of Bradley County. Also included is a miscellaneous charge for fingerprinting which is \$37.15 per person.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
43511	TUITION-REGULAR DAY	101,935	101,935	101,935
43583	TBI CRIMINAL BACKGROUND	150	150	150
	TOTAL CHARGES FOR SERVICES	102,085	102,085	102,085

Other Local Revenues

Other local revenues represent other non-tax receipts from local sources such as interest earned on deposits, contributions, sale of equipment, insurance recovery, and miscellaneous refunds.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
44110	INTEREST EARNED	13,250	589,949	250,000
44170	MISCELLANEOUS REFUNDS	98,841	98,841	98,841
44530	SALE OF EQUIPMENT	6,900	343,354	6,900
44560	DAMAGES RECOVERED	1,800	1,800	1,800
44570	CONTRIBUTIONS & GIFTS	121,002	138,466	129,628
44990	OTHER LOCAL REVENUES	25,461	25,461	25,461
	TOTAL OTHER LOCAL REVENUES	267,254	1,197,871	512,630

State of Tennessee

As required by Tennessee Code Annotated, the majority of state education funds are distributed through the Tennessee Investment in Student Achievement (TISA). The amount budget in this line item represents information received to date from the state. Final amounts are not sent by the state until July.

Other funds include Career Ladder, Voluntary Pre-K, School Food Service, and other grants sponsored by state agencies other than the Department of Education.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
46510	TN INVESTMENT IN STUDENT ACHIEVEMENT	42,077,220	42,935,778	44,755,804
46510	TISA OUTCOMES FUNDING	0	56,843	
46515	EARLY CHILDHOOD EDUCATION	925,938	1,053,341	937,402
46520	SCHOOL FOOD SERVICE	27,453	32,257	32,257
46590	OTHER STATE EDUCATION	0	10,000	0
46596	PAID PARENTAL LEAVE	0	205,900	150,000
46610	CAREER LADDER PROGRAM	36,648	26,793	26,793
46790	OTHER VOCATIONAL	0	14,644	0
46980	OTHER STATE GRANTS	0	285,321	0
	TOTAL STATE OF TENNESSEE	43,067,259	44,620,877	45,902,256

Federal Government

Although the School Federal Programs Fund receives most of the federal through state revenue, the General Purpose School and Food Service Funds also receive some revenues through this category.

Education of Handicapped Act - IDEA is funding for high-cost special education students as approved by the state.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
47143	EDUCATION OF HANDICAPPED	0	0	0
	TOTAL FEDERAL GOVERNMENT	0	0	0

Other Sources

These line items show bond and note proceeds and the allocation for schools by the city of Cleveland.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
49100	BONDS ISSUED	0	0	0
49200	NOTES ISSUED	0	0	0
49800	OPERATING TRANSFERS	0	0	0
49810	CITY GENERAL FUND TRANSFER	6,383,380	6,383,380	6,606,800
	TOTAL OTHER SOURCES	6,383,380	6,383,380	6,606,800
	TOTAL REVENUES	66,945,498	69,740,437	71,130,225
39000	UNDESIGNATED FUND BALANCE	0	3,419,689	0
	TOTAL AVAILABLE FUNDS	66,945,498	73,160,126	71,130,225



General Fund Budget Detail

Expenditures

2024-2025

Regular Instruction Program 71100

The Regular Instruction Program includes activities that provide students in grades K through 12 with learning experiences to prepare them in their roles as citizens, family members, and members of the workforce.

This section provides funding for salaries and benefits for teachers and teacher assistants. Substitute teachers are paid through a contracted service and are paid daily rates of \$85 with a high school diploma, \$90 with a degree, or \$100 if certified. Also included are instructional materials and supplies, contracted services, textbooks, and equipment. These line items are allocated by school and department. The formula for school allocations is: (Number of teachers X \$200) + (ADM X \$100 K-8 or \$110 9-12). The allocation amount is sent to each school principal who budgets the allocation by line item per the needs of the school.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
116	TEACHERS	23,795,412	23,491,819	24,418,460
117	CAREER LADDER PROGRAM	9,500	8,000	8,000
128	HOMEBOUND TEACHERS	84,388	84,388	113,176
163	ASSISTANTS	1,654,229	1,755,689	1,831,086
188	BONUS PAYMENTS	330,491	343,144	75,652
189	OTHER SALARIES & WAGES	162,673	162,673	151,000
201	SOCIAL SECURITY	1,588,758	1,521,973	1,633,787
204	STATE RETIREMENT	1,777,381	1,918,629	1,888,299
206	LIFE INSURANCE	15,259	7,500	7,500
207	MEDICAL INSURANCE	3,506,197	4,134,231	4,134,231
208	VISION INSURANCE	14,122	26,560	26,560
210	UNEMPLOYMENT COMPENSATION	8,000	8,000	8,000
212	EMPLOYER MEDICARE LIABILITY	371,564	356,307	385,662
217	RETIREMENT-HYBRID STABILIZATION	142,014	142,014	142,014
299	OTHER FRINGE BENEFITS	125,699	119,928	119,928
330	OPERATING LEASE PAYMENTS	448,390	0	0
336	MAINTENANCE & REPAIR	17,500	17,500	4,000
369	CONTRACTS FOR SUBSTITUTE TEACHERS	477,869	522,585	522,585
399	OTHER CONTRACTED SERVICES	235,829	396,398	432,648
429	INSTRUCTIONAL SUPPLIES	258,258	258,258	242,603
430	TEXTBOOKS-ELECTRONIC	52,237	52,237	52,237
449	TEXTBOOKS-BOUND	57,790	1,071,790	57,790
471	SOFTWARE	0	28,500	28,500
499	OTHER SUPPLIES & MATERIALS	169,984	129,134	55,984
599	OTHER CHARGES	75,355	75,355	106,926
722	REGULAR INSTRUCTION EQUIPMENT	79,395	1,525,758	524,640
	TOTAL REGULAR INSTR. PROGRAM	35,458,294	38,158,370	36,971,268

Special Education Program 71200

The Special Education Program includes activities that provide learning experiences for students having special needs. This includes pre-school as well as elementary and secondary students. Services include activities for varying needs. This includes educating the gifted and those with learning, emotional and physical disabilities. A student is educated based on an Individual Education Plan (IEP) developed by a team who addresses the particular needs of the student.

Salaries and benefits for teachers and teachers are included in this section. Also included are contracts for substitute staffing and contracts with private agencies, instructional materials and supplies and equipment. These line items are allocated by school and department.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
116	TEACHERS	2,974,479	2,902,354	3,223,189
117	CAREER LADDER PROGRAM	3,000	4,000	4,000
128	HOMEBOUND TEACHERS	2,500	11,000	2,500
163	ASSISTANTS	816,532	837,922	890,698
171	SPEECH PATHOLOGIST	445,993	361,302	461,141
188	BONUS PAYMENTS	76,597	84,625	45,489
189	OTHER SALARIES & WAGES	81,769	0	0
201	SOCIAL SECURITY	272,854	257,074	281,875
204	STATE RETIREMENT	372,220	397,959	395,574
206	LIFE INSURANCE	3,185	1,781	1,616
207	MEDICAL INSURANCE	556,208	751,279	751,279
208	VISION INSURANCE	1,722	5,694	5,694
212	EMPLOYER MEDICARE LIABILITY	63,813	60,123	67,092
312	CONTRACTS-PRIVATE AGENCY	22,102	106,793	22,102
336	MAINTENANCE & REPAIR	1,200	1,200	1,000
369	CONTRACTS FOR SUBSTITUTE TEACHERS	74,463	74,463	74,463
429	INSTRUCTIONAL SUPPLIES	24,950	43,172	23,650
499	OTHER SUPPLIES & MATERIALS	7,650	27,650	10,150
725	SPECIAL EDUCATION EQUIPMENT	6,350	13,216	6,750
	TOTAL SPECIAL EDUCATION	5,807,587	5,941,607	6,268,262

Vocational Education Program 71300

The Career and Technical Education Program include instructional activities that provide students at Cleveland Middle School and Cleveland High School with the opportunity to develop knowledge and skills needed for employment in an occupational area. Salaries and benefits for teachers and contracted staffing for substitute teachers are included in this section. It also includes instructional materials and supplies and equipment and is allocated by line item.

CTE Perkins funds also support career-technical education and are not included in the general fund but are a part of the federal programs budget.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
116	TEACHERS	1,416,802	1,347,289	1,426,658
188	BONUS PAYMENTS	13,547	13,547	0
201	SOCIAL SECURITY	88,682	78,434	85,453
204	STATE RETIREMENT	90,970	109,869	111,569
206	LIFE INSURANCE	753	349	349
207	MEDICAL INSURANCE	212,149	249,532	249,532
208	VISION INSURANCE	425	1,266	1,266
212	EMPLOYER MEDICARE LIABILITY	20,740	18,343	20,687
336	MAINTENANCE & REPAIR	4,290	4,290	1,290
356	TUITION	375	375	375
369	CONTRACTS FOR SUBSTITUTE TEACHERS	20,548	20,548	20,548
399	OTHER CONTRACTED SERVICES	8,915	8,915	8,915
429	INSTRUCTIONAL SUPPLIES	52,345	52,345	48,270
499	OTHER SUPPLIES & MATERIALS	58,450	58,450	58,150
730	VOCATIONAL INSTRUCTION EQUIPMENT	4,500	19,144	4,500
	TOTAL VOCATIONAL EDUC. PROG.	1,993,491	1,982,696	2,037,562

Attendance 72110

Attendance records and reports student information to the state for funding and other statistical needs. Major categories include personnel, benefits, and supplies and materials.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR	60,375	60,375	62,187
188	BONUS PAYMENTS	1,088	1,088	1,088
189	OTHER SALARIES AND WAGES	50,867	50,867	52,243
201	SOCIAL SECURITY	6,897	6,646	7,162
204	STATE RETIREMENT	12,579	12,725	13,074
206	LIFE INSURANCE	76	27	27
207	MEDICAL INSURANCE	15,431	18,531	18,531
208	VISION INSURANCE	48	142	142
212	EMPLOYER MEDICARE LIABILITY	1,613	1,554	1,675
499	OTHER SUPPLIES & MATERIALS	10,000	10,000	10,000
	TOTAL ATTENDANCE	158,974	161,955	166,129

Health Services 72120

Health Services provides appropriate medical and nursing services that include salaries and benefits for school nurses, medical supplies, materials, and equipment. Coordinated School Health funds are also accounted for here.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR-CSH	0	81,827	0
131	MEDICAL PERSONNEL	347,749	389,505	359,887
188	BONUS PAYMENTS	7,317	6,606	6,606
189	OTHER SALARIES AND WAGES	0	47,000	0
201	SOCIAL SECURITY	22,014	27,998	22,723
204	STATE RETIREMENT	61,000	49,465	52,134
206	LIFE INSURANCE	350	196	160
207	MEDICAL INSURANCE	46,430	63,732	54,609
208	VISION INSURANCE	189	624	553
212	EMPLOYER MEDICARE LIABILITY	5,148	6,569	5,314
355	TRAVEL	0	4,470	0
369	CONTRACTS FOR SUBSTITUTE TEACHERS	1,000	2,400	1,000
399	OTHER CONTRACTED SERVICES	125,000	14,488	125,000
413	DRUGS/MEDICAL SUPPLIES	21,000	8,994	8,994
499	OTHER SUPPLIES & MATERIALS	2,194	32,780	14,200
524	IN SERVICE/STAFF DEVELOPMENT	0	3,985	0
599	OTHER CHARGES	0	9,500	0
735	HEALTH EQUIPMENT	0	4,450	0
	TOTAL HEALTH SERVICES	639,391	754,589	651,180

Other Student Support 72130

Other Student Support includes services to students in addition to attendance and health services. These include guidance services, evaluation and testing services for regular education students, special education students, and vocational education students. The personnel section includes school counselors, school psychologists, social workers, and other student support staff.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
117	CAREER LADDER PROGRAM	3,000	3,500	3,500
123	GUIDANCE PERSONNEL	1,445,358	1,500,057	1,555,508
124	PSYCHOLOGICAL PERSONNEL	221,093	221,093	285,202
130	SOCIAL WORKERS	128,894	185,778	252,477
164	ATTENDANTS	162,000	162,000	162,000
188	BONUS PAYMENTS	44,399	43,118	11,316
189	OTHER SALARIES & WAGES	215,853	436,099	368,352
201	SOCIAL SECURITY	137,677	145,291	163,578
204	STATE RETIREMENT	159,086	184,425	198,576
206	LIFE INSURANCE	1,004	575	575
207	MEDICAL INSURANCE	197,836	305,459	305,459
208	VISION INSURANCE	788	2,149	2,149
212	EMPLOYER MEDICARE LIABILITY	32,199	34,282	38,256
322	EVALUATION AND TESTING	40,950	40,950	40,950
336	MAINTENANCE & REPAIR	100	100	100
399	OTHER CONTRACTED SERVICES	219,104	219,104	219,104
471	SOFTWARE	106,888	121,241	118,023
499	OTHER SUPPLIES & MATERIALS	12,400	12,400	13,150
599	OTHER CHARGES	20,000	20,000	20,000
	TOTAL OTHER STUDENT SUPPORT	3,148,629	3,637,621	3,758,275

Regular Instruction Support 72210

Regular Education Instructional Support includes activities primarily for assisting instructional staff in planning, developing, and evaluating the process of providing learning experiences for students. These activities include curriculum development, techniques of instruction, child development and understanding, and staff training. The personnel section includes supervisors, librarians, and administrative assistants.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR	673,501	688,001	708,234
117	CAREER LADDER PROGRAM	5,000	5,000	5,000
129	LIBRARIANS	758,206	759,689	781,364
161	SECRETARIES	187,151	145,000	167,426
188	BONUS PAYMENTS	18,564	19,317	11,791
189	OTHER SALARIES & WAGES	182,487	186,910	278,996
201	SOCIAL SECURITY	113,144	97,161	121,074
204	STATE RETIREMENT	147,449	137,136	153,914
206	LIFE INSURANCE	935	359	359
207	MEDICAL INSURANCE	192,804	272,335	272,335
208	VISION INSURANCE	720	1,601	1,601
212	EMPLOYER MEDICARE LIABILITY	26,461	22,595	28,316
320	DUES AND MEMBERSHIPS	4,000	4,000	4,000
355	TRAVEL	32,000	13,000	13,000
399	CONTRACTED SERVICE	1,500	1,500	1,500
432	LIBRARY BOOKS/MEDIA	47,080	47,080	43,000
499	OTHER SUPPLIES AND MATERIALS	9,975	9,975	12,725
524	IN-SERVICE/STAFF DEVELOPMENT	91,925	91,925	92,000
790	OTHER EQUIPMENT	1,500	1,500	1,500
	TOTAL REGULAR INSTR. SUPPORT	2,494,402	2,504,084	2,698,135

Special Education Support 72220

Special Education Support includes activities primarily for assisting instructional staff in planning, developing, and evaluating the process of providing learning experiences for students with special needs. These activities include curriculum development, techniques of instruction, child development and understanding, and staff training.

The personnel section includes a supervisor and a board certified behavior analyst.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR	119,821	119,821	123,425
188	BONUS PAYMENTS	5,268	4,516	753
189	OTHER SALARIES AND WAGES	68,020	68,020	71,031
201	SOCIAL SECURITY	11,973	9,016	12,103
204	STATE RETIREMENT	12,282	9,662	12,415
206	LIFE INSURANCE	90	26	36
207	MEDICAL INSURANCE	24,259	22,941	22,941
208	VISION INSURANCE	59	100	142
212	EMPLOYER MEDICARE LIABILITY	2,800	2,109	2,831
308	CONSULTANTS	500	500	500
355	TRAVEL	1,500	3,000	1,500
524	IN SERVICE/STAFF DEVELOPMENT	0	6,000	0
	TOTAL SPECIAL EDUC. SUPPORT	246,572	245,711	247,677

Vocational Education Support 72230

Career and Technical Education Instructional Staff Support includes activities primarily for assisting instructional staff in planning, developing, and evaluating the process of providing learning experiences that give students the opportunity to develop the knowledge and skills needed for employment in an occupational area. These activities include curriculum development, techniques of instruction, child development and understanding, and staff training.

The personnel section includes the career and technical supervisor and an administrative assistant.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR	108,805	121,256	116,796
161	SECRETARIES	35,312	23,425	30,057
188	BONUS PAYMENT	1,464	753	1,464
201	SOCIAL SECURITY	9,026	7,904	9,196
204	STATE RETIREMENT	13,238	10,032	12,154
206	LIFE INSURANCE	84	29	36
207	MEDICAL INSURANCE	22,510	23,628	23,628
208	VISION INSURANCE	59	112	142
212	EMPLOYER MEDICARE LIABILITY	2,111	1,849	2,151
355	TRAVEL	1,000	1,000	1,000
	TOTAL VOCATIONAL EDUC. SUPPORT	193,609	189,988	196,624

Technology Support 72250

Technology services are designed to provide internet and other technical services to support instruction, attendance, health administration, testing, and other areas as needed. Categories include personnel, benefits, supplies, materials and other expenses such as internet connectivity.

The personnel section includes administrative and support staff who assist in providing and maintaining technical services.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR/DIRECTOR	120,750	120,750	124,373
188	BONUS PAYMENTS	5,018	5,018	5,018
189	OTHER SALARIES & WAGES	305,414	299,556	320,217
201	SOCIAL SECURITY	26,733	25,095	27,876
204	STATE RETIREMENT	60,150	56,011	62,695
206	LIFE INSURANCE	294	125	144
207	MEDICAL INSURANCE	68,772	87,702	87,702
208	VISION INSURANCE	142	360	360
212	EMPLOYER MEDICARE LIABILITY	6,252	5,869	6,519
350	INTERNET CONNECTIVITY	36,879	36,879	36,879
355	TRAVEL	2,500	2,500	2,500
399	CONTRACTED SERVICES	67,992	67,992	67,992
470	CABLING	20,000	20,000	20,000
471	SOFTWARE	295,200	295,200	295,200
499	OTHER SUPPLIES AND MATERIALS	21,200	21,200	21,200
599	OTHER CHARGES	6,090	6,090	6,090
790	OTHER EQUIPMENT	27,500	27,500	27,500
	TOTAL TECHNOLOGY	1,070,886	1,077,847	1,112,265

Board of Education 72310

Board of Education includes activities of the elected body that have been created according to State law and vested with responsibilities for educational activities in a given administrative unit.

Compensation and payroll taxes for board of education members are in this section. Also included are audit fees for the school activity funds, dues to organizations such as TSBA, fees for the school board attorney, liability insurance expense and workers compensation, surety bond coverage for administrators and accounting personnel as required by law, commission for the Bradley County trustee and board travel expenses.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
191	BOARD FEES	52,800	52,800	52,800
201	SOCIAL SECURITY	3,274	3,274	3,274
212	EMPLOYER MEDICARE	766	766	766
299	OTHER FRINGE BENEFITS	855	855	855
305	AUDIT SERVICES	20,000	21,000	25,000
320	DUES AND MEMBERSHIPS	7,607	7,890	8,117
331	LEGAL SERVICES	25,000	25,000	25,000
506	LIABILITY INSURANCE	91,694	99,125	99,125
508	PREMIUMS ON SURETY BONDS	58,907	61,730	61,730
510	TRUSTEE'S COMMISSION	152,150	152,150	152,150
513	WORKERS COMP INSURANCE	211,156	205,448	205,448
533	CRIMINAL INVESTIGATION APPLICANT	9,590	12,000	12,000
534	REFUND APPLICANT INVESTIGATION	500	500	500
599	OTHER CHARGES	50,000	50,000	50,000
	TOTAL BOARD OF EDUCATION	684,299	692,538	696,765

Office of the Superintendent 72320

The Office of the Superintendent includes activities performed in directing and managing all programs of the LEA.

This section includes salary and benefits for the Director of Schools, Public Relations Specialist, and administrative assistants. Also included are system-wide telephone expense, dues and memberships in professional organizations for the director, postage, out of city travel, copier contracts, office supplies and other miscellaneous expenses for the Educational Support Center.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
101	ADMINISTRATIVE OFFICER	200,000	184,500	190,035
103	ASSISTANT	133,624	0	0
117	CAREER LADDER PROGRAM	2,000	1,000	1,000
161	SECRETARIES	76,877	100,140	102,749
188	BONUS PAYMENTS	3,574	2,885	2,885
189	OTHER SALARIES & WAGES	110,825	107,729	106,657
201	SOCIAL SECURITY	32,668	23,072	25,006
204	STATE RETIREMENT	54,207	36,384	47,165
206	LIFE INSURANCE	226	106	54
207	MEDICAL INSURANCE	51,744	52,632	52,632
208	VISION INSURANCE	139	245	245
212	EMPLOYER MEDICARE LIABILITY	7,640	5,396	5,848
307	COMMUNICATION	105,000	105,000	96,000
320	DUES AND MEMBERSHIPS	10,705	10,705	10,705
348	POSTAL CHARGES	6,500	6,500	6,500
355	TRAVEL	13,000	13,000	13,000
399	OTHER CONTRACTED SERVICES	40,000	40,000	40,000
435	OFFICE SUPPLIES	25,000	25,000	25,000
599	OTHER CHARGES	19,400	35,000	24,200
701	ADMINISTRATIVE EQUIPMENT	8,500	10,600	8,500
	TOTAL OFFICE OF SUPERINTENDENT	901,629	759,894	758,181

Office of the Principal 72410

The Office of the Principal includes activities concerned with directing and managing the operation of a particular school. Such activities include those performed by the principal, assistant principals, and other assistants while they supervise all operations of the school, evaluate staff, assign duties to staff, supervise and maintain the records of the school, and coordinate school instructional activities with those of the total school system. These activities also include the work of secretarial and clerical staff in support of the teaching and administrative duties.

This section includes salary and benefits for principals, assistant principals, and administrative assistants. Dues for professional organizations, school postage expenses, travel reimbursement, copier contracts, school office supplies and equipment are also included.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
104	PRINCIPALS	1,023,138	1,030,165	1,062,464
117	CAREER LADDER PROGRAM	4,000	2,000	2,000
139	ASSISTANT PRINCIPALS	1,486,064	1,452,252	1,499,437
161	SECRETARIES	569,837	548,020	555,990
162	CLERICAL	27,984	27,984	32,534
188	BONUS PAYMENTS	29,435	31,609	31,609
201	SOCIAL SECURITY	194,708	181,060	197,410
204	STATE RETIREMENT	267,602	268,018	269,603
206	LIFE INSURANCE	1,765	743	576
207	MEDICAL INSURANCE	397,846	471,000	471,000
208	VISION INSURANCE	1,121	2,885	2,885
212	EMPLOYER MEDICARE LIABILITY	45,537	42,179	46,168
307	COMMUNICATION	0	0	2,900
317	DATA PROCESSING SERVICES	0	0	5,202
320	DUES & MEMBERSHIPS	1,000	1,000	3,600
336	MAINTENANCE & REPAIR	7,025	7,025	1,400
348	POSTAL CHARGES	4,300	4,300	4,150
355	TRAVEL	5,100	5,100	5,100
399	OTHER CONTRACTED SERVICES	5,875	5,875	20,531
435	OFFICE SUPPLIES	17,957	17,957	18,200
701	ADMINISTRATIVE EQUIPMENT	18,200	21,200	27,290
	TOTAL OFFICE OF THE PRINCIPAL	4,108,494	4,120,372	4,260,049

Fiscal Services 72510

Fiscal Services includes activities concerned with the fiscal or financial operations of the LEA. This program includes all aspects of budgeting and financial reporting (such as receipts and disbursements, financial and property accounting, payroll, inventory control, internal auditing, and the managing of funds). This category includes the director of finance and all staff involved in the business administration of the LEA.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
119	BOOKKEEPERS	336,431	336,431	347,974
188	BONUS PAYMENTS	2,844	2,844	2,844
201	SOCIAL SECURITY	21,035	19,880	21,751
204	STATE RETIREMENT	58,287	58,287	60,270
206	LIFE INSURANCE	201	72	72
207	MEDICAL INSURANCE	41,332	49,634	49,634
208	VISION INSURANCE	118	330	330
212	EMPLOYER MEDICARE LIABILITY	4,919	4,649	5,087
317	DATA PROCESSING SERVICES	50,125	52,883	55,831
355	TRAVEL	1,000	1,000	1,000
	TOTAL FISCAL SERVICES	516,292	526,010	544,793

Operation of Plant

Operation of Plant includes activities concerned with keeping the physical plant clean and ready for daily use. It includes salary and benefits for an energy management specialist, janitorial services for all buildings, landscaping and mowing contracts, utilities, and building and contents insurance.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
188	BONUS PAYMENTS	377	377	377
189	OTHER SALARIES & WAGES	47,929	47,929	49,371
201	SOCIAL SECURITY	2,995	2,995	3,084
204	STATE RETIREMENT	3,072	3,072	2,870
206	LIFE INSURANCE	25	9	9
207	MEDICAL INSURANCE	5,780	4,404	4,404
208	VISION INSURANCE	15	35	35
212	EMPLOYER MEDICARE LIABILITY	700	700	721
328	JANITORIAL SERVICES	1,618,518	1,683,451	2,397,714
399	OTHER CONTRACTED SERVICES	136,547	136,547	141,539
415	ELECTRICITY	1,337,500	1,337,500	1,337,500
434	NATURAL GAS	115,395	115,395	115,395
454	WATER AND SEWER	270,000	270,000	280,800
501	BOILER INSURANCE	9,755	12,189	12,189
502	BUILDING & CONTENTS INSURANCE	384,445	432,113	432,113
	TOTAL OPERATION OF PLANT	3,933,053	4,046,716	4,778,121

Maintenance of Plant

Maintenance of Plant includes activities concerned with keeping the physical plant open, comfortable, and safe for use. It includes salaries and benefits for the director of operations, maintenance personnel, an administrative assistant and funds for building maintenance materials and supplies.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
105	SUPERVISOR	120,750	120,750	123,769
167	MAINTENANCE PERSONNEL	704,533	705,013	802,964
188	BONUS PAYMENTS	9,951	10,662	11,373
189	OTHER SALARIES AND WAGES	35,000	35,000	35,000
201	SOCIAL SECURITY	53,955	53,985	60,333
204	STATE RETIREMENT	141,784	144,514	158,206
206	LIFE INSURANCE	689	269	288
207	MEDICAL INSURANCE	140,868	163,930	172,990
208	VISION INSURANCE	413	1,056	1,056
212	EMPLOYER MEDICARE LIABILITY	12,618	12,625	14,110
335	MAINTENANCE/REPAIR-BUILDINGS	175,000	175,000	175,000
336	MAINTENANCE/REPAIR-EQUIPMENT	89,912	89,912	89,912
399	OTHER CONTR SVCS	140,000	140,000	140,000
418	EQUIPMENT/MACHINERY PARTS	50,000	50,000	50,000
499	OTHER SUPPLIES AND MATERIALS	190,000	69,345	69,620
599	OTHER CHARGES	25,000	25,000	25,000
701	ADMINISTRATION EQUIPMENT	38,136	382,446	121,180
717	MAINTENANCE EQUIPMENT	35,358	35,358	35,358
	TOTAL MAINTENANCE OF PLANT	1,963,967	2,214,865	2,086,159

Transportation 72710

Transportation includes activities concerned with transporting students for regular, vocational, and special education instruction, as provided by State and Federal law. This includes trips between home and school, and trips to school activities. The personnel section includes salary and benefits for a routing and transportation assistant, mechanics, and full-time and part-time bus drivers. Also included are fuel expenses, vehicle parts, and insurance.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
142	MECHANICS	107,492	107,492	116,856
146	BUS DRIVERS	759,450	905,003	985,823
188	BONUS PAYMENTS	18,480	23,455	23,455
189	OTHER SALARIES AND WAGES	50,293	50,293	51,801
201	SOCIAL SECURITY	58,014	67,347	73,032
204	STATE RETIREMENT	39,266	39,996	41,561
206	LIFE INSURANCE	236	90	90
207	MEDICAL INSURANCE	34,376	46,625	46,625
208	VISION INSURANCE	118	308	308
212	EMPLOYER MEDICARE LIABILITY	13,568	15,750	17,080
313	CONTRACTS WITH PARENTS	1,000	1,000	1,000
340	MEDICAL/DENTAL SERVICES	3,500	3,500	3,500
355	TRAVEL	1,100	1,100	1,100
399	OTHER CONTRACTED SERVICES	22,500	22,500	22,500
412	DIESEL FUEL	189,088	189,088	189,088
425	GASOLINE	20,000	20,000	20,000
433	LUBRICANTS	2,000	2,000	2,000
450	TIRE AND TUBES	17,290	17,290	17,290
453	VEHICLE PARTS	79,440	79,440	79,440
499	OTHER SUPPLIES AND MATERIALS	2,000	2,000	2,000
511	VEHICLE/EQUIPMENT INSURANCE	89,910	99,454	99,454
599	OTHER CHARGES	15,550	15,550	15,550
	TOTAL TRANSPORTATION	1,524,671	1,709,281	1,809,553

Food Service 73100

This service area includes the supervision of staff whose responsibility is to prepare and serve regular and incidental meals, lunches, or snacks in connection with school activities and food delivery. The personnel in this section includes the child nutrition supervisor. All other food service expenses are in a separate fund (see pages 35-37).

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
188	BONUS PAYMENTS	36,249	36,249	36,249
189	OTHER WAGES AND SALARIES	105,525	105,525	110,313
201	SOCIAL SECURITY	8,790	8,645	9,087
204	STATE RETIREMENT	24,357	22,281	25,179
206	LIFE INSURANCE	50	18	18
207	MEDICAL INSURANCE	6,739	8,502	8,502
208	VISION INSURANCE	30	71	71
212	EMPLOYER MEDICARE LIABILITY	2,056	2,022	2,125
422	FOOD SUPPLIES	0	0	0
	TOTAL FOOD SERVICE	183,796	183,313	191,544

Community Services 73300

Community Services includes activities concerned with providing community services to students, staff, or community participants. This includes expenditures for system staff participating in community organizations such as the Family Resource Center. This section also accounts for the annual payment to the Bradley-Cleveland Public Education Foundation per agreement.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
399	OTHER CONTRACTED SERVICES	50,000	50,000	50,000
422	FOOD SUPPLIES	0	0	0
499	OTHER SUPPLIES & MATERIALS	0	5,585	1,750
599	OTHER CHARGES	0	2,915	390
790	OTHER EQUIPMENT	0	1,299	0
	TOTAL COMMUNITY SERVICES	50,000	59,799	52,140

Early Childhood Education 73400

The Early Childhood Education Program includes activities that address the educational, health and social services needs of preschoolers who are three and four years of age to prepare them for kindergarten.

This expense is for the voluntary pre-K program for Cleveland City Schools that is contracted with the Family Resource Agency.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
310	CONTRACTS-OTHER PUBLIC AGENCY	925,938	937,402	937,402
	TOTAL EARLY CHILDHOOD EDUC.	925,938	937,402	937,402
	TOTAL EDUCATION	66,003,974	69,904,658	70,222,084

Regular Capital Outlay 76100

Regular Capital Outlay includes activities such as site acquisition services, site improvement services, architecture and engineering services, building acquisition and construction services, and building improvement services.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
304	ARCHITECTS	0	33,651	0
706	BUILDING CONSTRUCTION	0	2,071,276	
707	BUILDING IMPROVEMENTS	140,000	171,559	97,180
711	FURNITURE AND FIXTURES	0	4,311	0
790	OTHER EQUIPMENT	0	23,147	
799	OTHER CAPITAL OUTLAY	0	150,000	0
	TOTAL REGULAR CAPITAL OUTLAY	140,000	2,453,944	97,180

Debt Service 80000

Debt Service is expenditures for servicing long-term debt (obligations exceeding one year).

These line items represent principal and interest payments on bonds or notes for capital projects such as school renovations, athletic facilities, and HVAC or roof replacement.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
82130	PRINCIPAL ON BONDS			
601	PRINCIPAL ON BONDS	502,284	502,284	520,696
82230	INTEREST ON DEBT			
603	INTEREST ON BONDS	104,540	104,540	95,565
82330	OTHER DEBT SERVICE			
699	DEBT SERVICE	194,700	194,700	194,700
	TOTAL DEBT SERVICE	801,524	801,524	810,961
	TOTAL EXPENDITURES	66,945,498	73,160,126	71,130,225



School Nutrition

Fund 143

2025-2026

Fund 143 - Food Service Revenues

This section includes revenues and expenditures for the operation of the School Nutrition Program.

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
43521	STUDENT LUNCHES	0	0	0
43522	ADULT LUNCHES	38,500	47,531	52,650
43523	BREAKFAST	0	0	0
43525	ALA CARTE	72,000	67,977	68,500
44110	INTEREST EARNED	12,550	6,272	9,650
47112	USDA COMMODITIES	325,344	336,118	325,688
47113	USDA BREAKFAST	955,000	142,172	168,900
47111	USDA LUNCH	1,950,500	3,087,639	3,211,250
47114	USDA - OTHER (FRESH FRUIT/VEG GRANT & SUPPER PROGRAM)	384,500	243,684	260,650
	TOTAL REVENUES	3,738,394	3,931,393	4,097,288
39000	UNDESIGNATED FUND BALANCE	396,000	339,769	385,500
	TOTAL AVAILABLE FUNDS	4,134,394	4,271,162	4,482,788

Fund 143 - Food Service Expenditures

OBJECT CODE		2024-2025 ORIGINAL	2024-2025 AMENDED	2025-2026 PROPOSED
162	CLERICAL PERSONNEL	100,728	100,727	105,764
165	CAFETERIA PERSONNEL	1,009,785	968,645	1,130,286
196	IN-SERVICE TRAINING	800	400	800
201	SOCIAL SECURITY	75,850	66,983	75,500
204	STATE RETIREMENT	152,042	155,426	164,500
206	LIFE INSURANCE	2,700	613	650
207	MEDICAL INSURANCE	265,000	52,978	56,900
210	UNEMPLOYMENT COMPENSATION	0	0	0
212	EMPLOYER MEDICARE LIABILITY	17,400	15,665	17,500
299	OTHER FRINGE BENEFITS	42,000	26,943	27,500
307	COMMUNICATION	500	0	0
320	DUES AND MEMBERSHIPS	1,000	1,134	1,800
336	MAINTENANCE & REPAIR	58,500	80,204	85,500
354	TRANSPORTATION-NON STUDENT	1,500	2,233	2,500
355	TRAVEL	250	185	1,000
399	OTHER CONTRACTED SVCS	1,230,923	1,444,699	1,450,000
422	FOOD SUPPLIES	769,022	924,612	940,500
435	OFFICE SUPPLIES	1,000	1,046	2,500
451	UNIFORMS	200	80	200
452	UTILITIES	0	0	0
469	USDA COMMODITIES	325,344	336,118	325,688
499	OTHER SUPPLIES/MATERIALS	70,000	64,893	71,000
524	STAFF DEVELOPMENT	500	200	500
533	CRIMINAL INVESTIGATION APPLICANT	350	98	200
710	FOOD SERVICE EQUIPMENT	9,000	27,280	22,000
	TOTAL FOOD SERVICE	4,134,394	4,271,162	4,482,788

APPENDIX

Benefits Summary

Each section of the budget includes appropriate line items for benefit categories. A detailed explanation of each benefit category is included here rather than repeating the same information in each section.

Social Security (Object 201)

These line items include all costs of **FICA** employer share for personnel. The matching cost is 6.20% of applicable wage.

State Retirement (Object 204)

These line items include the employer costs for contributions to the Tennessee Consolidated Retirement System (TCRS). Employer rate for licensed employees is 5.77% of applicable wages. Effective July 1, 2014, licensed new hires are under the hybrid plan with employer cost at 9% of applicable wages. The contribution for support staff is 17.18%.

Life Insurance (Object 206)

These line items include costs for a \$25,000 group term life insurance program.

Medical Insurance (Object 207)

These line items include the school system's contribution for group health insurance coverage through the State of Tennessee Insurance Administration. Employees have the option of choosing coverage between four plans: Premier PPO, Standard PPO, Limited PPO, CDHP/HSA and two carriers, either Blue Cross Blue Shield or Cigna.

Vision Insurance (Object 208)

These line items include the school system's contribution for group vision insurance.

Medicare (Object 212)

These line items include the employer costs for the Medicare contribution. The matching costs are based upon 1.45% of applicable wages.

Other Fringes (Object 299)

These line items include insurance benefits for retirees.

Two additional benefits are budgeted on a system-wide basis. These are Unemployment Compensation (see 71100-210) and Workman's Compensation (72310-513).

CLEVELAND CITY SCHOOLS TEACHING PROFESSIONAL SALARY SCHEDULE

2025-2026

(200 DAYS)

STEP	BS	BS+16	MA	MA+16	MA+30	ED S	D
0	54,075	54,075	59,483	59,483	63,809	66,513	69,216
1	55,156	55,156	60,563	60,563	64,890	67,593	70,298
2	55,433	55,433	60,840	60,840	65,166	67,870	70,573
3	55,709	55,709	61,117	61,117	65,442	68,147	70,850
4	56,266	56,266	61,673	61,673	66,000	68,703	71,407
5	56,548	56,548	61,955	61,955	66,282	68,985	71,689
6	57,113	57,113	62,521	62,521	66,846	69,551	72,254
7	57,398	57,398	62,806	62,806	67,132	69,836	72,539
8	57,972	57,972	63,380	63,380	67,706	70,410	73,114
9	58,552	58,552	63,960	63,960	68,286	70,990	73,694
10	59,724	59,724	65,131	65,131	69,457	72,161	74,865
11	60,320	60,320	65,728	65,728	70,055	72,758	75,462
12	61,528	61,528	66,935	66,935	71,261	73,965	76,669
13	62,758	62,758	68,166	68,166	72,492	75,195	77,900
14	63,385	63,385	68,793	68,793	73,119	75,822	78,527
15	64,653	64,653	70,060	70,060	74,387	77,090	79,794
16	65,624	65,624	71,031	71,031	75,357	78,061	80,764
17	66,607	66,607	72,015	72,015	76,341	79,045	81,748
18	67,939	67,939	73,348	73,348	77,673	80,377	83,081
19	69,298	69,298	74,706	74,706	79,032	81,736	84,439
20	70,338	70,338	75,745	75,745	80,071	82,775	85,478
21	71,393	71,393	76,800	76,800	81,127	83,830	86,534
22	72,464	72,464	77,872	77,872	82,197	84,902	87,605
23	72,826	72,826	78,233	78,233	82,560	85,263	87,967
24	73,191	73,191	78,598	78,598	82,924	85,628	88,331
25	73,556	73,556	78,964	78,964	83,290	85,993	88,697

CLEVELAND CITY SCHOOLS TEACHER ASSISTANT SALARY SCHEDULE

(181 DAYS)

STEP	2025-2026
1	22,022
2	22,573
3	23,137
4	23,831
5	24,503
6	25,282
7	25,788
8	26,304
9	26,830
10	27,366
11-14	28,461
15-19	29,600
20-24	30,783
25+	32,013

CLEVELAND CITY SCHOOLS ADMINISTRATIVE ASSISTANT-SCHOOL

SALARY SCHEDULE

(210 DAYS)

STEP	2025-2026
1	26,444
2	27,506
3	28,331
4	29,181
5	30,057
6	30,658
7	31,272
8	31,895
9	32,534
10	34,161
11	34,609
12	35,049
13	35,491
14	36,371
15	36,371
16	36,371
17	36,371
18	36,371
19	37,253
20	37,253
21	37,253
22	37,253
23	37,253
24	38,786
25+	39,561

CLEVELAND CITY SCHOOLS SCHOOL NURSE

SALARY SCHEDULE

(181 DAYS)

STEP	2025-26
0	36,704
1	37,437
2	38,186
3	38,376
4	38,569
5	38,954
6	39,149
7	39,540
8	39,738
9	40,136
10	40,537
11	41,347
12	41,762
13	42,597
14	43,448
15	43,882
16	44,761
17	45,431
18	46,113
19	47,035
20	47,976
21	48,696
22	49,426
23	50,169
24	50,419
25	50,671

CLEVELAND CITY SCHOOLS ESC ADMINISTRATIVE ASSISTANTS

SALARY SCHEDULE

(12 MONTHS)

STEP	2025-2026
1	32,764
2	33,419
3	36,406
4	38,226
5	40,048
6	41,084
7	42,869
8	43,564
9	44,232
10	44,898
11	45,564
12	46,229
13	46,859
14	47,496
15	47,912
16	48,210
17	48,506
18	48,798
19	49,092
20	49,387
21	49,685
22	50,182
23	51,184
24	52,159
25	53,513

CLEVELAND CITY SCHOOLS OPERATIONS

SALARY SCHEDULE

(12 MONTHS)

STEP	2025-2026
1	33,046
2	35,471
3	37,904
4	40,339
5	42,774
6	45,212
7	46,830
8	47,243
9	47,243
10	47,984
11	49,965
12	49,965
13	49,965
14	49,965
15	49,965
16	50,359
17	50,359
18	50,359
19	50,359
20	51,094
21	51,094
22	51,094
23	51,094
24	51,094
25	51,801

CLEVELAND CITY SCHOOLS TECHNOLOGY SUPPORT

SALARY SCHEDULE

(12 MONTHS)

STEP	2025-2026
1	33,046
2	35,471
3	37,904
4	40,339
5	42,774
6	45,212
7	46,830
8	47,243
9	47,243
10	47,984
11	49,965
12	49,965
13	49,965
14	49,965
15	49,965
16	50,359
17	50,359
18	50,359
19	50,359
20	51,094
21	51,094
22	51,094
23	51,094
24	51,094
25	51,801

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**CLEVELAND CITY SCHOOLS
2025-2026 BUDGET**



A photograph of a business meeting. In the foreground, a person's hands are holding a tablet displaying a document with text and a circular graphic. In the background, a woman in a dark blazer is looking at the tablet and has her hand near her chin. To the left, a man in a dark suit and tie is partially visible. A white coffee cup is on the table. The overall scene is a professional office environment.

FUND ACCOUNTS

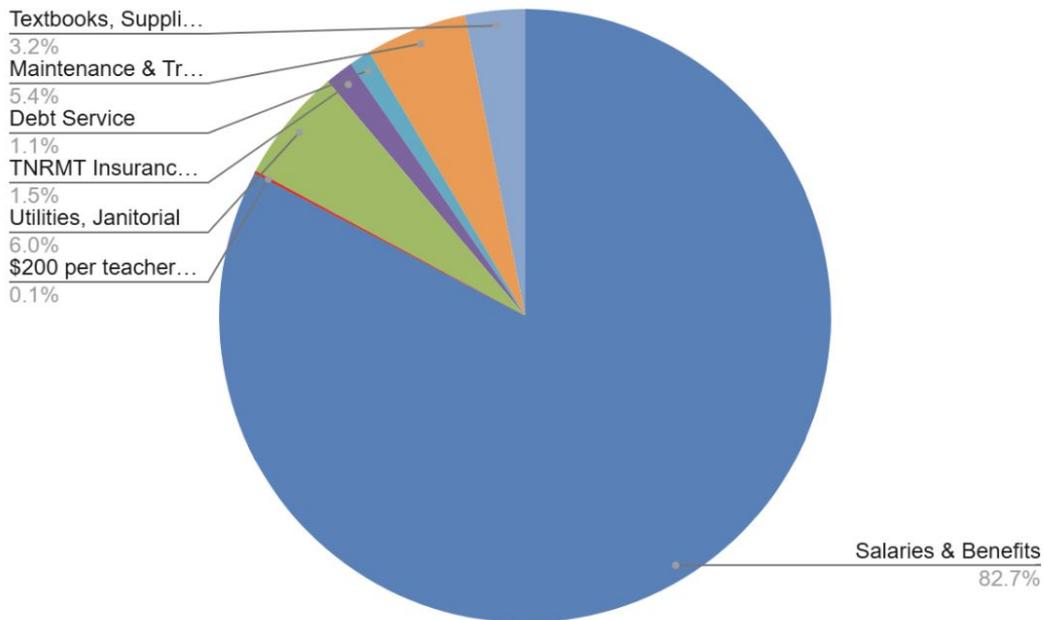
We operate out of four separate budgets - similar to four different bank accounts:

- **General Purpose:** The primary operating fund used to account for daily operating costs (unless otherwise stated)
- **Federal Programs:** Allocations for what is generally noted as Title funds, IDEA
- **Food Service:** Federal and State funds that cover all food service operations including employee salaries
- **Sales Tax Capital Projects Budget:** Local one half cent sales tax referendum revenues solely for capital expenditures

HOW IS CCS FUNDED?

- Local taxes
- State Funds
- City General Fund Transfer
- Federal Funds

Cleveland City Schools General Fund Budget



HOW IS THE BUDGET CREATED?



Review of current data, our priorities, and our strategic plan.



Budget meetings are held with:

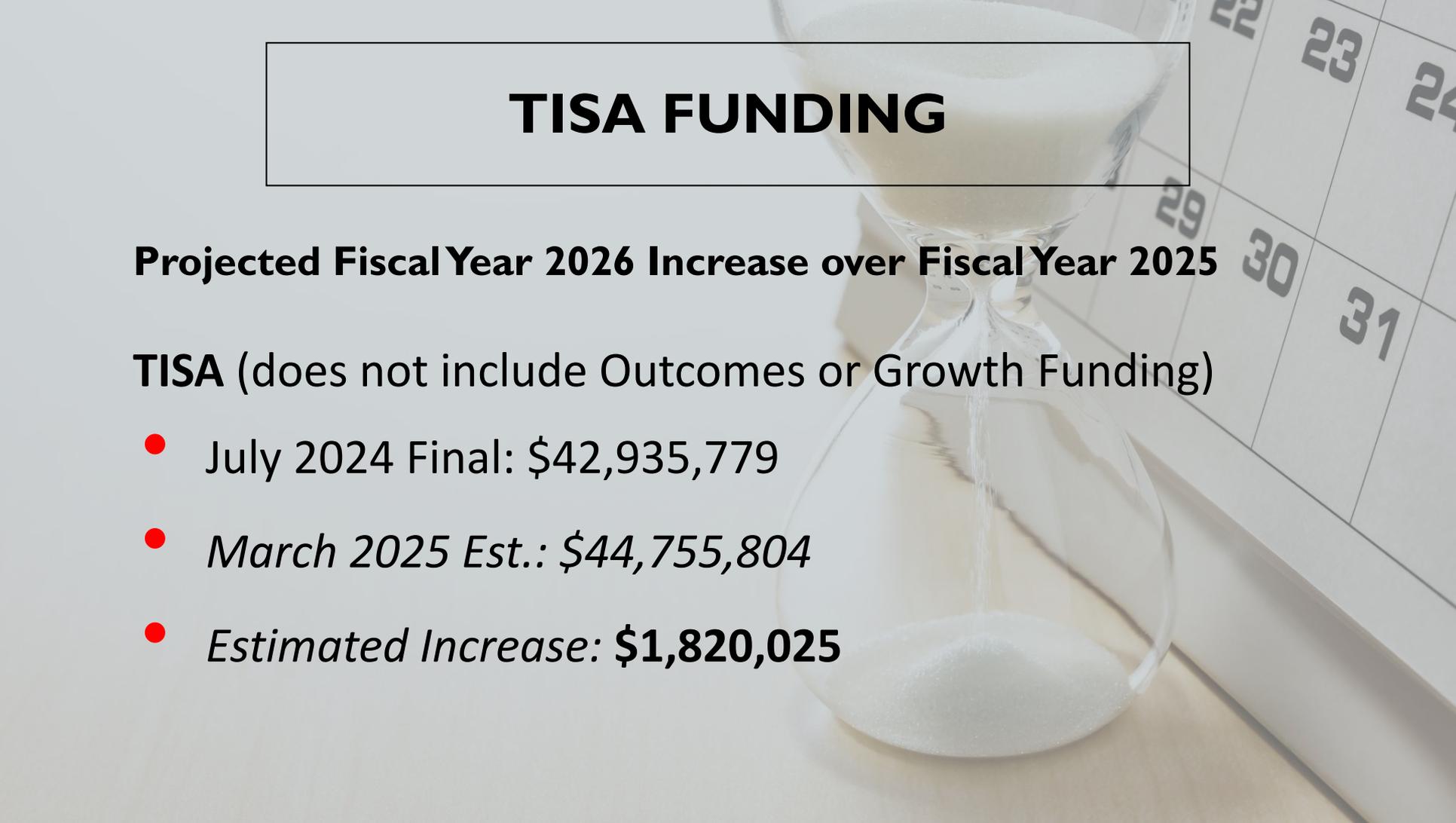
**Department staff and leadership
Principals
Certified and Non-Certified Staff
Family Advisory Council**



The proposed budget is discussed, reviewed and approved by the Board of Education.



The City Council approves the board approved budget. The City Council has no line item veto authority.

An hourglass with white sand is positioned in the center, with sand falling from the top bulb to the bottom bulb. To the right, a calendar is visible, showing dates 22, 23, 24, 29, 30, and 31. The background is a light, neutral color.

TISA FUNDING

Projected Fiscal Year 2026 Increase over Fiscal Year 2025

TISA (does not include Outcomes or Growth Funding)

- July 2024 Final: \$42,935,779
- *March 2025 Est.:* \$44,755,804
- *Estimated Increase:* **\$1,820,025**



**CURRENT
TISA
ESTIMATE
SITUATION**

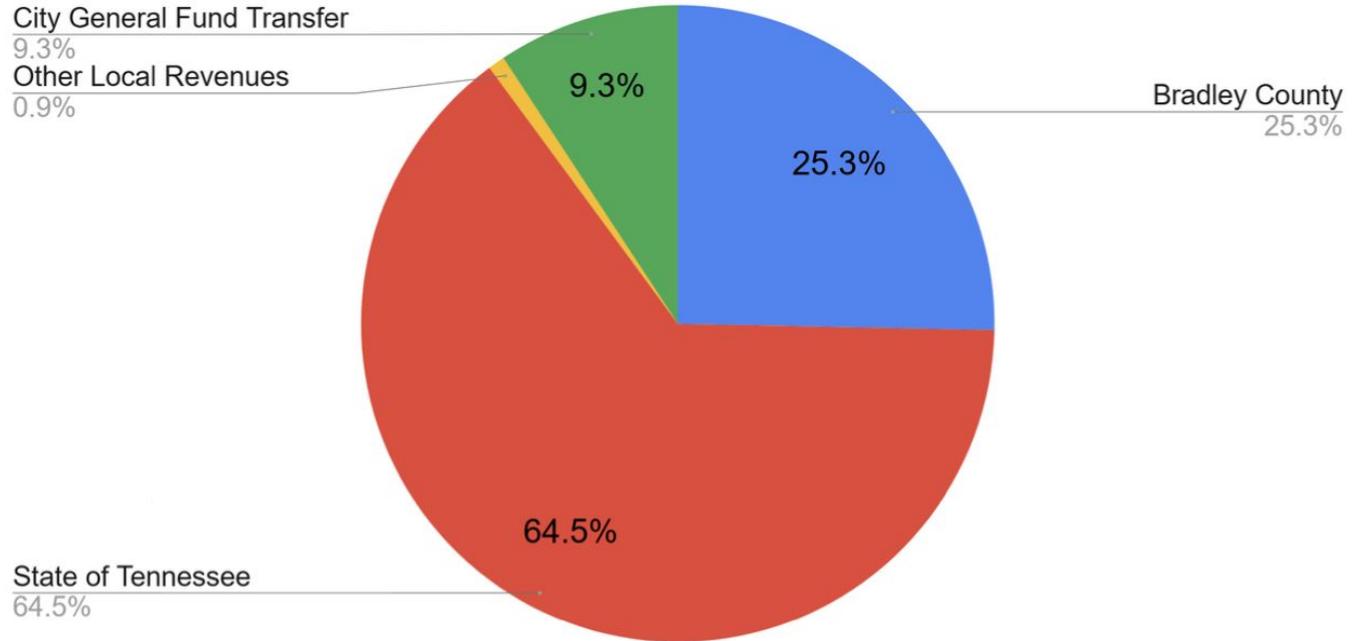
**Reminder: We are working with
an estimate until the TISA
numbers are finalized by July 1.**

OTHER FUNDING SOURCES

Projected Fiscal Year 2026 Increase over Fiscal Year 2025

Property Taxes	\$246,406
Local Option Sales Tax	\$323,824
City General Fund Transfer	\$223,420

2025-2026 Revenues Summary



Classroom Teacher Pay

All positions include SS, Med, TCRS

Teacher Salary BS 5 yrs	\$56,548
Single Premium Health Ins	\$9,060
Certified - SS, Med, TCRS	1.1665
Total Cost for 1 Certified Position	\$75,023

- **BA Minimum Ranking #4**
- **BA Maximum Ranking #20**
- **BA Step 10 Ranking #26**
- **MA Minimum Ranking #4**
- **MA Maximum #20**
- **MA Step 15 #26**
- **141 districts provided information.**



**CCS' STATE
RANKING**

**SALARY
SCALE INFO
2024-2025**

2025-2026 BUDGET PRIORITIES



**RAISES
FOR ALL STAFF**



**CLASSROOM SCHOOL
SUPPORT GROWTH
POSITIONS**



**CLEANING
SERVICES**

2025-2026 BUDGET PRIORITIES

RAISES FOR ALL STAFF	\$2,079,864
---------------------------------	--------------------

CLASSROOM/SUPPORT GROWTH POSITIONS	\$569,340
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CLEANING SERVICES	\$714,263
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BONUS

1. ONE-TIME BONUS: NET \$500

A One-Time Bonus for staff members **who do not** receive the Eligible Educator State Bonus will total **\$344,320**. This amount is included within the Salaries portion (line item 188) of the 25-26 Budget, similar to last year.

2. STATE BONUS: \$2,000 - Taxes

For each Eligible Educator bonus, districts will receive a total payment of \$2,306.60 to cover the employer share of benefits (social security, Medicare, and TCRS). These funds above the bonus amount ensure the district is not responsible for the employer share of benefits for a state-supported bonus payment.

FY 2025-2026 POSITIONS ADDED

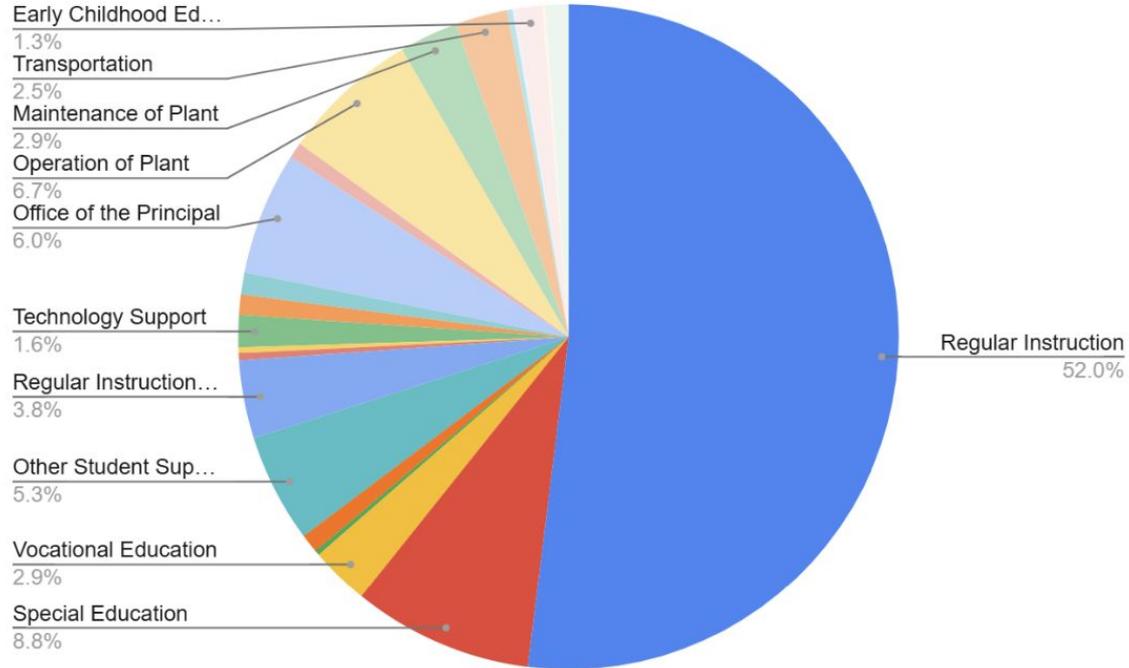
Teaching Positions:

- 2 - CHS Computer Science Teachers**
- 1 - Arnold 4th Grade Teacher**
- 1 - CMS Special Education Teacher**
- 1 - Homebound/JDC Teacher half-time**

Support Positions:

- 1 - Social Worker**
- 1 - School Psychologist**
- 1 - CMS Teacher Assistant**
- 1 - Operations Assistant**

2025-2026 Expenditures Summary



FY 2025-2026 General Fund and Child Nutrition Budgets

General Fund Revenues \$71,130,225

General Fund Expenditures \$71,130,225

Child Nutrition Revenues \$4,097,288

Use of Fund Balance \$385,500

Child Nutrition Expenditures \$4,482,788



REMINDER

Once approved by the Board of Education and finalized by the City Council, the 2025-2026 budget will be posted on the district website.

Cleveland City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 06/02/25
		Rescinds: 6.3041	Issued: 05/01/23

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with
6 federal law. This policy shall be disseminated annually to all school staff, students, and
7 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
8 grievance process shall not have a conflict of interest against any party of the complaint.³ These
9 individuals shall receive training as to how to promptly and equitably resolve student and employee
10 complaints.³

11 All employees shall receive training on complying with this policy and federal law.⁴

12 **TITLE IX COORDINATOR**⁵

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

17 **Title:** Director of Student Services

18 **Mailing address:** ~~4300 Mouse Creek Road NW~~ **775 Raider Drive** Cleveland, TN 37312

19 **Phone number:** (423) 472-9571

20 **Email:** dmoore@clevelandschools.org

21 **DEFINITIONS**⁴

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or
2 activity on an individual's participation in unwelcome sexual conduct;
- 3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
5 objectively offensive that it effectively denies a person equal access to the education program
6 or activity; or
- 7 3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;
- 11
- 12 2. Verbal harassment or abuse;
- 13
- 14 3. Sexually suggestive pictures;
- 15
- 16 4. Sexually suggestive gesturing;
- 17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
- 19
- 20 6. Subtle or direct propositions for sexual favors; and
- 21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited
27 to, the following:

- 28 1. Counseling;
- 29
- 30 2. Course modifications;
- 31
- 32 3. Schedule changes; and
- 33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that
36 maintaining such confidentiality would not impair the ability of the school district to provide the
37 supportive measures.

38 **GRIEVANCE PROCESS**

1 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the
2 Title IX Coordinator shall:

- 3 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 4
- 5 2. Consider the complainant's wishes with respect to supportive measures;
- 6
- 7 3. Inform the complainant of the availability of supportive measures; and
- 8
- 9 4. Explain the process for filing a formal complaint.¹⁰

10 While the school district will respect the confidentiality of the complainant and the respondent as much
11 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall
12 be consistent with the school district's legal obligations and the necessity to investigate allegations of
13 harassment and take disciplinary action.

14 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
15 process has been completed. Unless there is an immediate threat to the physical health or safety of any
16 student arising from the allegation of sexual harassment that justifies removal, the respondent's
17 placement shall not be changed.¹¹ If the respondent is an employee, he/she may be placed on
18 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
19 keep the Director of Schools informed of any employee respondents so that he/she can make any
20 necessary reports to the State Board of Education in compliance with state law.¹³

21 **Complaints**

22 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
23 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires
24 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint
25 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

26 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
27 notification shall be made per the board policy on reporting child abuse.

28 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 29 1. Provide written notice of the allegations, and the grievance process to all known parties to give
30 the respondent time to prepare a response before an initial interview;
- 31
- 32 2. Inform the parties of the prohibition against making false statement or knowingly submitting
33 false information;
- 34
- 35 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 36
- 37 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
2 shall be provided to both parties simultaneously.¹⁵

3 **Investigations**¹⁶

4 The Title IX Coordinator or a Director of Schools Designee shall serve as the investigator and be
5 responsible for investigating complaints in an equitable manner that involves an objective evaluation of
6 all relevant evidence. The burden for obtaining evidence sufficient to reach a determination regarding
7 responsibility rests on the school district and not the complainant or respondent.

8 Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48) hours
9 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
10 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
11 why the investigation was not initiated within the required timeframe.

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
 - 18 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
19 and present relevant evidence;
 - 20 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
21 seek disclosure of information protected under a legally recognized privilege unless such
22 privilege has been waived;¹⁷
 - 23 4. Provide the parties with the same opportunities to have others present during any grievance
24 proceeding;
 - 25 5. Provide to parties whose participation is requested written notice of the date, time, location,
26 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
27 for the party to prepare to participate;
 - 28 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
29 the allegations in the formal complaint; and
 - 30 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
 - 31 a. Prior to the completion of the investigative report, the investigator shall send to each
32 party the evidence subject to inspection and review. All parties shall have at least ten
33 (10) days to submit a written response which shall be taken into consideration in
34 creating the final report.
- 35
36
37
38
39
40
41

1 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
3 process. At the close of the investigation, a written final report on the investigation will be delivered to
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
5 Director of Schools.

6 **Determination of Responsibility**¹⁹

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding
8 responsibility is made at the conclusion of the grievance process.²⁰ The “clear and convincing evidence
9 standard” shall be used in making this determination.²¹

10 The Director of Schools or the Director of Schools Designee shall act as the decision-maker. He/she
11 shall receive the final report of the investigation and allow each party the opportunity to submit written
12 questions that he/she wants asked of any party or witness prior to the determining responsibility.

13 The decision-maker shall make a determination regarding responsibility and provide the written
14 determination to the parties simultaneously along with information about how to file an appeal.

15 A substantiated charge against a student may result in corrective or disciplinary action up to and
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
17 and including termination.

18 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant
19 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine
20 whether any other actions are necessary to prevent reoccurrence of the harassment.

21 **APPEALS**²²

22 Either party may appeal from a determination of responsibility based on a procedural irregularity that
23 affected the outcome, new evidence that was not reasonably available at the time of the determination
24 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or
25 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
26 Coordinator within ten (10) days of a determination of responsibility.

27 Upon receipt of an appeal, the Title IX Coordinator shall:

- 28 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 29 2. Notify the parties in writing.

31 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written
32 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing
33 the result of the appeal and the rationale for the result. The written decision shall be provided
34 simultaneously to both parties.

1 RETALIATION²³

- 2 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
3 participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 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



Cleveland
CITY SCHOOLS

COORDINATED SCHOOL HEALTH

2024-2025 End of Year Summary
Laura Davis, Coordinator of School Health

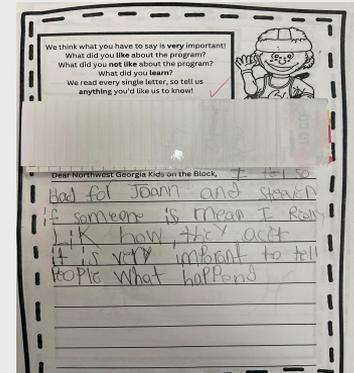


8 Components of Coordinated School Health



Health Education Highlights

- Healthy Horizons
- Life Maze
- Steered Straight
- Kids on the Block
- Breathe For Change Yoga Instructor
- Yoga for Mindfulness
- Partnership with Health Educators



PE/PA Highlights:

- Team-up Tuesdays
- Deb Hart Cross Country Meet
- Janice White Memorial Track Meet
- Celebration of Movement
- Professional Developments
 - PickleBall PD
 - Archery PD (18 Certified)
 - 9-Square PD
 - EverFi PD
 - TAHPERD Conference- (5 Attendees)



Health Services Highlights



27,000+ Clinic Visits!!

Telemedicine Focused - INCREASE UTILIZATION

Health Screenings- Over 2600 students to screen

Lee university Competency Check-offs for School Nurses

Consent for FRRA

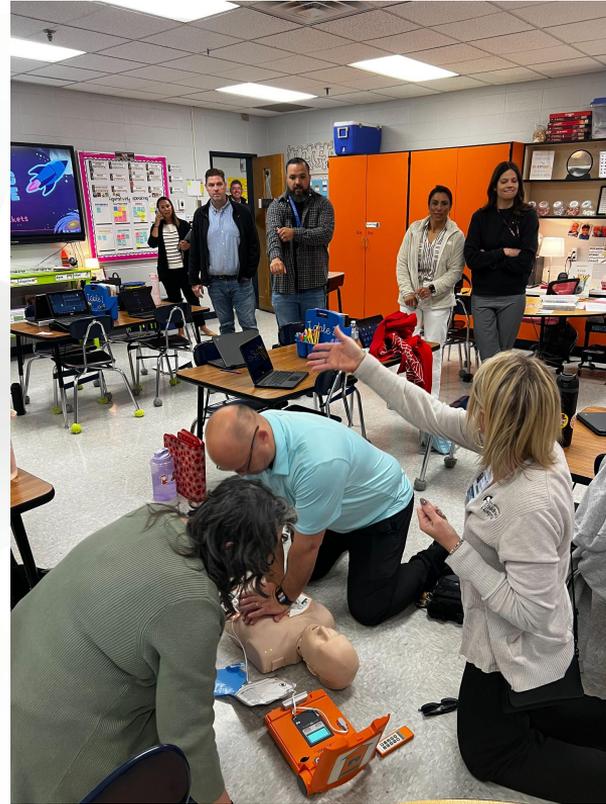
Stellar Reimbursement for TennCare Students

Immunizations updated (MMR focus)

Healthy School Environment Highlights:

- Project ADAM Certified
- Epi4Schools
- Narcan
- AED Walk-Thru at CHS with Peerless Peds

Project ADAM[®]
SAVES LIVES





**School
Counseling,
Psychological
and Social
Services
Highlights**

Student Support Specialists:

- Family Resource Center
- Well-Being Specialist
- Trauma & Behavior Team
- Crisis Counselor
- School Social Workers
- School Counselors
- District Interpreter

Health Care Access for Student Family & Community Involvement

HRP-PTE Grant Recipient

1

Step 1: Expand Staff

→ Add a dedicated nurse to grow telemedicine visits and support school clinics

2

Step 2: Expand Services

→ Morning sick walk-in hours
→ Parent education (diabetes, nutrition, disease prevention, tobacco cessation)

3

Step 3: Expand Partnerships

→ Collaborate with local healthcare providers for onsite and virtual care.

4

Step 4: Full Vision Realized

→ healthcare hub with onsite care through local providers and resource linkage to specialty providers

Staff Wellness Highlights:

- Olympic Village @ Convocation
- Mammogram Bus
- Flu Shots
- Blood Assurance Blood Drive
- Telemedicine for Teachers
- Zen Dens/Wellness Room
- Standing Desks



Healthy Teacher Program Health & Wellness Survey 2024

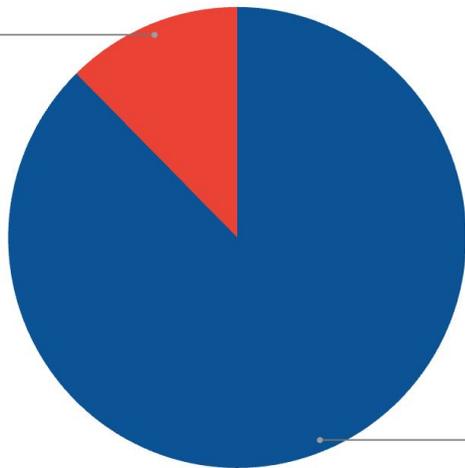
- Distributed to all CCS Staff
- Asks questions about physical and mental health and the impact it has on daily work
- The connection between physical/mental health and job performance
- Interest in improvement in physical and/or mental health
- Includes open ended questions about what we do well and what we can do better.
- 424 Responses!

Do you worry about your physical health?

Physical Health

no

12.4%



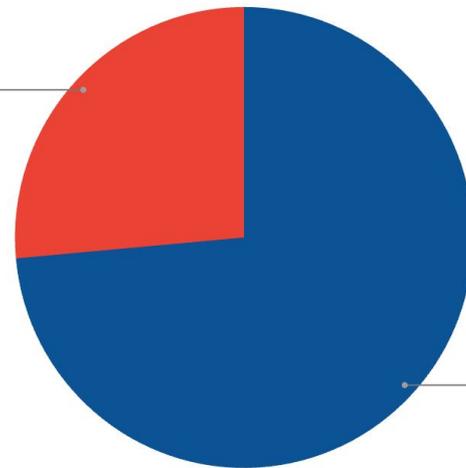
yes
87.6%

Do you worry about your mental health?

Mental Health

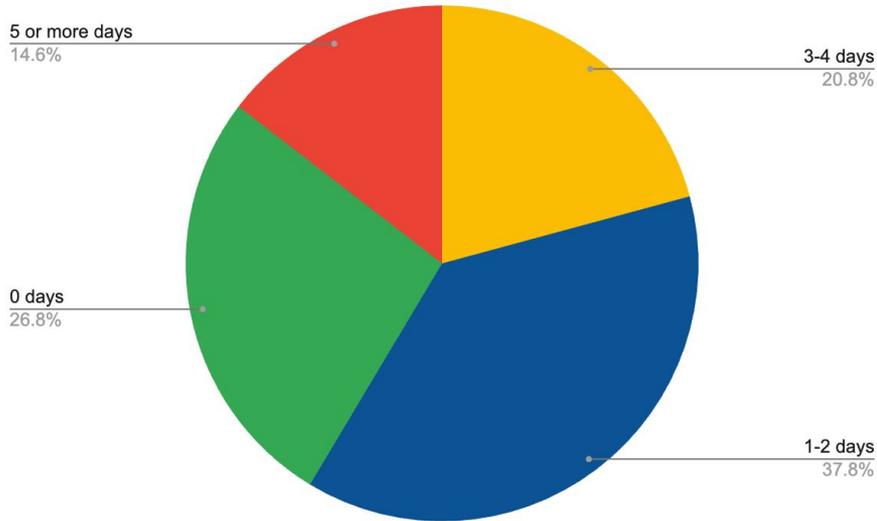
no

26.4%



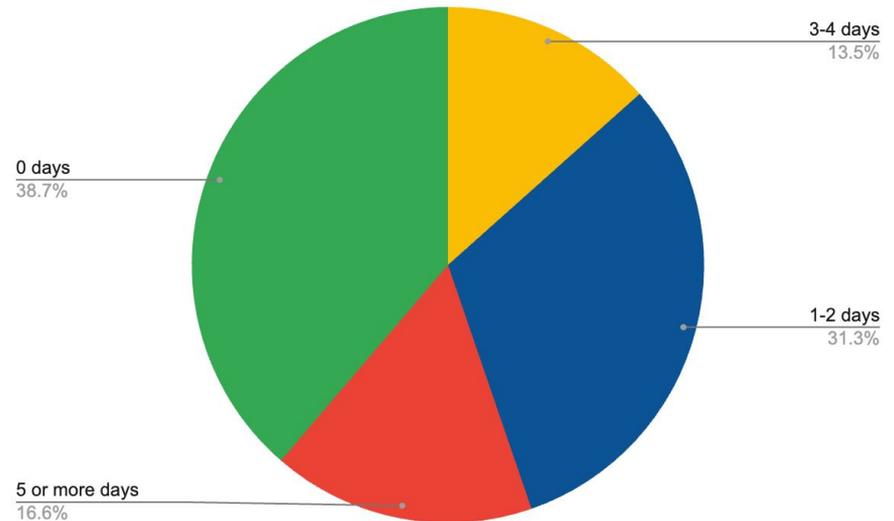
yes
73.6%

How many days did poor physical health have a negative impact on your daily work from January to May 2024?



3-5 Days = 35.4%

How many days did poor mental health have a negative impact on your daily work from January to May 2024?



3-5 Days = 30.1%

**STRONG MIND
Cleveland
CONNECTS
STRONG COMMUNITY**

APRIL

DID YOU KNOW?

★ We give prizes at the end of the year to those who have participated the most in our monthly challenges! We also have a special surprise planned for the school with the most participation so make sure you are logging your activities!

MONTHLY WINNER

 Congratulations to Jennifer Winstead from Cleveland High School! She logged her mental and physical health activities for the month of March and was randomly chosen to win an SMSC prize pack!

LOG YOUR MENTAL OR PHYSICAL HEALTH ACTIVITIES HERE!

MOST ACTIVE SCHOOL

 **Arnold Elementary** is still in the lead this month with participation at 46.6% of the total participation for the 2024-2025 school year.

MONTHLY CHALLENGE

"Unplug for an Hour"

This month, disconnect from screens for one hour each day. Step away from emails, social media, and notifications to focus on mindfulness, movement, or meaningful conversations. Use this time to recharge—read a book, take a walk, enjoy a hobby, or simply relax. Prioritize your well-being and see how small moments of disconnection can lead to greater clarity and balance!

Strong Mind. Strong Community. ACTION PLAN:

- Streamlined communication:
 - A simplified monthly PDF with challenges, opportunities, and a new Did You Know? section
 - One QR code to document mental and physical health activities.
 - District email for communicating as a SMSC team
- Create opportunities to increase connection across the district based on similar interests.
- Create a resource guide that includes physical and mental health supports in the community.
 - CCS Staff Wellness Resource Guide

Blue on the Green



CHILDHOOD CANCER

BLUE ON THE Green
Fundraiser

September 20

5:00 - 7:00pm

No One Fights Alone
CLEVELAND

Blue on the Green

Ice Cream
SOCIAL



WHIT'S
FROZEN CUSTARD
made fresh daily

24
APRIL

FAMILY EVENT

5-7
PM

GREENWAY PARK

Join us for sweet treats and furry friends featuring Whit's Frozen Custard & Little Country Farm!

PRESENT YOUR SCHOOL ID AT CHECK-IN TO RECEIVE YOUR TICKETS AND ENJOY THE FUN!



BLUE ON THE GREEN

FIESTA

OCT
28
MONDAY

PM
3-5
DROP-IN

CCS STAFF SOCIAL
775 RAIDER DRIVE

CHIPS • SALSA • QUESO

BLUE ON THE GREEN
CCS Staff & Family Event

Hot
Cocoa
Bar



Come get your picture with Santa and enjoy a cup of hot cocoa!

December 5, 2024

5:00-7:00

2025-2026 Action Plan

1. Increase Telemedicine Usage
2. Integrate Health Education Opportunities
3. Increase Healthy School Team Engagement
4. Physical Activity Challenge
5. Provide Annual Wellness Progress Reports

***Coordinated School
Health***

Lead the Way: Wellness BINGO

- The Tennessee School Board Association is challenging school boards to model healthy habits.
- To participate, complete activities from the BOE Wellness Bingo Board!
- We need 50% board participation to qualify.
- Submit your board to Laura Davis by May 20.

Tennessee School Boards Association
Tennessee Department of Education Division of Coordinated School Health and Wellpoint

TENNESSEE'S HEALTHIER SCHOOLS CHALLENGE



Laura Davis
Cleveland City Schools
Coordinator of School Health
ladavis@clevelandschools.org



Good evening everyone, I'm Jackson Aseron and this is my final report

Band being very busy earning Straight Superior ratings AND the elite ASBDA Band of Distinction Award, The CHS Band had their Spring Concert and were presented with the Tennessee Bandmasters Association Sweepstakes Award!

CHS choir held their spring concert:

"Ebony and Ivory" - Director, Rhonda Ferguson

"Symphony" (Vocal Jazz) - Director, Rhonda Ferguson

"Renaissance Show Choir" - Director, Chip Atha

Awards

Graduates of Distinction day recognizing our 4.0 grads

Senior Awards Night where scholarships and class awards were given

CTE Awards (career and technical education awards)

Signs put in lawns for our raider scholar graduates

Spring Signing day with many athletes choosing their next homes.

And my favorite Cleveland Tradition, our senior walk and Academic College signing day, we also had our yearbooks given out to us. Through the Senior walk, we got to walk through the halls and get cheers from CMS and every single one of our elementary schools in the school system. It was very emotional and an amazing feeling to walk through the halls that helped shape us.

So much more, here at Cleveland we have had so many great things happen this past month, winning 1st place at the Lee math competition, our tennis and track teams successes, so many grads are setting themselves up for great things in their futures, and even the next generation of Cleveland graduates are already making a name for themselves as Questbridge prep scholars. There is no shortage of accomplishments here at Cleveland right now.

8th annual art o rama on May 8th from 5-7, a great way to see some fantastic pieces

Mascot tryouts, rowdy is coming back and going to bring lots of excitement to our games.

And finally the elephant in the room, Graduation is a few days from today and I'm looking forward to celebrating this major milestone with my peers and great friends that I have made during my time here at Cleveland.

And with increased inflation within the country I was just informed that the school system can no longer afford my hourly rate and this will be my last meeting.

I'm only joking

It has been an honor serving this role and I wanted to thank everyone for the opportunity to present this information to you as the school board representative.

I have learned so much about what goes on behind the scenes at the school system.

And I have thoroughly appreciated every moment that I held in this position and I'm excited to continue my journey at Harvard this fall.

Cleveland City Schools

Financial Report

March 2025

Balance on hand March 1, 2025	<u>16,572,155.09</u>
RECEIPTS	
City Clerk's Monthly Report	6,744,699.66
Funds Recovered-Prior Year	17,758.98
Misc. Reimbursement #44170	(1,743.28)
AFJROTC #44570	7,499.68
Interest Earned	<u>61,655.37</u>
	<u>23,402,025.50</u>
DISBURSEMENTS	
Regular Instruction Program	2,921,760.37
Special Education Program	420,669.49
Vocational Education Program	155,285.54
Attendance	12,589.77
Health Services	48,394.80
Other Student Support	266,793.49
Regular Instruction Support	208,877.30
Special Education Support	63,848.72
Vocational Education Support	28,245.30
Technology	56,508.11
Board of Education	13,357.37
Office of the Superintendent	57,431.20
Office of the Principal	324,239.48
Fiscal Services	39,664.24
Operation of Plant	276,335.41
Maintenance of Plant	151,732.83
Transportation	155,202.65
Food Service	11,723.75
Community Services	0.00
Early Childhood Education	65,496.40
Regular Capital Outlay*	63,211.18
Education Debt Service	<u>0.00</u>
	5,341,367.40
Retirement withheld not paid	(381,484.72)
Retirement paid	<u>380,903.35</u>
Balance April 1, 2025	<u>18,061,239.47</u>
	<u>23,402,025.50</u>

Respectfully submitted,



Jeff Elliott

Director of Schools

Personnel Items – April 2025

Assignments

Ricks, David, ESC (Maintenance), Effective April 1, 2025

Brown, Christopher, CHS (Football Op. Coord), Effective April 14, 2025

Alvarez, Carol, ESC (HRP-PTE Nurse), Effective April 28, 2025

Resignations

Allen, Deborah, ESC (Bus Monitor), Effective April 2, 2025

Jean, Samuel, ESC (Bus Monitor), Effective April 10, 2025

Transfers

Guerra, Leila, BB (PT Int) to BB (Assistant), Effective April 1, 2025

Retirements

Leaves of Absence

Pruitt, Anna, MA, Effective April 21, 2025

Shell, Savannah, ESC, Effective April 29, 2025

Murphy, Jacob, CCC, Effective April 16, 2025



NEW SCHOOL RECORD!

Our boys 4x200 relay team made school history with a lightning-fast time of 1:36.72, breaking the previous CMS record! With explosive speed and seamless teamwork, Leo, Jai, Micah, and William left it all on the track. Congratulations to these outstanding athletes, and a huge thank you to Coaches Murphy, White, and Thompson for their dedication and leadership in helping these young men reach new heights!



ANTI-VAPING COURSE

During their related arts classes, students heard a powerful message from ATS The Bridge on drug and vape prevention. They provided life-saving information and encouragement, helping students make smart choices for a successful future!



PURPOSEFUL TEST PREP

Our 6th grade Red and Purple teams went head-to-head in a spirited TCAP review competition! Students put their skills and knowledge from the entire year to the test, showing off their hard work, teamwork, and determination to finish strong!

CMS Highlights APRIL

Our Family Outreach Coordinator partnered with the Creative Discovery Museum to host a STEM Night focused on interactive, hands-on learning for incoming 6th graders and their families.

The event featured 16 educational activities, and the museum generously donated two sets of four family passes as giveaways to support continued learning beyond the classroom.

STEM NIGHT

The CMS Talent Show was packed with excitement, featuring several acts that included a variety of impressive performances. A big thank you to our PTO for hosting this fun and successful fundraiser, and to all the students who shared their amazing talents!

CMS STUDENTS SHOW THEIR TALENT!

Our Cleveland Conservation Corps Club is celebrating their third year partnering with Neighborhood Forest to bring free trees to families for Earth Day! It's a fun and meaningful way to help students and families go green and grow green—one tree at a time!

CLEVELAND CONSERVATION CORP

