

Cleveland City Schools
Board of Education Regular Meeting
June 2, 2025 3:00 PM
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
3. **Public Comments**
 - No public comments at this time
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
 - A. **Approval of Regular Agenda**
 - B. **Approval of Minutes from May 5, 2025, Board Meeting**
 - C. **Approval of Overnight Field Trips**
 - 2423
 - 2425
 - 2436
 - 2434
 - D. **Approval of 2025-26 LEA Consolidated Plan**
 - E. **Approval of DHA Committee**
 - F. **Approval of 2025-26 Board of Education Meeting Dates**
 - G. **Approval of Second Reading of Policies**
 - 6.3041
6. **Regular Agenda**
 - A. **Director's Update**
 - Dr. Jeff Elliott will give a district update to the Board
 - B. **Spotlight**
 1. **Retirees Recognition**

Cleveland City Schools retirees will be recognized by the district.

 - Ashley Meagher
 - Ronda Phillips

- Jenna Loveday
- Judy Bianucci
- Karen Denton

C. ***First Reading of Policies**

- 1.407
- 1.802
- 6.503
- 6.505
- 6.600
- 2.200

D. **Strategic Plan Focus- School Nutrition**

- Supervisor of School Nutrition, Kathy Barry, will share a presentation with the Board

E. **AI Technology Update**

- Dr Cody Raper will give an update on AI Technology

F. ***Report on Strategic Plan**

- Dr Elliott will present a final review of the 2025-2030 Strategic Plan

7. **Facilities Update**

- Facilities Committee Chair, Andy Lay, will give an update to the Board

A. ***Confirm members of ad-hoc Committee**

B. ***Recommendation of Realtor Partnership**

C. ***Elementary Schools Resolution**

8. **Legislative Updates**

- Carolyn Ingram will give a TSBA update to the Board

9. **"B" Agenda**

A. **Financial Report**

B. **Personnel Report**

C. **CMS Highlights**

D. **Dates to Remember**

July-

17-19- TSBA Summer Law Conference

28- District Convocation

29-30- Teacher Inservice

31- Teacher Workday

August-

- 1- Teacher Workday
- 4-5- Reconnect Days
- 4- Board of Education meeting
- 6- First Full Day for Students

10. **Adjourn**

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 **2423**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Cheerleading Varsity

Trip Leave

* Date 7/15/25 Tuesday
* Time 5:00 AM

Trip Return

* Date 7/18/25
* Time 6:00 PM

Trip Year/Week 2025-29

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.

Megan (Carroll) Turner
Rachel Taylor
Allison Dowdy

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

per athlete \$475.00
The camp is funded by the cheerleaders parents.

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.

The CHS Football Cheer squad will be attending the UCA Cheer Camp at the Univers

Please note: We will be carpooling with parents — no bus transportation will be provic

* Your School/Dept ⓘ

020 Cleveland High School
850 Raider Drive, Cleveland, TN 37312

* Main Destination ⓘ

Other (Type Below)
Lexington, KY 40506, USA

Destination Not Listed

University of Kentucky, Lexington, KY, USA

Destination Name

University of Kentuc

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

493.12

CALCULATE MILES

* Funding Source #1

School

Budget Code

CHS cheer

Funding Source Desc

Budget Code Desc

Funding Approver

* Teacher / Advisor / Staff Name

Megan Carroll

* Teacher / Advisor / Staff Phone #

4237908337

Teacher / Advisor / Staff Email

mcarroll@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

Megan Carroll

* Emergency Contact Phone #

Number of Individuals Making Trip

* Male Adult/Chaperone	0	* Female Adult/Chaperone	3	Total Adult/Chaperone	3
* Male Students	0	* Female Students	19	Total Students	19

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 itineraries; please do not indicate that in this section. Use the next section to reserve the vehicle.

Parent carpool

Vehicles Needed

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

Person Submitting Request
Date Submitted

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

Level 01 Approval - Location Approval

Comment
Decision
Name
Decision Date

Level 07 Approval - Overnight Trip Approval

Comment
Decision
Name
Decision Date

Level 10 Approval - School Board Approval

Comment
Decision Approved Denied
Designated Approver
Name
Decision Date

Supporting Documents

No file chosen

File Type	Size	File Name	Created On
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Request Status Trip: **2423** Pending School Board Approval

Final Approval Date

Email Audit Log:

Date	User	Action
5/16/25, 4:59:54 PM	jelliott@clevelandschools.org	Central Office Level Approved
5/16/25, 10:43:39 AM	bpritchard@clevelandschools.org	Location Level Approved



Version 4.6.138

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 **2425**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Volleyball

Trip Leave

* Date 7/8/25 Tuesday
* Time 12:00 PM

Trip Return

* Date 7/10/25
* Time 9:00 PM

Trip Year/Week 2025-28

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. Kristen Michaelis, Emma Duggan, Casey Brock, Mari McKinney,

* Indicate cost per person and how the trip is being funded (parent or district?) 0 cost per person. Fundraiser in account will pay for camp

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.

We will be attending University of North Alabama Team Camp.

* **Your School/Dept** ⓘ 020 Cleveland High School
850 Raider Drive, Cleveland, TN 37312

* **Main Destination** ⓘ Other (Type Below)
701 N Pine St, Florence, AL 35632, USA

Destination Not Listed Flowers Hall, North Pine Street, Florence, AL, USA **Destination Name** UNA

Add a Stop on the Way There

Add a Stop on the Return

* **Approximate Nbr of Miles Round Trip** 406.40 **CALCULATE MILES**

* **Funding Source #1** School **Budget Code**

Funding Source Desc **Budget Code Desc**

Funding Approver

* **Teacher / Advisor / Staff Name** Amy McGowan
* **Teacher / Advisor / Staff Phone #** 4236505784
Teacher / Advisor / Staff Email amcgowan@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** Amy McGowan

* Emergency Contact Phone # 4236505784

Number of Individuals Making Trip

* Male Adult/Chaperone	0	* Female Adult/Chaperone	4	Total Adult/Chaperone	4
* Male Students	0	* Female Students	12	Total Students	12

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 itineraries; please do not indicate that in this section. Use the next section to reserve the vehicle.

Team will carpool, 3 coaches and 2 parents will transport. We will be staying at
 2118 Sky Park Road
 Florence Al, 35632

Vehicles Needed

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

Person Submitting Request amcgowan@clevelandschools.org
 Date Submitted May 9, 2025, 11:53:24 AM

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

Level 01 Approval - Location Approval

Comment
 Decision Approved
 Name bpritchard@clevelandschools.org
 Decision Date May 16, 2025, 10:43:20 AM

Level 07 Approval - Overnight Trip Approval

Comment
 Decision Approved
 Name jelliott@clevelandschools.org
 Decision Date May 16, 2025, 5:00:34 PM

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: 2425 Pending School Board Approval

Final Approval Date

Email Audit Log:

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
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Date

5/16/25, 5:00:34 PM

5/16/25, 10:43:20 AM

User

jelliott@clevelandschools.org

bpritchard@clevelandschools.org

Action

Central Office Level Approved

Location Level Approved



Version 4.6.138

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 **2436**
* Category Travel With Students
* Type of Trip Field Trip
* Field Trip Event
CTE Field Trip

Trip Leave

* Date 6/9/25 Monday
* Time 7:00 AM

Trip Return

* Date 6/14/25
* Time 5:00 PM

Trip Year/Week 2025-24

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

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

Paul Conroy, Chris Berney, female instructors from other high school uni attend this camp with their cadets.

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

Parent, Air Force, and Fund Raising

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.

NO Driver Needed

* Your School/Dept ⓘ

020 Cleveland High School
850 Raider Drive, Cleveland, TN 37312

* Do you have students with health concerns on this trip? Don't list student names, only the health conditions due to FERPA/HIPPA.

Yes No

* Main Destination ⓘ

Other (Type Below)
201 E Greene St, Milledgeville, GA 31061, USA

Destination Not Listed

Georgia Military College, East Greene Street, Milledgeville, GA, U

Destination Name

JROTC

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

446.00

CALCULATE MILES

* Funding Source #1

Other ▼

Budget Code

598

Funding Source Desc

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

Budget Code Desc

Funding Approver

Are funds payable to a third party?

(Does venue require payment prior to trip?)

Yes No

* Teacher / Advisor / Staff Name

Chris Berney

* Teacher / Advisor / Staff Phone #

8657714547

Teacher / Advisor / Staff Email

cberney@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

Chris Berney

* Emergency Contact Phone #

8657714547

* Grade Level(s) Making Trip

All Pre-K K 1 2 3 4 5 6 7 8 9 10

* Educational Objective for Field Trip

Cadets will learn team building skills, working as a team with new cadets, time management under pressure, physical activities.
This is a summer leadership camp for cadets that is not mandatory to attend, but encour

Number of Individuals Making Trip

* Male Adult/Chaperone	2	* Female Adult/Chaperone	2	Total Adult/Chaperone	4
* Male Students	5	* Female Students	4	Total Students	9

* Will the students be away from school during lunch? Yes No

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 itineraries; please do not indicate that in this section. Use the next section to reserve the vehicle.
- I will be using my POV to get me there and parents will drive their child to the camp.

Vehicles Needed

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

Person Submitting Request

cberney@clevelandschools.org

Date Submitted

May 16, 2025, 10:27:50 AM

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

Level 01 Approval - Location Approval

Comment

Decision

Approved

Name

bpritchard@clevelandschools.org

Decision Date

May 16, 2025, 10:41:27 AM

Level 07 Approval - Overnight Trip Approval

Comment

Decision

Approved

Name

jelliott@clevelandschools.org

Decision Date

May 16, 2025, 5:01:23 PM

Level 08 Approval - CTE/Fine Arts Approval

Comment

Decision

Approved

Name

rstephens@clevelandschools.org

Decision Date

May 18, 2025, 9:14:41 AM

Level 10 Approval - School Board Approval

Comment

School Days: 8:40 a.m. to 1:30 p.m. Exceptions may apply. Weekends & Holiday: No time table. If request is on a Holiday, contact the Operations Department for possible rate increase.

Field Trip Rates

Field Trip rates are based on mileage, driver hours, and conditions of the bus when the trip is completed. Mileage is recorded from the moment the bus leaves the Transportation Facility until the bus returns to the Transportation Facility. Mileage is calculated at \$1.92 per mile and \$28.00 per hour. There will be an additional \$140 per day "On Call" fee for weekends and holidays.

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 **2434**

* Category Travel With Students

* Type of Trip Field Trip

* Field Trip Event
Standard Field Trip

Trip Leave

* Date 7/21/25 **Monday**

* Time 6:00 AM

Trip Return

* Date 7/24/25 **Thursday**

* Time 11:00 PM

Trip Year/Week 2025-30

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

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

* Indicate cost per person and how the trip is being funded (parent or district?) \$190 per person for conference, \$412 per person travel expenses Paid by yearbook account and a charge to each person of \$100

Comments CHS Yearbook editors and some staff will attend a yearbook conference in St Louis, Missouri.

* Your School/Dept  020 Cleveland High School
850 Raider Drive, Cleveland, TN 37312

* Do you have students with health concerns on this trip? Don't list student names, only the health conditions due to FERPA/HIPPA. No

* Main Destination  Other (Type Below)
1201 Warson Rd, St. Louis, MO 63124, USA

Destination Not Listed 1201 Warson Road, St. Louis, MO, USA * Destination Name Ladue Horton Watkins High School

* Approximate Nbr of Miles Round Trip 477.00

* **Funding Source #1** Other Budget Code N/A

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

Funding Approver

Are funds payable to a third party? Yes
(Does venue require payment prior to trip?)

Amount of Payment don't have total yet

Payment Option Mail Check

Purchase Order/Requisition Nbr Not gotten yet

Payment Due To not sure yet
121 Eddie Wilson Ln
Cleveland

Comments Concerning Payment

* Teacher / Advisor / Staff Name Athena Davis
* Teacher / Advisor / Staff Phone # 4232843755
Teacher / Advisor / Staff Email adavis@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 Athena Davis

* Emergency Contact Phone # 4232843755

10

* Grade Level(s) Making Trip 11

12

* Educational Objective for Field Trip CHS Yearbook students will attend an intensive 3 day conference in St Louis, Missouri. They will choose a track (photography, journalistic, editorial) and will take classes for three days on their specified track. I will also attend advisor workshops. We will meet with an artist to finalize the cover for next year's book, plan next year's content, learn more about yearbooks, and participate in teambuilding.

Number of Individuals Making Trip

* Male Adult/Chaperone 0 * Female Adult/Chaperone 2 Total Adult/Chaperone 2

* Male Students 0 * Female Students 6 Total Students 6

* Will the students be away from school during lunch? Yes

* If so, will these students need packed lunches? No

Nbr Students 6 **Teacher** Athena Davis

Students will be away from school during the lunch period, so therefore lunches are not needed.

Additional Information

* Will you be using external transportation-Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)? Yes

* Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itineraries. If using a Charter company please do not indicate that in this section. Use the next section to reserve the vehicle.

I will drive the whole group in my personal car. We will leave very early on Monday morning and drive straight to St Louis, attend the conference Tue-Thursday, and drive back home on Thursday.

Vehicles Needed

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

Person Submitting Request adavis@clevelandschools.org

Date Submitted

Field Trip Acceptance of Responsibility

My signature indicates I have read and will adhere to all School Board Policies that apply to field or athletic trips.

* I have read and understand the information above.

Yes

Level 01 Approval - Location Approval

Comment

Decision Approved

Name bpritchard@clevelandschools.org

Decision Date May 16, 2025, 10:37:49 AM

Level 02 Approval - Second Level Location Approval

Comment

Decision Approved

Name llaing@clevelandschools.org

Decision Date May 17, 2025, 1:09:34 PM

Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org

Decision Date May 28, 2025, 7:25:48 PM

Level 10 Approval - School Board Approval

Comment

Decision

Designated Approver awheeler@clevelandschools.org

Name

Decision Date

**FY23 Consolidated Application Approval for IDEA/ESEA
School Year 2025-2026**

LEA # 061 LEA Name (Legal Name of Agency): Cleveland City Schools

<i>LEA #</i>	<i>LEA Name (Legal Name of Agency):</i>
<u>061</u>	<u>Cleveland City Schools</u>
<i>LEA Legal Making Address</i>	
Street Address <u>775 Raider Drive</u>	
City <u>Cleveland</u>	State <u>TN</u> Zip <u>37312</u>

Consolidated Project begins July 1, 2025 and ends June 30, 2026.

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

June 2, 2025
Board Meeting Date

Director of Schools (Signature)

Board of Education Official (Signature)

Director of Schools (Print Name)

Board of Education Official (Print Name)

Date Signed

Date Signed

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Overview, Cover Page, and Contacts

LEA Information

* LEA ID# 061 * LEA Name Cleveland City Schools

LEA Official Address

* Street 775 Raider Drive * City Cleveland
* Zip Code 37324 * Last Four Digits from the ZIP+4 Digit Postal Code 1954
Phone 4234729571 LEA Website <https://www.clevelandschools.org/>

Director of Schools

* Name Dr. Jeff Elliott * Email jelliott@clevelandschools.org * Phone 4234729571

ESEA Director

* Name Dr. Valery Taylor * Email vtaylor@clevelandschools.org * Phone 4234729571

IDEA Director

* Name Dr. David Stone * Email dstone@clevelandschools.org * Phone 4234729571

SAM.GOV Information

* SAM Registration Annual Renewal Date 10/18/2025
* Address Listed under SAM Registration Including ZIP+4 Postal Code 775 Raider Drive
Cleveland, TN 37324-1954
* UEI (Unique Entity Identification)

LAB4BVJDQ7U7

* Cage Code for SAM Registration

4ZY955

* Contact Personnel Name for SAM Registration
DR. Valery Taylor

* SAM Contact Email Address

vtaylor@clevelandschools.org

* Backup personnel assigned for SAM registration

Teresa Gates

Federal Funds Question

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

Yes



Assurance

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

Consolidated Project

Consolidated Project begins July 1, 2025 and ends Sept. 30, 2026*

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

FY26 CFA Resources

[Click here to open the Technical Application Guide: FY26 CFA.](#)

[Click here to open the Federal Spending Handbook for the FY26 Consolidated Funding Application](#)

[Click here to open the What's New: FY26 CFA overview.](#)

Allocation Type	(1) ESEA Con Admin	(2) Title IA	(3) Title IA Referred	(4) Title IA	(5) Title IA Referred	(6) Title IA	(7) Title IA Referred	(8) Title IA	(9) Title IA Referred	(10) Title IA	(11) Title IA Referred	(12) IDEA Part B	(13) IDEA Part B	(14) IDEA Referred	Total
	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	CFDA #435A	
Original	\$0.00	\$1,820,333.26	\$1,820,333.26	\$0.00	\$0.00	\$35,801.82	\$0.00	\$310,464.20	\$111,280.14	\$18,644.55	\$0.00	\$0.00	\$1,432,004.00	\$70,728.00	\$3,728,260.13
Original Change	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Original Change	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Additional	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Redeem	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Award	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Referred	\$0.00	\$1,500,203.26	\$1,500,203.26	\$0.00	\$0.00	\$20,000.00	\$0.00	\$210,000.00	\$111,280.14	\$0.00	\$0.00	\$0.00	\$1,432,004.00	\$70,728.00	\$3,728,260.13
Total	\$0.00	\$1,820,333.26	\$1,820,333.26	\$0.00	\$0.00	\$35,801.82	\$0.00	\$310,464.20	\$111,280.14	\$18,644.55	\$0.00	\$0.00	\$1,432,004.00	\$70,728.00	\$3,728,260.13
Allocation Transfers	(1) ESEA Con Admin	(2) Title IA	(3) Title IA Referred	(4) Title IA	(5) Title IA Referred	(6) Title IA	(7) Title IA Referred	(8) Title IA	(9) Title IA Referred	(10) Title IA	(11) Title IA Referred	(12) IDEA Part B	(13) IDEA Part B	(14) IDEA Referred	Total
From Title IA	\$221,601.54	\$221,601.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221,601.54
From Title IA Referred	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Title IA	\$4,198.40	\$4,198.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,198.40
From Title IA Referred	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Title IA	\$20,000.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,000.00
From Title IA Referred	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Title IA	\$1,727.00	\$1,727.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,727.00
From Title IA Referred	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Title IA	\$100.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
From Title IA Referred	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From IDEA Part B	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$225,799.94	\$225,799.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$225,799.94

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - ESEA Requirements

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

Grant	Original Allocation	Con Admin Contribution	Con Admin %	Direct Admin	Direct %	Indirect	Indirect %	Total Admin	Total Admin %	Max Allowed Admin %
Title I, Part A	\$1,630,383.20	\$232,601.94	14.27 %	\$0.00	0.00 %	\$0.00	0.00 %	\$232,601.94	14.27 %	20.00 %
Title I, Part A-Neglected	\$19,493.65	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	20.00 %
Title I, Part C	\$0.00	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	20.00 %
Title I, Part D LEA	\$36,901.98	\$4,168.85	11.30 %	\$0.00	0.00 %	\$0.00	0.00 %	\$4,168.85	11.30 %	20.00 %
Title II, Part A	\$310,404.30	\$62,000.00	19.97 %	\$0.00	0.00 %	\$0.00	0.00 %	\$62,000.00	19.97 %	20.00 %
Title III	\$111,280.15	\$2,225.00	2.00 %	\$0.00	0.00 %	\$0.00	0.00 %	\$2,225.00	2.00 %	2.00 %
Title IV	\$118,164.55	\$100.00	0.08 %	\$0.00	0.00 %	\$0.00	0.00 %	\$100.00	0.08 %	2.00 %
Title V	\$0.00	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	20.00 %

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide

Total Allocation	\$301,095.79
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$301,095.79
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$294,729.63
Max Indirect Cost	\$6,366.16

Account Number

72210 - Support Services/Regular Instruction Program		\$301,095.79	Total
82130 - Principal		\$0.00	
99100 - Transfers Out		\$0.00	

Total	\$301,095.79
Adjusted Allocation	\$301,095.79
Remaining	\$0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide

Total Allocation	\$301,095.79
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$301,095.79
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$294,729.63
Max Indirect Cost	\$6,366.16

Filter by Location: All - \$301,095.79

Account Number 72210 - Support Services/Regular Instruction
Program

Total

Line Item Number			
105 - Supervisor / Director		220,626.00	220,626.00
161 - Secretary(s)		23,956.00	23,956.00
201 - Social Security		15,164.09	15,164.09
204 - Pensions		16,845.76	16,845.76
206 - Life Insurance		45.00	45.00
207 - Medical Insurance		19,635.00	19,635.00
212 - Employer Medicare		3,546.44	3,546.44
299 - Other Fringe Benefits		177.50	177.50
524 - In-Service / Staff Development		1,100.00	1,100.00
Total		301,095.79	301,095.79
	Adjusted Allocation		301,095.79
	Remaining		0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A

Budget Tag Summary

Tag Group	Tag	Budget Amount
Strategic Plan	Academics	\$71,418.04
Strategic Plan	Educators	\$1,286,954.41
Strategic Plan	Student Readiness	\$20,277.81
LEA Set Asides	Students Experiencing Homelessness	\$1,500.00
LEA Set Asides	Required Parent and Family Engagement	\$13,977.81
LEA Set Asides	Private School Instructional Funds	\$0.00
LEA Set Asides	Private School Parent and Family Engagement	\$0.00
LEA Set Asides	Additional Parent and Family Engagement	\$3,800.00
LEA Set Asides	Reservation of Funds	\$0.00
LEA Set Asides	Professional Development	\$103,168.92
LEA Set Asides	Salary Equalization	\$0.00
LEA Set Asides	Extended School Day or Year	\$0.00
LEA Set Asides	English as a Second Language Programs	\$0.00
LEA Set Asides	Foster Student Transportation	\$1,000.00
LEA Set Asides	Preschool	\$0.00
LEA Set Asides	Supplemental Funds for Services to Neglected Youth	\$0.00
LEA Set Asides	Support for Focus and Priority Schools	\$0.00
Admin Costs	Con Admin	\$0.00
Admin Costs	Direct Admin	\$0.00
Admin Costs	Indirect Cost	\$0.00

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

School Name (# Buildings)	LEA ID - School Number of Operation	First Year of Operation	School Type	Grade Span	Service	K-12 Public Enrollment	K-12 Private Attendance Area	All Students (K-12 Public Enrollment + Private Attendance Area)	Poverty Factor	Public Count	Adjusted Public Count	K-12 Low Income Students NonPublic Count	Total LowIncome (K-12)	Percent Adjusted (K-12)	Start Order (Asc)	Eligibility For Service	Eligibility by Other Factors	School Designation
Arnold Memorial Elementary	061-0010	1921	Public School	PK,K,1,2,3,4,5	SW	313	0	313	DC - 1.8 Multiple	198	313	0	313	67.8%	1		None	
Byrde-Dowser Elementary	061-0012	1999	Public School	PK,K,1,2,3,4,5	SW	666	0	666	DC - 1.8 Multiple	480	666	0	666	60.1%	1		None	
G.R. Smith Elementary	061-0025	1959	Public School	PK,K,1,2,3,4,5	SW	258	0	258	DC - 1.8 Multiple	141	258	0	258	54.4%	1		TSI	
Mayfield Elementary	061-0030	1828	Public School	PK,PK,1,2,3,4,5	SW	418	0	418	DC - 1.8 Multiple	171	274	0	274	41.1%	2		None	
E.L. Ross Elementary	061-0022	1977	Public School	3,4,5	SW	270	0	270	DC - 1.8 Multiple	106	170	0	170	39.2%	2		None	
D.P. Yates Primary	061-0021	1993	Public School	PK,K,1,2	SW	268	0	268	DC - 1.8 Multiple	92	147	0	147	34.5%	2		None	
Candy's Creek Cherokee Elementary School	061-0045	2019	Public School	K-5	SW	452	0	452	DC - 1.8 Multiple	132	211	0	211	29.2%	2		None	
Cleveland Middle	061-0018	1971	Public School	6,7,8	None	1392	0	1392	DC - 1.8 Multiple	565	934	0	934	43.7%	3		None	
Cleveland High	061-0020	1966	Public School	9,10,11,12	None	1746	0	1746	DC - 1.8 Multiple	642	1027	0	1027	30.7%	4		None	
Totals:						5,679	0	5,679		2,466	3,937	0	3,937	43.78%				

Allocation Designations

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A

Allocation Amounts		Amount
Title I-A Regular Allocation (Includes funds transferred in)		1,630,383.20
Carryover/Additional funds	+	0.00
Total Allocation Amount	\$	1,630,383.20
School Allocations		
Total Allocation Amount		1,630,383.20
Subtract Total Set Asides	-	123,446.73
Total Indirect Costs	-	0.00
Total Amount Contributed to Consolidated Administration (public and private schools)	-	232,601.94
Total Amount reserved for District Administration-if not using Consolidated Administration (public and private schools)	-	0.00
Total Available for School Allocations	\$	1,274,334.53
Per Pupil Amount (PPA) for 100% Factor		
Total Available for School Allocations		1,274,334.53
Divide by total number of low-income students in Title I served schools (public schools)	+	2,006.00
100% Factor	X	1.00
FINAL PPA	\$	635.26

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A

Indirect Cost Guide

Total Allocation	\$1,397,781.26
Existing Budget In Categories Not Eligible for Indirect Cost	\$1.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,397,780.26
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,368,226.57
Max Indirect Cost	\$29,553.69

Account Number	Total
71100 - Regular Instruction Program	\$1,166,261.60
71150 - Alternative Instruction Program	\$0.00
71200 - Special Education Program	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$230,519.66
72210 - Support Services/Regular Instruction Program	\$0.00
72250 - Education Technology	\$0.00
72410 - Office of the Principal	\$0.00
72520 - Human Resources/Personnel	\$0.00
72610 - Operation of Plant	\$0.00
72710 - Transportation	\$1,000.00
73100 - Food Service	\$0.00
73400 - Early Childhood Education	\$0.00
82130 - Principal	\$0.00
99100 - Transfers Out	\$0.00
Total	\$1,397,781.26
Adjusted Allocation	\$1,397,781.26
Remaining	\$0.00

Indirect Cost Guide

Total Allocation	\$1,397,781.26
Existing Budget In Categories Not Eligible for Indirect Cost	\$1.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,397,780.26
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,368,226.57
Max Indirect Cost	\$29,553.69

Filter by Location:

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72710 - Transportation	Total
116 - Teachers		78,964.00			78,964.00
161 - Secretary(s)			14,355.75		14,355.75
163 - Educational Assistants		109,100.00			109,100.00
189 - Other Salaries & Wages		694,009.00	157,307.00	0.00	851,316.00
201 - Social Security		54,589.69	10,645.95	0.00	65,235.64
204 - Pensions		57,771.20	7,899.14	0.00	65,670.34
206 - Life Insurance		198.00	18.00	0.00	216.00
207 - Medical Insurance		86,478.00	18,384.00	0.00	104,862.00
212 - Employer Medicare		12,789.27	2,489.41	0.00	15,278.68
299 - Other Fringe Benefits		743.40	141.60	0.00	885.00
312 - Contracts with Private Agencies		0.00		1,000.00	1,000.00
336 - Maintenance & Repair Services - Equipment		1.00	0.00		1.00

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72710 - Transportation	Total
369 - Contracts for Substitute Teachers - Certified		1.00			1.00
429 - Instructional Supplies & Materials		71,415.04			71,415.04
499 - Other Supplies and Materials		200.00	19,278.81	0.00	19,478.81
599 - Other Charges		1.00	0.00	0.00	1.00
722 - Regular Instruction Equipment		1.00			1.00
Total		1,166,261.60	230,519.66	1,000.00	1,397,781.26
				Adjusted Allocation Remaining	1,397,781.26
					0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A-Neglected

Indirect Cost Guide

Total Allocation	\$19,493.65
Existing Budget In Categories Not Eligible for Indirect Cost	\$6,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$13,493.65
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$13,208.35
Max Indirect Cost	\$285.30

Filter by Location:

Account Number 71100 - Regular Instruction Program 72210 - Support Services/Regular Instruction Program **Total**

Line Item Number				Total
399 - Other Contracted Services	0.00	2,993.65		2,993.65
429 - Instructional Supplies & Materials	5,000.00		5,000.00	5,000.00
499 - Other Supplies and Materials	2,000.00	0.00		2,000.00
524 - In-Service / Staff Development		500.00	500.00	500.00
599 - Other Charges	3,000.00	0.00		3,000.00
722 - Regular Instruction Equipment	6,000.00		6,000.00	6,000.00
Total	16,000.00	3,493.65	19,493.65	19,493.65
		Adjusted Allocation		19,493.65
		Remaining		0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part D LEA

Indirect Cost Guide

Total Allocation	\$32,733.13
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$32,733.13
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$32,041.05
Max Indirect Cost	\$692.08

Account Number	Total
71100 - Regular Instruction Program	\$1,324.21
71150 - Alternative Instruction Program	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$30,158.92
72210 - Support Services/Regular Instruction Program	\$1,250.00
72610 - Operation of Plant	\$0.00
72710 - Transportation	\$0.00
73100 - Food Service	\$0.00
99100 - Transfers Out	\$0.00
Total	\$32,733.13
Adjusted Allocation	\$32,733.13
Remaining	\$0.00

Budget Overview

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part D LEA

Indirect Cost Guide

Total Allocation	\$32,733.13
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$32,733.13
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$32,041.05
Max Indirect Cost	\$692.08

Filter by Location: All - \$32,733.13

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		0.00	24,685.00	0.00	24,685.00
201 - Social Security		0.00	1,530.47	0.00	1,530.47
204 - Pensions		0.00	1,424.32	0.00	1,424.32
206 - Life Insurance		0.00	4.50	0.00	4.50
207 - Medical Insurance		0.00	2,139.00	0.00	2,139.00
212 - Employer Medicare		0.00	357.93	0.00	357.93
299 - Other Fringe Benefits		0.00	17.70	0.00	17.70
429 - Instructional Supplies & Materials		1,324.21			1,324.21
524 - In-Service / Staff Development			0.00	1,250.00	1,250.00
Total		1,324.21	30,158.92	1,250.00	32,733.13
				Adjusted Allocation Remaining	32,733.13
					0.00

Budget

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide

Total Allocation	\$248,404.30
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$248,404.30
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$243,152.22
Max Indirect Cost	\$5,252.08

Account Number	Total
71100 - Regular Instruction Program	\$34,985.88
71150 - Alternative Instruction Program	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$0.00
72210 - Support Services/Regular Instruction Program	\$213,418.42
72250 - Education Technology	\$0.00
72520 - Human Resources/Personnel	\$0.00
72610 - Operation of Plant	\$0.00
72710 - Transportation	\$0.00
73100 - Food Service	\$0.00
99100 - Transfers Out	\$0.00
Total	\$248,404.30
Adjusted Allocation	\$248,404.30
Remaining	\$0.00

Budget Overview

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide

Total Allocation	\$248,404.30
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$248,404.30
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$243,152.22
Max Indirect Cost	\$5,252.08

Filter by Location: All - \$248,404.30

Line Item Number	Account Number 71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages	23,400.00	32,867.00	56,267.00
201 - Social Security	2,405.00	2,300.20	4,705.20
204 - Pensions	2,615.28	2,359.56	4,974.84
206 - Life Insurance	0.00	9.00	9.00
207 - Medical Insurance	0.00	4,278.00	4,278.00
212 - Employer Medicare	565.60	537.95	1,103.55
369 - Contracts for Substitute Teachers - Certified	6,000.00	0.00	6,000.00
399 - Other Contracted Services	0.00	38,323.51	38,323.51
524 - In-Service / Staff Development		132,743.20	132,743.20
Total	34,985.88	213,418.42	248,404.30
		Adjusted Allocation	248,404.30
		Remaining	0.00

Indirect Cost Guide

Total Allocation	\$109,055.15
Existing Budget In Categories Not Eligible for Indirect Cost	\$5,530.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$103,525.15
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$101,336.29
Max Indirect Cost	\$2,188.86

Account Number	Total
71100 - Regular Instruction Program	\$81,790.90
72120 - Health Services	\$0.00
72130 - Other Student Support	\$0.00
72210 - Support Services/Regular Instruction Program	\$27,264.25
72610 - Operation of Plant	\$0.00
72710 - Transportation	\$0.00
73100 - Food Service	\$0.00
99100 - Transfers Out	\$0.00
Total	\$109,055.15
Adjusted Allocation	\$109,055.15
Remaining	\$0.00

Indirect Cost Guide

Total Allocation	\$109,055.15
Existing Budget In Categories Not Eligible for Indirect Cost	\$5,530.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$103,525.15
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$101,336.29
Max Indirect Cost	\$2,188.86

Filter by Location: All - \$109,055.15

Line Item Number	Account Number 71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages	23,630.00	0.00	23,630.00
195 - Certified Substitute Teachers	3,500.00	0.00	3,500.00
201 - Social Security	1,465.06	0.00	1,465.06
204 - Pensions	3,313.25	0.00	3,313.25
212 - Employer Medicare	393.39	0.00	393.39
355 - Travel		1,200.00	1,200.00
429 - Instructional Supplies & Materials	43,959.20		43,959.20
524 - In-Service / Staff Development		10,058.00	10,058.00
599 - Other Charges	0.00	16,006.25	16,006.25
722 - Regular Instruction Equipment	5,530.00		5,530.00
Total	81,790.90	27,264.25	109,055.15
		Adjusted Allocation	109,055.15
		Remaining	0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - Title IV

Indirect Cost Guide

Total Allocation	\$118,064.55
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$118,064.55
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$115,568.28
Max Indirect Cost	\$2,496.27

Account Number	Total
71100 - Regular Instruction Program	\$74,659.41
71150 - Alternative Instruction Program	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$28,002.22
72210 - Support Services/Regular Instruction Program	\$15,402.92
72250 - Education Technology	\$0.00
72610 - Operation of Plant	\$0.00
72710 - Transportation	\$0.00
73100 - Food Service	\$0.00
99100 - Transfers Out	\$0.00

Total	\$118,064.55
Adjusted Allocation	\$118,064.55
Remaining	\$0.00

Cleveland (064) Public District - FY 2026 - Consolidated - Rev 0 - Title IV

Indirect Cost Guide

Total Allocation	\$118,064.55
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$118,064.55
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$115,568.28
Max Indirect Cost	\$2,496.27

Filter by Location: All - \$118,064.55

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		65,973.21	24,685.00	0.00	90,658.21
201 - Social Security		3,844.00	1,530.47	0.00	5,374.47
204 - Pensions		3,943.20	1,424.32	0.00	5,367.52
206 - Life Insurance		0.00	4.50	0.00	4.50
212 - Employer Medicare		899.00	357.93	0.00	1,256.93
499 - Other Supplies and Materials		0.00	0.00	9,470.00	9,470.00
524 - In-Service / Staff Development			0.00	5,932.92	5,932.92
Total		74,659.41	28,002.22	15,402.92	118,064.55
				Adjusted Allocation	118,064.55
				Remaining	0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide

Total Allocation	\$1,432,004.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$20.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,431,984.00
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,401,707.13
Max Indirect Cost	\$30,276.87

Account Number	Total
71150 - Alternative Instruction Program	\$0.00
71200 - Special Education Program	\$993,014.38
72120 - Health Services	\$0.00
72130 - Other Student Support	\$0.00
72210 - Support Services/Regular Instruction Program	\$0.00
72215 - Support Services/Alternative Instruction Program	\$0.00
72220 - Support Services/Special Education Program	\$438,989.62
72410 - Office of the Principal	\$0.00
72710 - Transportation	\$0.00
99100 - Transfers Out	\$0.00

Total \$1,432,004.00
 Adjusted Allocation \$1,432,004.00
 Remaining \$0.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide

Total Allocation	\$1,432,004.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$20.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,431,984.00
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,401,707.13
Max Indirect Cost	\$30,276.87

Filter by Location: All - \$1,432,004.00

Account Number 71200 - Special Education Program 72220 - Support Services/Special Education Program

Line Item Number			Total
116 - Teachers	19,702.53		19,702.53
124 - Psychological Personnel		77,680.00	77,680.00
163 - Educational Assistants	564,007.28		564,007.28
189 - Other Salaries & Wages	19,750.01	216,603.00	236,353.01
201 - Social Security	40,737.59	17,873.55	58,611.14
204 - Pensions	106,701.89	19,632.07	126,333.96
206 - Life Insurance	495.00	72.00	567.00
207 - Medical Insurance	211,292.00	43,743.00	255,035.00
212 - Employer Medicare	9,995.08	4,180.10	14,175.18
299 - Other Fringe Benefits	1,593.00	283.20	1,876.20
312 - Contracts with Private Agencies	0.00	48,411.70	48,411.70
322 - Evaluation & Testing	0.00	2,500.00	2,500.00

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost Guide

Total Allocation	\$70,729.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$1,484.94
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$69,244.06
Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$67,780.02
Max Indirect Cost	\$1,464.04

Account Number	Total
71200 - Special Education Program	\$70,729.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$0.00
72220 - Support Services/Special Education Program	\$0.00
72410 - Office of the Principal	\$0.00
72710 - Transportation	\$0.00
99100 - Transfers Out	\$0.00
Total	\$70,729.00
Adjusted Allocation	\$70,729.00
Remaining	\$0.00

Budget Overview

Cleveland (061) Public District - FY 2026 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost Guide

Total Allocation	\$70,729.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$1,484.94
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Indirect Cost Rate	2.16%
Max Available Budget In Categories Eligible for Indirect Cost	\$67,780.02
Max Indirect Cost	\$1,464.04

Filter by Location: All - \$70,729.00

Line Item Number	Account Number	71200 - Special Education Program	Total
163 - Educational Assistants		24,989.01	24,989.01
171 - Speech Pathologist		14,834.25	14,834.25
201 - Social Security		3,145.90	3,145.90
204 - Pensions		7,178.86	7,178.86
206 - Life Insurance		31.50	31.50
207 - Medical Insurance		8,334.00	8,334.00
212 - Employer Medicare		735.73	735.73
299 - Other Fringe Benefits		106.20	106.20
429 - Instructional Supplies & Materials		5,888.61	5,888.61
499 - Other Supplies and Materials		4,000.00	4,000.00
725 - Special Education Equipment		1,484.94	1,484.94
Total		70,729.00	70,729.00
		Adjusted Allocation	70,729.00
		Remaining	0.00

DHA 2025--26 DHA Committe

Doug Moore- DHA Hearing Officer

Cliff Eason- Permanent Member

August – Kellye Bender

September –Kellye Bender

October – David Stone

November – David Stone

December –Leneda Laing

January –Leneda Laing

February – Michael Kahrs

March – Michael Kahrs

April –Alicia Kahrs

May –Alicia Kahrs

DHA's will be held at the Denning Center in the PD room

Board Meeting Schedule 2025-2026

Date of Board Meeting	Time of Board Mtg.	Site
Aug. 4, '25	5:30 p.m.	775
Sept. 2, '25	5:30 p.m.	775
Oct. 13, '25	5:30 p.m.	775
Nov. 3, '25	5:30 p.m.	775
Dec. 1, '25	5:30 p.m.	775
Jan. 12, '26	5:30 p.m.	775
Feb. 2, '26	5:30 p.m.	775
Mar. 2, '26	5:30 p.m.	775
Apr. 6, '26	5:30 p.m.	775
May 4, '26	5:30 p.m.	775
June 1, '26	3:00 p.m.	775

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



Director's Update

June 2, 2025

Highlighted May Events

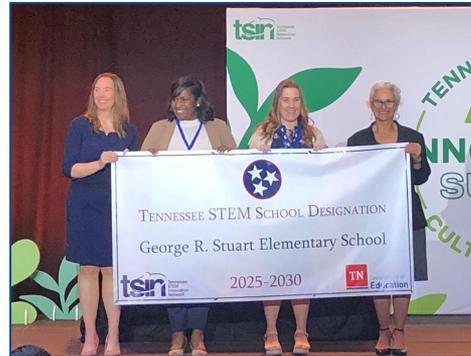
- **Spring Arts Events: CMS Spring Band Concert, CHS Art-O-Rama, CMS Musical, Elementary Choir Programs**
- **CHS Graduation: Friday, May 9th at 6 p.m. at Raider Arena.**
- **Staff Development Day on Friday, May 16th: 2025-2026 Preparation (Curriculum, Enrollment, HR updates, etc.)**
- **End-of-the-Year Programs: Awards, 5th Grade Send Offs, Kindergarten Events**
- **May 19: TOSS conducted Legislative Bill Review Session for District Leaders**
- **May 22: The Operations Team hosted Lunch with the Board at the CCS Annex**
- **May 27: Special Called Meeting held with focus on 2025-2030 Strategic Plan and Future Facilities**
- **May 27-29: Admin Team conducted an “In-House” Retreat**
- **May 29: Trauma-Informed One Day Conference held at the ESC for CCS Teachers**

Upcoming Events



Summer Camps began on Monday, June 2, 2025 and will continue for the next four weeks. The theme is Myths and Legends. This year, we have 210 K-3rd grade students enrolled to attend camp at Yates and 225 4th-5th grade students enrolled at Ross. The middle school will host 240 6th-8th grade students. We have 117 staff members working at these three sites. In addition to these camps, Cleveland High School will conduct its annual Credit Recovery and Accrual program during the same four weeks.

Cleveland City Schools – May





Director's Update

June 2, 2025

Retiring Teachers

2025

Cleveland
CITY SCHOOLS
Educate.Innovate.Elevate.



**Cleveland
City
Schools**

Jenna
Loveday



**Blythe-Bower
Elementary**

Karen
Denton



**Cleveland
Middle**

Ashley
Meagher



**E.L. Ross
Elementary**

Judy
Bianucci



**Yates
Primary**

Ronda
Phillips



Cleveland City Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: School District Records	Descriptor Code: 1.407	Issued Date: 10/14/24
		Rescinds: 1.407	Issued: 09/05/23

1 The Director of Schools, or designee, shall maintain all school district records required by law,
2 regulation, and board policy. Any citizen of Tennessee shall be permitted during business hours to
3 inspect public records maintained by the school district unless otherwise prohibited by law. Any citizen
4 of Tennessee may request in writing and receive copies of open public records subject to the payment of
5 reasonable cost.^{1,2,3,4}

6 No records pertaining to individual students will be released for inspection by the public or any
7 unauthorized persons. In addition, information, records, and plans related to security and safety will not
8 be released for public inspection.⁵

9 All requests to inspect or receive copies of records shall be submitted to the **Assistant** Director of **Schools**
10 ~~Human Resources~~, the district's public records request coordinator and records custodian.⁶

11 Prior to producing any record, the records custodian shall ensure confidential information is redacted.
12 Original documents remain intact and confidential information in copies produced for a requestor shall
13 be redacted. The Director of Schools shall develop a procedure to redact confidential information.

14 **REQUESTS FOR INSPECTION²**

15 Citizens requesting to inspect public records shall submit their request and a government issued photo
16 identification card with the citizen's address to the district's public records request coordinator during
17 normal business hours. Requests may be made in person or by telephone, fax, mail, or email. The
18 coordinator shall submit the information to the appropriate records custodian. The records custodian
19 will contact the citizen and indicate when the records will be available to inspect.

20 If the records cannot be made available within seven (7) business days, the records custodian shall
21 provide a records production letter indicating the time needed to complete the request.

22 If the request to inspect is denied, the records custodian shall provide the citizen with a records request
23 denial letter indicating the basis for the denial.

24 **REQUESTS FOR COPIES²**

25 Citizens requesting copies of public records shall complete and submit the Records Request Form and
26 a government issued photo identification card with the citizen's address to the district's public records
27 request coordinator during normal business hours. The coordinator shall submit the Records Request
28 Form to the appropriate records custodian.

29 The records custodian shall provide an estimate of the reasonable costs to produce the requested
30 records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of

1 Reasonable Charges found at <https://www.comptroller.tn.gov/openrecords/forms.asp> shall be used to
2 determine the reasonable cost. The records custodian will provide the citizen with an invoice detailing
3 the charges. The citizen shall pay the estimated reasonable costs by check prior to the district
4 producing the copies.

5 If the records cannot be made available within seven (7) business days, the records custodian shall
6 provide a records production letter indicating the time needed to complete the request.

7 If the request for copies is denied, the records custodian shall provide the citizen with a records request
8 denial letter detailing the basis for the denial.

9 **FREQUENT AND MULTIPLE REQUESTS**

10 When the total number of requests for copies made by a requestor within a calendar month exceeds
11 four (4), the requestor may be charged a fee for any and all labor that is reasonably necessary to
12 produce copies of the requested records. Prior to charging a reasonable fee, the requestor shall be
13 notified of this policy and provided with a Notice of Aggregation of Multiple Requestors form. The
14 Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable
15 Charges found at <https://www.comptroller.tn.gov/openrecords/forms.asp> shall be used to determine the
16 reasonable cost. Further, the names of persons inspecting records and the date of inspection shall be
17 recorded.

18 **DENYING REQUESTS FOR NONCOMPLIANCE⁷**

19 *Requests to Inspect a Public Record*

20 The district shall deny a request to inspect a public record from any citizen that has:

- 21 a. made two (2) or more requests to view a public record within a six-month period; and
- 22
- 23 b. for each request failed to view the record within fifteen (15) business days of receiving
- 24 notification that the record was available.

25 Requests from this citizen shall be denied for up to six (6) months from the date of the second records
26 request. The district's public records request coordinator may waive this denial if he/she determines
27 that failure to view the record was for good cause.

28 *Requests for Copies of Public Records*

29 The district shall deny a request for copies of a public record from any citizen that has:

- 30 a. been provided with an estimate of the reasonable cost to produce the requested records;
- 31 b. agrees to pay such estimated reasonable cost prior to production of the records; and
- 32 c. fails to pay the actual cost after the records have been produced.

33 Additional requests from this citizen shall be denied until the original cost is paid.

1 RECORDS RETENTION

2 The Director of Schools, or designee, shall retain and dispose of school district records in accordance
3 with the following guidelines:⁸

- 4 1. The Director of Schools, or designee, will determine if a particular record is of permanent or
5 temporary value in accordance with regulations promulgated by County Public Records
6 Commission and the Tennessee Institute for Public Services records manual;^{9,10}
- 7 2. Temporary value records which have been kept beyond the required time may be recommended
8 to the Public Records Commission for destruction;^{11,12}
- 9 3. The records that the State Librarian and Archivist desire to preserve in their facilities will be
10 transferred to the State Library and Archives. The temporary value records rejected by the State
11 Library and Archives may be transferred to another institution or destroyed;^{11,12,13}
- 12 4. Permanent records will be kept in some usable form (digital, printed, microfilm, etc.). If the
13 Director of Schools desires to destroy the original permanent record, these records must be
14 reproduced by microfilming or some other permanent reproduction method. Permission to
15 destroy any original permanent record after microfilming follows the same procedure noted
16 above for temporary records;^{10,11} and
- 17 5. The Director of Schools shall establish procedures to safeguard against the unlawful
18 destruction, removal, or loss of records.¹⁴

19 DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹⁵

20 Mr. Kelly Kiser
21 ~~Assistant~~ Director of ~~Schools~~ ~~Human Resources~~
22 Cleveland City Schools
23 ~~4300 Mouse Creek Road NW~~ ~~775 Raider Drive~~
24 Cleveland, TN 37312
25 kkiser@clevelandschools.org
26 423-472-9571

Legal References

1. [TCA 49-2-301\(b\)\(1\)\(Z\)](#)
2. [TCA 10-7-503](#)
3. [TCA 10-7-506\(a\)](#)
4. [TCA 49-2-104](#)
5. [TCA 10-7-504\(p\)](#)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of the Treasury, available at <https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; [TCA 10-7-503\(a\)\(1\)\(B\),\(C\)](#)
7. [TCA 10-7-503\(a\)\(7\)\(A\)\(vii\)](#)
8. [TCA 10-7-503\(h\)\(6\)](#)
9. [TCA 10-7-401](#)
10. [TCA 10-7-406](#); [TCA 10-7-301\(5\),\(13\)](#)
11. [TCA 10-7-404](#)
12. [TCA 10-7-413](#)
13. [TCA 10-7-414](#)
14. [TCA 39-16-504](#)
15. [TCA 10-7-503\(g\)\(1\)\(D\)](#)

Cross References

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

Cleveland City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Section 504 and Americans with Disabilities Act (ADA)	Descriptor Code: 1.802	Issued Date: 10/14/24
		Rescinds: 1.802	Issued: 09/05/23

1 The Board is committed to maintaining equitable employment/educational practices, services, programs
2 and activities that are accessible and usable by qualified individuals with disabilities.

3 **DEFINITION**

4 *Section 504 of the Rehabilitation Act of 1973* provides that: No otherwise qualified individual with
5 handicaps in the United States...solely by reason of his/her handicap, be excluded from the participation
6 in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving
7 federal financial assistance.¹

8 *Title II of the Americans with Disabilities Act, 1990* provides that: No otherwise qualified individual
9 with a disability shall be discriminated against in regard to job application procedures, the hiring,
10 advancement, or discharge of employees, employee compensation, job training and other terms,
11 conditions and privileges of employment.²

12 **COORDINATOR**³

13 The Board shall designate at least one employee to coordinate its efforts to comply with and carry out
14 its responsibilities under the Americans with Disabilities Act (ADA) and Section 504, including any
15 investigation of any complaint alleging non-compliance with the Acts or alleging any actions that would
16 be prohibited by the Acts.

17 **NOTICE**⁴

18 The Board shall make available the name, office address and telephone number of the ADA/Section 504
19 coordinator.

20 Methods of initial and continuing notification may include the posting of notices, publication in
21 newspapers and student and employee handbooks and distribution of memoranda or other written
22 communications.

1 **COMPLAINT PROCEDURE**⁵

2 The coordinator will hear ADA/Section 504 complaints. Complaints shall be submitted orally or in
3 writing to the coordinator who will endeavor to accomplish prompt and equitable resolution of
4 complaints alleging any action that would be prohibited by the ADA/Section 504. The coordinator will
5 respond to all complaints within twenty (20) days with a written response as well as information on
6 further grievance procedures that may be followed if the complaining party is not satisfied with the
7 coordinator's proposed resolution.

8 **DUE PROCESS HEARING PROCEDURES**

9 Section 504 of the Rehabilitation Act of 1973 provides the right to an impartial due process hearing if a
10 parent wishes to contest any action of the school system with regard to a child's identification,
11 evaluation, and placement under Section 504.⁶ If a parent/guardian requests a Section 504 hearing, the
12 parent/guardian has the right to personally participate and to be represented at the hearing by an attorney
13 or advocate at the parent's expense. Contested actions or omissions that are appropriate for a Section
14 504 hearing should involve identification, evaluation, or placement issues involving a child who has or
15 is believed to have a disability.

16 *Request for Hearing*

17 A parent/guardian who wishes to challenge an action or omission with regard to the identification,
18 evaluation, or placement of a student who has or is believed to have a disability as defined by Section
19 504, shall make an oral or written request for a due process hearing to the Section 504 coordinator. The
20 request shall be submitted on or reduced to writing on a form provided through the Central Office.

21 *Impartial Hearing Officer*

22 The director of schools or his/her designee shall appoint an impartial hearing officer to preside over the
23 hearing and issue a decision. Such appointment will be made within fifteen (15) days of the date of
24 receipt of a request for a due process hearing. The hearing officer will be hired as an independent
25 contractor at no expense to the parent. The hearing officer that is appointed shall not be a current
26 employee of the school system and shall not be related to any member of the Board of Education. The
27 hearing officer need not be an attorney but shall be familiar with the requirements of Section 504 and
28 the hearing procedures under Section 504. The choice of an impartial hearing officer is final and may
29 not be presented as an issue at the due process hearing since such an issue would not relate to the
30 identification, evaluation, or placement of a disabled child under Section 504. If a parent/guardian
31 disputes the impartiality of the appointed hearing officer, he/she may raise such issue in a review of the

1 hearing officer's opinion by a court of competent jurisdiction or in a complaint to the Office for Civil
2 Rights.

3 Office for Civil Rights
4 U.S. Department of Education
5 61 Forsyth St. S.W., Suite 19T10
6 Atlanta, GA 30303-8927
7 Telephone: 404-974-9406; TDD: 877-521-2172
8 Email: OCR.Atlanta@ed.gov

9 *Scheduling of Hearing*

10 The appointed hearing officer shall set a date for the hearing within fifteen (15) days of his/her
11 appointment and provide this information in writing to the parent/guardian and the Section 504
12 coordinator. The hearing shall take place at a mutually agreeable time and place.

13 *Continuances*

14 Upon a showing of good cause, the hearing officer, at his/her discretion may grant a continuance of the
15 hearing date and set a new hearing date.

16 *Legal Representation at Hearing*

17 If a parent/guardian is represented by a licensed attorney at the due process hearing, he/she must inform
18 the Section 504 coordinator and the appointed hearing officer of that fact, in writing, at least seven (7)
19 calendar days prior to the hearing date, or the hearing can be continued upon the coordinator's request.

20 *Pre-Hearing Conference*

21 The hearing officer may order a Pre-Hearing Conference during which the parent/guardian or his/her
22 representative will state and clarify the issues to be addressed at the hearing. The Pre-Hearing Conference
23 will also serve to resolve preliminary matters, clarify jurisdictional issues, and answer the parties'
24 questions regarding the hearing process. The Pre-Hearing Conference can be held via telephone or in
25 person depending on the hearing officer's decision based on the convenience to both parties.

26 *Dismissals*

27 If, after the Pre-Hearing Conference, the hearing officer finds that the parent, as a matter of law, alleges
28 and/or raises no factual claims or legal issues that come within his/her jurisdiction as a Section 504

1 hearing officer, he/she may dismiss the hearing and issue an order to that effect explaining the basis for
2 such finding.

3 *Hearing*

4 The hearing shall be conducted in an informal, non-adversarial manner. The hearing shall be closed to
5 the public unless the parent/guardian requests an open hearing. The hearing officer may reasonably limit
6 testimony and introduction of exhibits for reasons or relevance.

7 *Recording*

8 Instead of a formal written transcript produced by a court reporter, the entire due process hearing will be
9 video recorded. The school system shall provide a copy of the recording to the parent/guardian upon
10 request. In order for an accurate recording to be made, the parties and witnesses shall introduce
11 themselves at the beginning of their presentations. If a parent/guardian appeals the decision of the hearing
12 officer to a court of competent jurisdiction, the school system shall prepare a written transcript of the
13 hearing to be offered to the court as an exhibit.

14 *Witnesses*

15 Witnesses will present their information in narrative form, without the traditional question and answer
16 format of legal proceedings. Cross-examination of witnesses will not be allowed, but a party may request
17 that the hearing officer, at his/her discretion, ask a witness a certain question.

18 *Format of Presentation*

19 Each side will have an equal amount of time to present their positions as determined by the hearing
20 officer. The parent/guardian will present his/her case first by making an opening statement outlining the
21 issues, calling witnesses, and making a closing argument. The school system will present its side next.
22 At the end of the school system's presentation, the parent/guardian may offer a short response. Each
23 side may present personally or through their representatives.

24 *Submission of Exhibits*

25 As part of their presentations and at the discretion of the hearing officer, the parties may submit any
26 reports, evaluations, correspondence, notes, or any other documents that may support their positions.
27 Exhibits submitted to the hearing officer by either party must be marked. The hearing officer may, in
28 the exercise of his/her discretion, reasonably limit the number of documents to be submitted for his/her

1 review, as well as the number of witnesses and the length and/or scope of their presentations or
2 statements.

3 *Closing Arguments*

4 The hearing officer may allow or request written closing arguments summarizing and characterizing the
5 information presented at the hearing.

6 *Decision*

7 The hearing officer may make an oral ruling at the conclusion of the hearing or take the case under
8 advisement and issue a written opinion. Such decision shall address all of the issues raised by the
9 parent/guardian as well as any corrective actions, if any, the school system must take. Any issue or claim
10 raised by the parent/guardian that is left unaddressed by the hearing officer in his/her decision will be
11 deemed to have been denied. The decision must be issued within forty-five (45) days after the date the
12 Request for a Due Process Hearing is received by the district. The hearing officer may not award
13 attorneys' fees as a part of the relief granted to a parent/guardian or the district.

14 *Review Procedure/Appeal*

15 If the parent/guardian is not satisfied by the decision of the hearing officer, he/she may seek review of
16 the decision in a court of competent jurisdiction.

17

18 ADA Coordinator - Director of Student Services

19 504 Coordinator - Director of Student Services

20 ~~4300 Mouse Creek Road~~ 775 Raider Drive

21 Cleveland, TN 37312

22 423/472-9571

Legal References

1. [34 CFR § 104.4\(a\)](#)
2. [42 USCA §12112\(a\)](#)
3. [28 CFR § 35.107](#)
4. [28 CFR § 35.106](#); [34 CFR § 104.8](#); [28 CFR § 35.107](#)
5. [28 CFR § 35.170](#), [28 CFR § 35.171](#), [35.172](#)
6. [34 CFR §104.36](#); [34 CFR § 104.7](#)

Cross References

School Board Meetings 1.400
 Visitors to the Schools 1.501
 Reporting Student Progress 4.601
 Graduation Activities 4.606
 Equal Opportunity Employment 5.104
 Personnel Health Examinations/Communicable Diseases 5.400
 Acquired Immune Deficiency Syndrome 5.401
 Complaints and Grievances 5.501
 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
 Acquired Immune Deficiency Syndrome 6.404

Cleveland City Board of Education			
Monitoring: Review: Annually, in April	Descriptor Term: Homeless Students	Descriptor Code: 6.503	Issued Date: 05/06/24
		Rescinds: 6.503	Issued: 05/01/23

1 A homeless student shall have equal access to the same free, appropriate public education as provided
2 to other children and youths.¹

3 Homeless students are individuals who lack a fixed, regular, and adequate nighttime residence.²
4 Homeless students include:²

- 5 1. Students sharing the housing of other persons due to loss of housing, economic hardship, or
6 similar reason; students living in motels, hotels, trailer parks, or camping grounds due to the lack
7 of alternative adequate accommodations; students living in emergency or transitional shelters; or
8 students abandoned in hospitals;
- 9 2. Students who have a primary nighttime residence that is a public or private place not designed
10 for or ordinarily used as a regular sleeping accommodations for human beings;
- 11 3. Students living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or
12 trains stations, or similar settings; and
- 13 4. Migratory students who are living in circumstances described above.

14 **ENROLLMENT**

15 Homeless students shall be immediately enrolled, even if the student is unable to produce records
16 normally required for enrollment (i.e. academic records, immunization records, health records, proof of
17 residency), or missed the district’s application or enrollment deadlines.³ Parents/guardians are required
18 to submit contact information to the district’s homeless coordinator.³

19 **PLACEMENT**

20 For the purposes of this policy, school of origin shall mean the school that the student attended when
21 permanently housed or the school in which the student was last enrolled, including a preschool/pre-k
22 program.⁹ School of origin shall also include the designated receiving school at the next grade level when
23 the student completes the final grade level served by the school or origin.⁹

24 Placement shall be determined based on the student’s best interest.⁴ At all times, a strong presumption
25 that keeping the student in the school of origin is in the student’s best interest shall be maintained, unless
26 doing so would be contrary to a request made by the student’s parent/guardian or the student in the case
27 of an unaccompanied youth.⁵ When determining placement, student-centered factors, including but not
28 limited to impact of mobility on achievement, education, health, and safety shall be considered.⁵ The
29 choice regarding placement shall be made regardless of whether the student lives with their homeless
30 parents/guardians or has been temporarily placed elsewhere.⁶

31 If it is not in the student’s best interest to attend the school of origin, or the school requested by the
32 parent/guardian or unaccompanied youth, the director or his/her designee shall provide a written

1 explanation of the reasons for the determination, in a manner and form that is understandable to the
2 parent/guardian or unaccompanied youth.⁵ The written explanation shall include a statement regarding
3 the right to appeal the placement decision.⁵ If the placement decision is appealed, the district shall refer
4 the parent/guardian or unaccompanied student to the homeless coordinator, who shall carry out the
5 dispute resolution process as expeditiously as possible and in accordance with the law.⁷ Upon notice of
6 an appeal, the Director of Schools shall immediately enroll the student in the school in which enrollment
7 was sought pending a final resolution of the dispute, including all available appeals.⁷

8 **RECORDS**

9 Records ordinarily kept by the school shall be maintained for all homeless students. Information
10 regarding a homeless student's living situation shall be treated as a student education record, and shall
11 not be considered directory information.⁸

12 **TRANSPORTATION**

13 In the event that it is in the best interest of the homeless student to attend the school of origin,
14 transportation to and from school shall be provided at the request of the parent/guardian or, in the case
15 of an unaccompanied student, the homeless coordinator. If the student's temporary housing is outside the
16 district of the school of origin, Cleveland City will work with the school of origin to agree on a method
17 to apportion the responsibility and costs for transporting the student. If an agreement cannot be reached,
18 the costs will be shared equally.

19 **SERVICES¹⁰**

20 The Director of Schools shall ensure that each homeless student is provided services comparable to those
21 offered to other students within the district, including transportation, special education services,
22 programs in career and technical education (CTE), programs for gifted and talented students, and school
23 nutrition.

24 The Director of Schools shall designate a district homeless coordinator to work with building level
25 homeless liaisons to ensure this policy is implemented throughout the district. The homeless coordinator
26 shall ensure:

- 27 1. Homeless students are quickly identified and have access to education and support services, to
28 include Head Start and district pre-k programs;
- 29 2. Coordination with local social service agencies and other entities providing services to homeless
30 students;
- 31 3. Coordinate transportation, transfer of records, and other interdistrict activities with other school
32 districts;
- 33 4. Coordinate transportation to the school ~~of~~ of origin or choice for homeless students;
- 34 5. Refer homeless students and their families to health care services, dental services, mental health
35 and substance abuse services, and housing services;
- 36 6. Assist homeless students in obtaining immunizations, medical or immunization records, and any
37 additional assistance that may be needed;

- 1 7. Public notice of the educational rights of homeless students is disseminated in places frequented
 2 by parents/guardians of homeless students, including schools, shelters, public libraries, and soup
 3 kitchens; and
 4 8. Unaccompanied youth are enrolled and informed of their status and independent students.

5 The Director of Schools shall develop procedures to ensure that homeless students are recognized
 6 administratively and that the appropriate and available services are provided for these students. The
 7 Director shall ensure professional development is provided to school personnel providing services to
 8 homeless students.

 Legal References

1. [42 USCA §§ 11431 to 11435; McKinney-Vento Education Assistance Improvements Act of 2001, § 721; State Board of Education 2.103](#)
2. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95\), § 724a\(2\)](#)
3. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(C\)\(i\), § 722\(g\)\(3\)\(H\)](#)
4. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(I\)](#)
5. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(A\)](#)
6. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(B\)](#)
7. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(F\)](#)
8. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(E\)](#)
9. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(D\)](#)
10. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(4\) - \(6\)](#)

 Cross References

Student Transportation Management 3.400
 Parent and Family Engagement 4.502
 Promotion and Retention 4.603
 Attendance 6.200
 School Admissions 6.203
 Student Assignments 6.205
 Transfers Within the System 6.206
 Migrant Students 6.504

Cleveland City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Students in Foster Care	Descriptor Code: 6.505	Issued Date: 06/10/24
		Rescinds: 6.505	Issued: 05/01/17

1 The Cleveland City School System shall provide all students in foster care, including those awaiting
2 foster care placement, with a free and appropriate public education.

3 **ENROLLMENT**

4 Students in foster care, to include those awaiting foster care placement, shall be immediately enrolled,
5 even if the student is unable to produce records normally required for enrollment (i.e. academic records,
6 immunization records, health records, proof of residency), or missed the district's application or
7 enrollment deadlines.¹

8 **PLACEMENT**

9 The district and the child welfare agency shall determine whether placement in a particular school is in
10 a student's best interest. Other parties, including the student, foster parents, and biological parents (if
11 appropriate), shall be consulted. If the child has an IEP or a Section 504 plan, then the relevant school
12 staff members shall participate in the best interest decision process. This determination shall be made as
13 quickly as possible to prevent educational disruption.

14 Placement shall be determined based on the student's best interest. At all times, a strong presumption
15 that keeping the student in the school of origin is in the student's best interest shall be maintained.² For
16 the purposes of this policy, school of origin shall mean the school in which the student was enrolled,
17 including a preschool/pre-k program, at the time of placement in foster care or at the time of a placement
18 change if the student is already placed in foster care.³

19 When determining placement, student-centered factors including, but not limited to, the following shall
20 be considered:

- 21 1. Preferences of the student;
- 22 2. Preferences of the student's parent(s) or education decision maker(s);
- 23 3. The student's attachment to the school, including meaningful relationships with staff and peers;
- 24 4. Placement of the student's siblings;
- 25 5. Influence of the school climate on the student, including safety;
- 26 6. The availability and quality of the services in the school to meet the student's educational needs;
- 27 7. History of school transfers and how they have impacted the student;
- 28 8. How the length of the commute would impact the student;
- 29 9. Whether the student is receiving special education and related services, and if so, the availability
30 of those required services in a school other than the school of origin; and

1 10. Whether the student is an EL and is receiving language services, and, if so, the availability of
2 those required services in a school other than the school of origin.

3 Transportation costs should not be considered when determining a student's best interest.

4 If it is not in the student's best interest to attend the school of origin, the director or his/her designee shall
5 provide a written explanation of the reasons for the determination. The written explanation shall include
6 a statement regarding the right to appeal the placement decision. If the placement decision is appealed,
7 the district shall refer the student to the district coordinator for children in foster care, who shall carry
8 out the dispute resolution process as expeditiously as possible and in accordance with the law.² Until the
9 dispute is resolved, to the extent feasible, the student shall remain in his/her school of origin.²

10 **TRANSPORTATION**^{3,4}

11 The district shall collaborate with the local child welfare agency to develop and implement clear and
12 written procedures governing how transportation to a student's school of origin shall be provided,
13 arranged, and funded. This transportation will be provided for the duration of the student's time in
14 foster care.

15 The Director of Schools/designee shall develop administrative procedures to provide for transportation
16 of students in foster care.⁵ These procedures must ensure that:

- 17 1. Students in foster care needing transportation to their schools of origin will promptly receive
18 that transportation in a cost-effective manner and in accordance with federal law; and
- 19 2. If there are additional costs incurred in providing transportation to the school of origin, the
20 district will provide such transportation if:
 - 21 a. the local child welfare agency agrees to reimburse the district for the cost of such
22 transportation;
 - 23 b. the district agrees to pay for the cost; or
 - 24 c. the district and local child welfare agency agree to share the cost.⁴

25 The district will ensure that a student in foster care, to include a student awaiting foster care placement,
26 remains in his/her school of origin while any disputes regarding transportation costs are being
27 resolved.

Legal References

1. [Elementary and Secondary Education Act \(ESEA\), as amended by ESSA \(Pub. L. 114-95\) § 1111\(g\)\(1\)\(E\)\(ii\)-\(iii\); State Board of Education Policy 2.103](#)
2. [Elementary and Secondary Education Act \(ESEA\), as amended by ESSA \(Pub. L. 114-95\), § 1111\(g\)\(1\)\(E\)\(i\)-\(iv\)](#)
3. [Elementary and Secondary Education Act \(ESEA\), as amended by ESSA \(Pub. L. 114-95\), § 1111\(g\)\(1\)\(E\)](#)
4. [Elementary and Secondary Education Act \(ESEA\), as amended by ESSA \(Pub. L. 114-95\), § 1112\(c\)\(5\); § 475\(4\)\(A\) of the Social Security Act, 42 U.S.C. § 675\(4\)\(A\)](#)
5. [Elementary and Secondary Education Act \(ESEA\), as amended by ESSA \(Pub. L. 114-95\), § 1112\(c\)\(5\)\(B\)\(i\)](#)

Cross References

Attendance 6.200
School Admissions 6.203
Student Assignments 6.205
Transfers Within the System 6.206

Cleveland City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 05/06/24
		Rescinds: 6.600	Issued: 05/01/23

1 A cumulative record shall be kept for each student enrolled in school. The record shall contain all
2 records required under federal and state law and policy; shall be kept current; and shall accompany the
3 student through his/her school career.¹

4 The name used on the record of the student entering the school system must be the same as that shown
5 on the birth certificate, unless evidence is presented that such name has been legally changed. If the
6 parent does not have, or cannot obtain a birth certificate, then the name used on the records of such
7 student shall be as shown on documents which are acceptable as proof of date of birth.

8 The name used on the records of a student entering the system from another school must be the same as
9 that shown on records from the school previously attended unless evidence is presented that such name
10 has been legally changed as prescribed by law.

11 When a student transfers to another school within the system or to a school outside of the system, copies
12 of the student's records, including the student's disciplinary records, shall be sent to the transfer school.²

13 All records shall be remitted in accordance with the Family Education Rights and Privacy Act
14 (FERPA).³

15 **CONFIDENTIALITY OF STUDENT RECORDS**

16 Except as provided in this Board Policy 6.600 or to comply with a valid court order, student records
17 shall be confidential. Authorized school officials shall have access to and permit access to student
18 education records only for legitimate educational purposes.⁴ A "legitimate educational interest" is
19 the official's need to know information in order to:

- 20 1. Perform required administrative tasks;
- 21
- 22 2. Perform a supervisory or instructional task directly related to the student's education; and
- 23
- 24 3. Perform a service or benefit for the student or the student's family such as health care,
25 counseling, student job placement, or student financial aid.

26 **DEFINITION AND USE OF DIRECTORY INFORMATION²⁰**

27 "Directory information" means information contained in or pulled from an education record of a
28 student which would not generally be considered harmful or an invasion of privacy if disclosed. It
29 includes, but is not limited to the student's name, address, telephone number, electronic mail address,
30 photograph, dates of attendance, grade level, enrollment status, participation in officially recognized
31 activities and sports, weight and height of members of athletic teams, degrees, honors and awards

1 received, and the most recent educational agency or institution attended. Directory information also
2 includes the names, addresses, telephone numbers, and electronic mail addresses of the student's
3 parents and/or guardians.

4 Pursuant to Board Policy 6.601, parents, guardians, and eligible* students have the right to exclude any
5 or all of the above referenced items from the student's directory information. Except as provided by
6 law, federal regulation, or the terms of this policy, this information will not be shared without consent.

7 Limited Use of Directory Information

8 Directory information is not considered public record. Even so, school officials may release directory
9 information for the following reasons:

- 10 1. To publish student and/or alumni directories for the convenience of the school community.
- 11 2. To publish programs for student events such as graduations, award ceremonies, athletic events,
12 plays, musicals, and other programs where students are being recognized.
- 13 3. To recognize the accomplishments of one or more as part of a media release.
- 14 4. To facilitate certain limited commercial opportunities that might be of interest to the school
15 community such as the purchase of school merchandise, student pictures, class rings,
16 yearbooks, etc.
- 17 5. To assist the flow of information pertaining to vocational, educational, and scholarship
18 opportunities available to students.
- 19 6. To comply with a request for information from an official recruiting representative of the
20 military forces of the State of Tennessee or the United States of America.²¹

21 **RELEASE OF STUDENT RECORDS WITHOUT CONSENT**

22 Authorized school officials may release information from or permit access to a student's education
23 record without the parent(s)/guardian(s) or eligible student's* prior written consent in the following
24 instances:

- 25 1. To comply with a judicial order or lawfully issued subpoena. The school system will make a
26 reasonable effort to notify the student's parent(s)/guardian(s) or the eligible student before
27 making a disclosure;⁵
- 28 2. If the disclosure is an item of directory information;⁶ the definition and specific uses of
29 directory information are set forth above;
- 30 3. To comply with the requirements of child abuse reports to the extent known by the school
31 officials including the name, address, and age of the child; the name and address of the person
32 responsible for the care of the child, and the facts requiring the report;⁷
- 33 4. When certain federal and state officials need information in order to audit or enforce legal
34 conditions related to federally-supported education programs in the school system;⁸
- 35 5. When the school system has entered into a contract or written agreement for an organization to
36 conduct scientific research on the system's behalf to develop tests or improve instruction,
37 provided that the studies are conducted in a manner which will not permit the personal
38 identification of students and their parent(s)/guardian(s) by individuals other than
39
40
41
42

1 representatives of the organization and the information will be destroyed when no longer
2 needed for the purpose for which the study was conducted;⁹

- 3
- 4 6. To appropriate officials if the parent(s)/guardian(s) claim the student as a dependent as defined
5 by the Internal Revenue Code;¹⁰
- 6
- 7 7. To accrediting organizations to carry out their accrediting functions;¹¹
- 8
- 9 8. When a student seeks or intends to enroll in another school district or a post-secondary school.
10 Parent(s)/guardian(s) of students or eligible students have a right to obtain copies of records
11 transferred under this provision;¹²
- 12
- 13 9. To financial institutions or government agencies that provide or may provide financial aid to a
14 student in order to establish eligibility, to determine the amount of financial aid, to establish
15 conditions for the receipt of financial aid, and to enforce financial aid agreements.¹³
- 16
- 17 10. To make the needed disclosure in a health or safety emergency when warranted by the
18 seriousness of the threat to the student or other persons, when the information is necessary and
19 needed to meet the emergency, when time is an important and limiting factor, and when the
20 persons to whom the information is to be disclosed are qualified and in a position to deal with
21 the emergency.¹⁴
- 22
- 23 11. To the Attorney General or his designee for official purposes related to the investigation or
24 prosecution of an act of domestic or international terrorism. An educational agency that, in
25 good faith, produces education records in accordance with an order shall not be liable to any
26 person for that production.¹⁵
- 27
- 28 12. To any agency caseworker or other representative of a state or local child welfare agency or
29 tribal organization authorized to access the student's educational records when such agencies or
30 organizations are legally responsible for the care and protection of the student.¹⁶

31 **RELEASE OF STUDENT RECORDS CONSENT¹⁷**

32 Authorized school officials may release information from a student's education record if the student's
33 parent(s)/guardian(s) or the eligible student gives written consent for the disclosure. The written consent
34 must include:

- 35 1. A specification of the records to be released;
- 36
- 37 2. The reasons for the disclosure;
- 38
- 39 3. The person, organization, or class of persons or organizations to whom the disclosure is to be
40 made;
- 41
- 42 4. The signature of the parent(s)/guardians(s) or eligible student; and
- 43
- 44 5. The date of the consent and, and if appropriate, a date when the consent is to be terminated.

1 The student's parent(s)/guardian(s) or the eligible student* may obtain a copy of any records disclosed
2 under this provision.

3 **RECORDKEEPING**

4 The school system will maintain an accurate record of all requests to disclose information from or to
5 permit access to a student's education records. The system will maintain an accurate record of
6 information it discloses and access it permits. The system will maintain this record as long as it maintains
7 the student's education record.¹⁸

8 The record will include at least:¹⁸

- 9 1. The name of the person or agency that makes the request;
- 10 2. The interest the person or agency has in the information;
- 11 3. The date the person or agency makes the request; and
- 12 4. Whether the request is granted and, if it is, the date access is permitted or the disclosure is
13 made.
- 14
- 15
- 16

** The student becomes an "eligible student" when he/she reaches age eighteen (18) or enrolls in a post-secondary school, at which time all of the above rights become the student's right.¹⁹*

Legal References

1. [20 USCA § 1232g](#)
2. [TCA 49-6-3001\(c\)\(1\)](#)
3. [TCA 49-1-701](#); [20 USCA § 1232g](#)
4. [TCA 10-7-504\(a\)\(4\)](#); [20 USCA § 1232g](#)
5. [20 USCA § 1232g\(b\)\(2\)\(B\)](#); [20 USCA § 1232g\(b\)\(1\)\(J\)](#)
6. [20 USCA § 1232g\(b\)\(2\)](#); [TCA 10-7-504\(a\)\(4\)\(A\)](#)
7. [TCA 37-1-403](#)
8. [20 USCA § 1232g\(b\)\(3\), \(5\)](#); [20 USCA § 1232g\(b\)\(1\)\(C\)](#)
9. [20 USCA § 1232g\(b\)\(1\)\(F\)](#)
10. [20 USCA § 1232g\(b\)\(1\)\(H\)](#)
11. [20 USCA § 1232g\(b\)\(1\)\(G\)](#)
12. [20 USCA § 1232g\(b\)\(1\)\(B\)](#)
13. [20 USCA § 1232g\(b\)\(1\)\(D\)](#)
14. [20 USCA § 1232g\(b\)\(1\)\(I\)](#)
15. [20 USCA § 1232g\(j\)](#)
16. [20 USCA § 1232g\(b\)\(1\)\(L\)](#)
17. [34 CFR § 99.30](#); [20 USCA § 1232g\(b\)\(2\)\(A\)](#)
18. [34 CFR § 99.32\(a\)](#)
19. [34 CFR §§ 99.3, 99.5](#); [TCA 49-1-704](#)

Cross References

School District Records 1.407
Promotion and Retention 4.603
Testing Programs 4.700
Attendance 6.200
Withdrawals 6.207
Child Custody/Parental Access 6.209
Bus Safety and Conduct 6.308
Corporal Punishment 6.314
Disciplinary Hearing Authority 6.317
Admission of Suspended/Expelled Students 6.318
Acquired Immune Deficiency Syndrome 6.404
Reporting Child Abuse 6.409
Media Access to Students 6.604

Cleveland City Board of Education			
Monitoring: Review: Annually, in January	Descriptor Term: Annual Operating Budget	Descriptor Code: 2.200	Issued Date: 08/04/25
		Rescinds: 2.200	Issued: 01/10/23

1 The school system budget is the operational plan stated in financial terms which describes the programs
2 to be conducted during the fiscal year and begins July 1 and ends June 30 the following year.

3 *Central Office Educational Support Center*

4 **PREPARATION PROCEDURES**

5 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections
6 requiring additional staffing, curriculum modifications, and additional facilities.

7 Budget preparation shall be the responsibility of the Director of Schools. The Director of Schools will
8 establish procedures for the involvement of staff, including requests from department heads and
9 principals, all of whom shall seek advice and suggestions from other staff and faculty members.

10 The Director of Schools and the chairman of the Board shall develop a budget preparation calendar no
11 later than ~~January 1~~ **February 1** of the current school year.² The calendar shall be used as a guide for
12 coordinating the budgetary activities of individuals and groups, collecting budget data, reviewing budget
13 problems, and making budget decisions.

14 **HEARING AND REVIEWS**

15 The proposed budget will be available for inspection by various interested citizens or groups in the office
16 of the Director of Schools.

17 **Two-Week Review Period:** A two-week period is set aside for reviewing the budget in
18 detail. During this time, the proposed budget is available for public inspection, and required
19 notices are published to ensure transparency and compliance with open meeting laws.

20 **Work Session:** Near the end of the review period, the Board will conduct a work session dedicated to
21 discussing any outstanding budget issues no less than one week before the next board meeting. This
22 meeting serves to deliberate and reach consensus on any modifications before the final vote.

23 **Final Board Approval:** At the next regular Board meeting following the review period, the
24 Board formally votes to adopt the budget. This final approval occurs only after all review steps are
25 completed.

1

2 FINAL ADOPTION PROCEDURE

3 The Board shall adopt a budget and submit it to the City Manager well in advance of the actual date the
4 budget is to be adopted by the City Council.¹ The City Council is responsible for budget approval and
5 establishment of a tax rate to raise necessary local revenue. The Director of Schools shall file with the
6 Commissioner of Education a copy of the budget within ten (10) days after its adoption.^{2,3}

7

8 ONGOING BUDGET

9 To ensure continued fiscal responsibility, a monthly budget update shall be provided to the Board. This
10 report must contain financial data no older than 30 days and shall include percentage breakdowns of total
11 expenditures in relation to the approved budget. The report allows for an ongoing transparent evaluation
12 of spending trends and accountability in financial planning.

Legal References

1. *Internal School Funds Manual*, Section 4-40
2. TCA 49-2-203(a)(9)
3. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)

Cross References

Role of the Board of Education 1.101
Executive Committee 1.301



Cleveland
CITY SCHOOLS
SCHOOL NUTRITION

Strategic Plan Update

June 2, 2025

Action Step:

Provide an efficient and effective Nutrition Program to support student success in and out of the classroom.

Since the beginning of August, School Nutrition has provided at no cost to the student:

- 522,104 Breakfasts
- 686,615 Lunches

In our after school supper program:

- We have provided 16,701 meals since August.

Fresh Fruit and Vegetable Program:

This program continues to provide fruits and vegetables 3x a week at all elementary schools. We have reapplied for the FFVP grant for next year.

We have 3 more years of the Community Eligibility Provision.

Action Step:

Initiate School Nutrition student, faculty, and community satisfaction surveys.

- Community surveys were sent out at this year.
- Questions like:
 - What school does your child attend? Does your child eat lunch at school?
 - What does your child like about school lunch? What do you as a parent/guardian like about school lunch?
 - Do you have any questions or concerns about school meals?

Surveys cont'd

We received lots of helpful feedback and determined that we needed to educate families on our guidelines as well as what is available to the students.

A response has been posted on our website in English and Spanish.

- Child Likes: Pizza and chicken nuggets, rolls, fresh fruits and vegetables, the variety and freedom to choose
- Parent Likes: free meals, varied fruit/veggie options, kid friendly foods, that they are offered choices
- Questions/concerns: better alternatives for breakfast, portion sizes too small, more hot breakfast options, more scratch made food

Student Interaction and Participation

Each cafeteria manager will continue to encourage participation and interaction with students by:

- Offering themed meals/treats for holidays and special events.
- Continue to offer taste testing of potential new menu items.



Student Interaction continued...

- Bringing their cafeterias to life with themed decorations and props to encourage students to participate in breakfast and lunch and have conversations about the foods being served.



Equipment Updates

- Ice machines purchased and installed at Cleveland High School, Arnold Elementary, and Yates Primary
- A new commodity freezer purchased for Cleveland High School
- New computers for cafeteria manager offices and registers at each school

RFP Update

- The current Food Service Management Contract for CMS and CHS is expiring this month and an RFP for a new Food Service Management Contract was sent out in April.
- All proposals have come in and will be opened and scored on Tuesday, June 3rd.
- New contract will begin on July 1, pending School Board and State approval.

Follow us!



Please follow us on Twitter at:

[@CCS_SNProgram](#)

On Facebook: [Cleveland City Schools Nutrition Program](#)

MEMO

TO: Dr. Jeff Elliott, Director of Schools

FROM: Dr. Cody Raper, Director of Innovation and Technology

DATE: May 16, 2025

SUBJECT: Annual Reporting of AI Policy Enforcement

Overview

In compliance with Board Policy 4.214 that requires annual updates to the board in June on artificial intelligence (AI), Cleveland City Schools continues to implement and monitor the responsible use of AI across the district. This memo outlines current practices related to training, approved program use, data governance, and implementation planning for the upcoming year.

Training & Professional Development

- **Beginning-of-Year Training:** All certified staff receive mandatory training on Policy 4.214 and the corresponding administrative procedure at the start of each academic year. This includes explicit training on the district approved artificial intelligence programs and never entering personally identifiable information (PII) or Family Educational Rights and Privacy Act (FERPA) protected data into any artificial intelligence programs. Students receive directed AI instruction from their classroom teachers on responsible AI use.
- **Ongoing PD:**
 - **Asynchronous:** We provide MobileMind modules that staff can complete on their own schedule.
 - **Synchronous:** Live sessions have been offered throughout the year and sought to deepen staff understanding and support implementation.
- **Focus Areas:** Responsible AI use, protection of student data, ethical guidelines, and instructional integration.

Approved AI Programs

- The current list of district-approved AI tools is available in Cleveland City Schools Administrative Procedure 4.214.1. This list is actively maintained and integrated into our TrustED Apps platform, ensuring staff can easily verify the vetting status of AI tools before classroom use. The list currently includes:
 - OpenAI/ChatGPT without Account and Overt Adult Supervision (Grades K-8, Staff)
 - OpenAI/ChatGPT with Account (Grades 9-12, Staff)
 - Google Gemini (Staff Only)
 - MagicSchool / MagicStudent (All)
 - Canva (All)
 - Kami (All)

- Cograder (Staff)

Program Adoption Highlights: MagicSchool.ai

Cleveland City Schools purchased MagicSchool.ai Pro licenses for all faculty and staff. This vetted generative AI platform has been widely adopted and positively received across the district. It supports educators in streamlining routine tasks, enhancing lesson development, and improving overall instructional efficiency.

Examples of Impact:

- **Lesson Planning:** Teachers regularly use MagicSchool to generate differentiated lesson plans aligned to standards, helping them meet the diverse needs of students more quickly and with greater instructional focus.
- **Assessment Support:** Educators leverage the tool to create standards-aligned quizzes, exit tickets, and rubrics, saving significant time on content creation and enabling more frequent formative assessments.
- **Communication Tools:** Teachers and principals use MagicSchool to draft parent emails, newsletters, and behavior intervention documentation — all in a tone-appropriate, FERPA-compliant manner that can be quickly reviewed and customized.
- **IEP and Support Documents:** Staff working with students with IEPs have reported increased efficiency when generating reports, accommodations summaries, and intervention notes using MagicSchool's specialized tools.

Across the board, the tool has reduced time spent on administrative overhead and improved instructional agility, allowing educators to spend more time with students and less time on paperwork. Usage data and qualitative feedback confirm that MagicSchool has become a valuable daily resource in both instructional and support settings.

Data Privacy and Compliance

- All programs are reviewed for alignment with federal and state data privacy laws.
- Staff are reminded not to input PII, financial, or confidential data into any AI tool.
- Outputs from AI are expected to be verified for accuracy and appropriateness.

Planning for Upcoming School Year

We will continue:

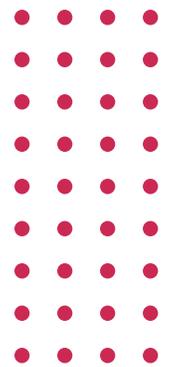
- Beginning-of-year and ongoing training on AI policy and usage.
- Regular review and approval of new AI tools based on staff requests and instructional value.



Cleveland
CITY SCHOOLS



STRATEGIC PLAN 2025 - 2030



The Cleveland City Schools Shield and Core Beliefs



Ensuring Student Academic Success

If we provide rigorous and engaging academic programs tailored to the diverse needs of our students, then every student can achieve their highest potential and be prepared for future success.

Supporting Students and Families with Services

If we offer comprehensive support services that address the physical, mental, and social needs of our students and their families, then we will create a nurturing environment where students can thrive both inside and outside the classroom.

Creating a Clear Culture of Communication

If we establish a clear and consistent culture of communication within our school community, then we will build trust, improve collaboration, and foster a shared vision for the success of all students.

Recruiting, Developing, and Retaining Highly Effective Teachers

If we recruit, develop, and retain passionate and highly effective employees, then we will foster a learning environment that inspires excellence and drives student achievement.



ACADEMIC EXCELLENCE

2025-2026

- Begin STEM Designation work for remaining schools
- Increase training opportunities for best practices for working with ELs
- Enhance language support for specialized groups of ELs
- Implement science curriculum training

2026-2027

- Attain STEM Designation in all schools
- Align Alternative Education programming to reflect best practices

2027-2028

- Expand Pre-K programming
- Foster increased collaboration between Career and Technical Education (CTE) classrooms and industry partners

2028-2029

- Increase Work-Based Learning and early postsecondary opportunities
- Adopt a new, high-quality ELA curriculum

2029-2030

- Monitor annual academic goals to ensure system-wide academic excellence



MISSION ALIGNMENT

If we provide rigorous and engaging academic programs tailored to the diverse needs of students, then every student can achieve their highest potential and be prepared for future success.



WHAT WE'RE AIMING FOR

ELA and Math: Cleveland City Schools will increase by 3% the number of students that are proficient on the ELA and Math section of TCAP each year for the next 5 years or achieve a TVAAS growth level 3 or greater.

College and Career Readiness: Increase the number of students who demonstrate readiness for meaningful postsecondary education, training programs, and/or workforce entry as measured by Ready Graduate indicator.



HOW WE'LL GET THERE

- Strengthen Literacy and Math Foundations:
 - Support ELA and Math curricula with ongoing teacher training.
 - Build family partnerships to support literacy and numeracy at home.
- Build STEAM Capacity District-Wide:
 - Implement science curriculum and promote STEM practices in every classroom.
 - Achieve STEM Designation for every school by 2027.
- Expand College and Career Readiness:
 - Grow participation in Work-Based Learning and early postsecondary opportunities by 3% each year.
 - Expand career exploration in elementary schools.
- Support All Learners:
 - Improve IEP quality and compliance with targeted training and onboarding.
 - Ensure the education of ELs is considered a shared responsibility across an effective team of educators, staff, and leaders at all levels of the school system.



HOW YOU'LL KNOW IT'S WORKING

- 3% annual gains in ELA and Math proficiency across tested grade levels.
- 70% of 3rd grade students reading on grade level by 2030.
- TVAAS growth scores of Level 3 or higher in both literacy and math.
- 60% or more of ELs meet the growth standard on ELPA21 each year.
- 100% of schools designated as STEM schools by 2027.
- Annual increases in Ready Graduate rates and Work-Based Learning program enrollment.





SAFE & HEALTHY STUDENTS

2025-2026

- Launch Tier II and Tier III behavior support systems
- Update and enhance EOP to meet local and state safety standards

2026-2027

- Launch Barbara's Market as a resource for CCS families in need
- Develop K-12 health curriculum aligned with state standards

2027-2028

- Develop a yearly progress report to outline advancements in Safe and Healthy Students
- Implement student taste testing and survey of new products to increase student satisfaction

2028-2029

- Meet health literacy targets
- Achieve full health curriculum implementation

2029-2030

- Enhance capacity of The Family Resources Center
- Meet chronic absenteeism target through ongoing school and community partnerships



MISSION ALIGNMENT

If we offer comprehensive support services to address the physical, mental, and social needs of students and families, then we will create a nurturing environment where students can thrive both inside and outside the classroom.



WHAT WE'RE AIMING FOR

By 2030, Cleveland City Schools will fully implement structures to support the needs of students and families through whole child wellness, trauma-informed behavioral support, safety readiness, and family access to mental, physical, and nutritional resources.



HOW WE'LL GET THERE

- Promote Whole-Child Wellness
 - Expand school-based mental and medical health services through partnerships and telehealth.
 - Implement K-12 health curriculum with annual assessments.
 - Host wellness challenges and family health events.
- Implement Trauma-Informed Behavioral Supports
 - Establish and train MTSS-B teams in all schools.
 - Provide trauma-response and intervention training.
 - Operate trauma-informed classrooms for high-needs students.
- Strengthen Safety and Readiness
 - Maintain emergency plans and invest in readiness equipment.
- Reduce Chronic Absenteeism
 - Enhance attendance systems and family outreach.
 - Partner with community groups and families to remove barriers.
- Family and Community Resources
 - Provide case management referrals for families.
 - Offer programs in ELL, job training, health, and family wellness.
 - Receive Barbara's Market donations through drives and individuals.
 - Develop partnerships with community agencies in the areas of resource linkage, businesses, health care, and mental health.



HOW YOU'LL KNOW IT'S WORKING

- 100% of schools will implement MTSS-B with fidelity by 2030.
- Chronic absenteeism drops 1.5 percentage points each year.
- 25% increase in wellness program engagement.
- All Emergency Operations Plans approved annually by the state.
- Increase of family resource linkage incidents by 10%.





COMMUNICATIONS

2025-2026

- Launch TalkingPoints and standardize communications platforms district-wide

- Expand video offerings and school/program showcases

2026-2027

- Install interior and exterior CCS district branded signage at each school building

- Digitize majority of district communication materials

2027-2028

- Increase the availability of digital forms and e-signature options

- Strengthen internal communications through partnering with school leaders

2028-2029

- Publish brand identity templates and supports

- Require school personnel to adhere to established communications guidelines

2029-2030

- Ensure full alignment with the unified district communications framework



MISSION ALIGNMENT

If we establish a clear and consistent culture of communication within our school community, then we will build trust, improve collaboration, and foster a shared vision for the success of all students.



WHAT WE'RE AIMING FOR

Develop a unified district voice that strengthens engagement with families and the broader community, increases access to information, and highlights the successes and identity of Cleveland City Schools.



HOW WE'LL GET THERE

- Build the CCS Brand Across All Schools:
 - Install external Cleveland City Schools signage prominently on every school building.
 - Install Cleveland City Schools branding in every school entryway.
 - Ensure consistent CCS identity on all websites and communication materials.
- Expand Video and Digital Storytelling:
 - Produce at least five high-impact video showcases annually.
 - Post regular updates and highlights through video content.
- Strengthen Communication Practices:
 - Train staff in branding and communication protocols.
 - Adopt tools like TalkingPoints and PowerSchool Messenger for messaging.
 - Transition district forms and communication to digital formats.
- Improve Access and Inclusion:
 - Ensure all families receive communication in their native language.
 - Offer interpretation support and translated materials across platforms.



HOW YOU'LL KNOW IT'S WORKING

- 20 or more staff trained in CCS branding standards.
- 100% of schools using standardized communication templates and platforms.
- 60% of forms available digitally.
- 5 or more video showcases released annually.
- Multilingual communication access across the district.





HIGHLY EFFECTIVE EMPLOYEES

2025-2026

- Continue monitoring compensation packages for employees

2026-2027

- Launch mentoring programs and expand internal pipelines

2027-2028

- Begin core values initiative and additional recruitment marketing

2028-2029

- Achieve target retention benchmarks

2029-2030

- Review core values initiative and additional recruitment marketing



MISSION ALIGNMENT

If we recruit, develop, and retain passionate and highly effective employees, then we will foster a learning environment that inspires excellence and drives student achievement.



WHAT WE'RE AIMING FOR

Build a highly qualified and well-supported team of educators and staff who are equipped to meet students' needs, represent the community, and remain committed to the district long-term.



HOW WE'LL GET THERE

- Enhance Recruitment and Retention:
 - Monitor and adjust compensation to stay competitive across SE Tennessee.
 - Develop materials that highlight CCS advantages to potential applicants.
- Build Internal Pipelines and Grow-Your-Own Programs:
 - Reestablish Teaching as a Profession course at CHS.
 - Create paraprofessional-to-teacher pipelines.
- Improve Staff Support and Development:
 - Expand mentoring programs for teachers and leaders.
 - Deliver targeted PD on behavior, academics, and special education.
- Strengthen Culture and Core Values:
 - Develop and promote shared district values.
 - Integrate values into internal communications and branding.



HOW YOU'LL KNOW IT'S WORKING

- Annual improvement in educator retention rates.
- Positive trends in staff perception and workplace satisfaction.
- CCS ranked in top 10% in the state for compensation and benefits.





*Preparing
Students to be
College,
Career,
and Life
Ready*



Portrait of a Graduate

The 5 Cs

COMMUNICATION

- Clearly exchange information through varied modes of communication (oral, written, visual, and/or performance)
- Utilize technology and media effectively
- Engage others through active listening and informed, logical responses
- Use effective interpersonal skills

COLLABORATION

- Work cooperatively with team members to achieve a goal
- Value diverse viewpoints and demonstrate flexibility
- Share success through affirmation and accountability
- Build positive relationships

CREATIVITY

- Create, develop, refine, and implement innovative ideas
- Understand there are often multiple ways to solve a problem
- Form original ideas in response to feedback, setbacks, and failures
- Express curiosity and inquiry in pursuit of solutions

CRITICAL THINKING

- Assess and analyze relevant information to find solutions to problems
- Make sound judgments and wise decisions
- Reflect and reason
- Understand “bigger picture” issues, then collect and connect details to reach solutions

CHARACTER

- Exhibit moral and ethical integrity
- Model respectful and responsible behaviors
- Be community-minded and civic-minded by showing empathy, compassion, and kindness
- Demonstrate self-motivation, discipline, and a strong work ethic



TM



Cleveland

CITY SCHOOLS

Educate. Innovate. Elevate.



Cleveland
CITY SCHOOLS
Educate. Innovate. Elevate.

2025-2030

Detailed Strategic Plan

Academics • Student Services • Communications • Highly Effective Employees

The Cleveland City Schools Shield and Core Beliefs

1. Ensuring Student Academic Success

If we provide rigorous and engaging academic programs tailored to the diverse needs of our students, then every student can achieve their highest potential and be prepared for future success.

2. Supporting Students and Families with Services

If we offer comprehensive support services that address the physical, mental, and social needs of our students and their families, then we will create a nurturing environment where students can thrive both inside and outside the classroom.

3. Creating a Clear Culture of Communication

If we establish a clear and consistent culture of communication within our school community, then we will build trust, improve collaboration, and foster a shared vision for the success of all students.

4. Recruiting, Developing, and Retaining Highly Effective Teachers

If we recruit, develop, and retain passionate and highly effective employees, then we will foster a learning environment that inspires excellence and drives student achievement.

Our mission is to educate and equip students with the academic, social, and emotional skills necessary to be successful and productive.

Our vision is to inspire and educate thriving and confident students who become exceptional life learners and contributing citizens in their community.

Cleveland City School Action Plan: Academics

YEAR: 2025-2030

Finalized: April 2025



If we provide rigorous and engaging **academic** programs tailored to the diverse needs of our students, then every student can achieve their highest potential and be prepared for future success.

KEY PERFORMANCE INDICATORS

1. ELA TCAP scores will increase in proficiency by 3% each year.
2. 3rd Grade TCAP will increase proficiency to 70% over the next five years.
3. ELA TVAAS growth will be Level 3 or higher.
4. Math TCAP scores will increase in proficiency by 3% each year.
5. Math TVAAS growth will be a Level 3 or higher.
6. STEM Designation in all schools.
7. Special Education IEP quality compliance monitoring findings below 10%.
8. ELP21: 60% or more of English Learners meet the growth standard on ELPA21 each year.
9. ELs and TCAP: T1 - T4 students meet or exceed expectations on all TCAP subtests at a rate that is equal to or greater than that of all students.
10. Increase exposure to career fields in primary grades.
11. College and workforce readiness will increase by 3% as measured by Ready Graduate indicator.

ELA GOAL:

Cleveland City Schools will increase by 3% the number of students that are proficient on the ELA section of TCAP each year for the next 5 years to achieve 34.8% to 49.8% proficiency or a TVAAS GROWTH of LEVEL 3 or greater and a 3rd Grade Proficiency Level of 70%.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Implement, monitor, and provide professional training on the ELA curriculum.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	1, 2, 3
Foster collaboration through Professional Learning Communities (PLCs).	Annually	Elementary Supervisor Secondary Supervisor Instructional Specialist	None	N/A	1, 2, 3
Engage families in literacy development.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	1, 2, 3
Research, revise, and adopt new ELA curriculum.	2027 - 2030	Elementary Supervisor Secondary Supervisor	\$750,000 - \$1,000,000	General Budget	1, 2, 3
Investigate trends for 'at-risk' population to revise, develop, and/or restructure programs for 'at-risk' students.	Annually	Elementary Supervisor Secondary Supervisor Learning Acceleration Program Coordinator	None	N/A	1, 2, 3

MATH GOAL:

Cleveland City Schools will increase by 3% the number of students that are proficient in the Math section of TCAP each year for the next 5 years to achieve from 28.4 to 43.4% proficiency or a TVAAS GROWTH of LEVEL 3 or greater.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Implement, monitor, and provide professional training on the math curriculum.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	4, 5
Classroom check-ins and observations focused on math best practices.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	4, 5
Foster collaboration through PLCs in math.	Annually	Elementary Supervisor Secondary Supervisor Instructional Specialist	None	N/A	4, 5
Build family and teacher partnerships in math literacy.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	4, 5

STEAM GOAL:

Cleveland City Schools will foster a robust STEM Culture District-Wide.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
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Adopt a new science curriculum and pursue TN STEM Designation.	Annually	Elementary Supervisor Secondary Supervisor	Purchase made prior to 2025-2026 fiscal year	General Budget	6
Promote STEM integration in all classrooms.	Annually	Elementary Supervisor Secondary Supervisor	None	N/A	6
Continue the Center for Advanced Professional Studies (CAPS).	Annually	CTE Supervisor	\$1,500 annually	General Budget Title IV Budget	6

POSTSECONDARY GOAL:

Increase the number of students who demonstrate readiness for meaningful postsecondary education, training programs, and/or workforce entry as measured by Ready Graduate indicator.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Increase early postsecondary and work-based learning opportunities by 3% yearly.	Annually	CTE Supervisor	Industry Certifications \$45,000	Perkins Budget	11
Expand K-12 career exploration programs by introducing a companion program in the K-3 grade band.		CTE Supervisor Principals School Counselors	Major Clarity \$50,000	Federal Programs Perkins Budget	10
Provide engaging professional development opportunities	Annually	Federal Projects Supervisor CTE Supervisor	\$5,000	General Budget Perkins Budget	10, 11

SPECIAL POPULATIONS GOAL:

Cleveland City Schools will raise the quality of Individualized Education Plans (IEPs) for students with disabilities as measured by annual IEP monitoring from TDOE. The number of findings by the department will be reduced to less than 10%.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Increase professional development that specifically trains special education staff on IEP development, including differentiated training for teachers at various levels of proficiency.	Annually	Special Education Supervisor Special Education Coordinators	None	N/A	7
Provide on-boarding training for incoming new special education employees.	Annually	Special Education Supervisor Special Education Coordinators	None	N/A	7
Provide IEP training for building leaders so that they can provide better in-house support for special education staff.	Annually	Special Education Supervisor Special Education Coordinators	\$2,000	General Budget IDEA	7

ESL GOAL:

The education of English Learners is considered a shared responsibility across an effective team of educators, staff, and leaders at all levels of the school system.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Ensure the ESL Department has representation on all district-level and school-level leadership teams.	Annually	Executive Leadership Team Building-Level Principals	None	N/A	8, 9
Provide training and ongoing learning opportunities to increase skills for all leaders who are supporting ELs.	Annually	ESL Supervisor ESL Teacher Leaders	None	N/A	8, 9
Ensure that teachers and school-based staff use a range of high-quality instructional materials when working with ELs.	Annually	ESL Supervisor ESL Teacher Leaders Elementary and Secondary Curriculum Supervisors Instructional Coaches and PLCs	Varies	Title III Budget (supplemental ESL materials) General Budget (Core content curriculum)	8, 9
Train teachers to use research-based instructional strategies to teach ELs.	Annually	ESL Supervisor ESL Teacher Leaders Building-Level Administrators Instructional Coaches and PLCs	ELLevation Strategies \$18,000 per year Outside training opportunities \$10,000 per year	General Budget Title III Budget	8, 9

Ensure that ELs and their families understand the vision and goals for the CCS ESL program.	Annually	ESL Supervisor ESL Teacher Leaders ESL Teachers	Parent Academy Supplies \$500 per year Parent Academy leader stipends \$1,000 per year	Title III Budget	8, 9
Provide ELs targeted support so that they can succeed in school.	Annually	ESL Supervisor ESL Teacher Leaders ESL Teachers Building-Level Principals	Newcomer, SIFE, and LTEL programming supplies \$500 per year	Title III Budget	8, 9
Assist ELs in finding and participating in opportunities to be college and career-ready.	Annually	ESL Supervisor ESL Teacher Leaders CHS School Counselors FRC Director	College Fair supplies \$250 per year ACT Prep Materials \$1,000 per year	Title III Budget	8, 9
Support EL families with enrolling their students in school and other educational opportunities.	Annually	Director of Student Services ESL Supervisor District-Level Staff	Enrollment Center Personnel	General Budget	8, 9

<p>Provide opportunities specifically for EL families to help them develop English and family literacy and learn ways to support their child's education.</p>	<p>Annually</p>	<p>ESL Supervisor ESL Teacher Leaders ESL Teachers Building-Level Principals</p>	<p>Literacy and Adult English program supplies \$1,000 per year Literacy and Adult English leader stipends \$2,000 per year Multicultural Celebration supplies \$500 per year</p>	<p>Title III Budget</p>	<p>8, 9</p>
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Cleveland City School Action Plan: Safe and Healthy Students

YEAR: 2025-2030

Finalized: April 2025



**SAFE and HEALTHY
STUDENTS**

If we offer comprehensive **support services** that address the physical, mental, and social needs of our students and their families, then we will create a nurturing environment where students can thrive both inside and outside the classroom.

KEY PERFORMANCE INDICATORS

1. By 2030, 100% of schools will demonstrate full implementation of the MTSS-B framework, as measured by fidelity review scores, documented tiered interventions, staff participation in MTSS-B training, and evidence of an active school-based MTSS-B team.
2. Family Engagement Survey/Student Services Department Survey (April-May each year).
3. By 2030, reduce the district's chronic absenteeism rate to 17% (below the state average of 18.9%) by achieving a 1.5 percentage point decrease each year for 5-years. 2025-2026: 23%; 2026-2027: 21.5%; 2027-2028: 20%; 2028-2029: 18.5%; 2029-2030: 17%
4. By 2030, CCS will increase student and staff participation in wellness initiatives, including telemedicine, mental health services, physical activity, and health education, by 25%, as measured by engagement rates across each program and initiative.
5. CCS will achieve a 10% annual improvement in health literacy scores for students and staff, as measured by assessments evaluating their comprehension and application of key health concepts across all health-related initiatives and educational programs, through targeted educational initiatives and ongoing support.

6. CCS will increase access to wellness resources, such as mental health services, healthcare services, and physical activity programs, for students, staff, and families by 25% by 2030, as measured by program participation, resource utilization, and partnerships with external providers, through targeted outreach and ongoing support.
7. Increase in donations, case management, and parent education opportunities.
8. By 2030, 100% of schools implementing trauma and behavior interventions will achieve a 40% reduction in office discipline referrals (ODRs), as measured by behavior incident records in PowerSchool.
9. Meals per labor hour in the target range of 14-18.
10. Average Daily Participation for breakfast and lunch at or above the state average.
11. 100% of Emergency Operations Plans will be approved annually by state safety officials.

SAFETY GOAL:

Ensure that Cleveland City Schools Staff and Students are aware of and follow all state-required guidelines and procedures regarding safety concerns.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Create a school safety team to address safety needs of the staff and students at all schools.	Annually	School Admin. (Principal/AP) Operations Coordinator	School Staff	School Budget CCS Safety Budget	11
Create and maintain an Emergency Operations Plan that meets safety guidelines required by state officials for the district and all schools.	Annually	School Admin. (Principal/AP) Operations Coordinator Safety Specialist	Navigate 360 or other platform(s) for collecting data State Template	State platform is provided free of charge	11

Research, order and purchase necessary equipment, materials, and programs to ensure safety for all schools.	Annually	Safety Specialist School Admin	Approx. \$125,000	School Budget CCS Safety Budget	11
<p>WELLNESS GOAL: By 2030, Cleveland City Schools will improve student and staff health outcomes by increasing access to wellness resources, enhancing health literacy, and reducing barriers to care, with a focus on mental health, physical activity, nutrition, and overall well-being, while providing annual progress reports to stakeholders to ensure transparency, track progress, and guide future wellness initiatives.</p>					
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Increase Access to Mental Healthcare: Partner with external agencies to provide school-based mental health services and employ Licensed School Social Workers (LSSWs) to achieve a ratio of one social worker per 1,000 students.	Annually	Director of Student Services Well-Being Specialist Crisis Intervention Counselor Director of Human Resources Licensed Social Workers	LCSW Salaries Well-Being Specialist position	General Budget	4, 6

<p>Increase Access to Medical Healthcare: Enhance telemedicine utilization by equipping all schools with the necessary technology, providing staff training, and raising awareness among families. Additionally, building stronger partnerships with external healthcare providers to ensure timely medical care and reduce barriers to essential health services.</p>	<p>Annually</p>	<p>Director of Student Services Coordinator of School Health BCPEF Telemedicine Coordinator Director of FRC</p>	<p>\$120,000 per year</p>	<p>UWHEF BCPEF Contributions Providers-Insurance Reimbursement</p>	<p>4, 6</p>
<p>Enhance Health Literacy: Increase health literacy among staff, students, and families by providing educational resources, conducting annual health assessments, and offering health-related workshops.</p>	<p>Annually</p>	<p>Director of Student Services Coordinator of School Health Director of FRC Behavior and Life Skills Specialist Well-Being Specialist Crisis Intervention Counselor</p>	<p>Program Resources \$2,500 per year</p>	<p>25/26 SC Grant General Budget-CSH</p>	<p>5</p>

<p>Integrate Comprehensive Health Education: Develop and implement a K-12 health education curriculum aligned with state standards, including topics such as nutrition, physical activity, mental health, and preventive care, while assessing student progress annually.</p>	<p>Annually</p>	<p>Director of Student Services Coordinator of School Health Elementary & Secondary Academic Supervisors Director of Nutrition Principals</p>	<p>Community Health Educators \$0 Dedicated Health Education Time for Elementary Students Program Resources \$5000 per year Health Ed. Textbook Adoption -MS and HS</p>	<p>General Budget CSH General Budget</p>	<p>5</p>
<p>Foster a Culture of Wellness: Implement school-wide wellness challenges that encourage physical activity and healthy eating, engaging students, staff, and families in initiatives that promote lifelong healthy habits.</p>	<p>Annually</p>	<p>Coordinator of School Health Behavior and Life Skills Specialist Well-Being Specialist Director of FRC</p>	<p>Program Resources & Incentives \$4,000 per year</p>	<p>25/26 SC Grant General Budget CSH General Budget</p>	<p>4, 6</p>
<p>Enhance Healthy School Teams: Ensure that Healthy School Teams meet at least twice per year with active participation from students, staff, and families to assess and promote school wellness, with the District Wellness Team overseeing progress across schools.</p>	<p>Annually</p>	<p>Coordinator of School Health Director of Nutrition</p>	<p>PD Time/Dedicated Meeting Time</p>	<p>N/A</p>	<p>5</p>

Annual Wellness Progress Report: Provide stakeholders with a yearly wellness progress report outlining advancements in health literacy, healthcare access, mental health services, physical activity, and overall wellness initiatives. Include measurable outcomes, challenges, and future goals to ensure continued improvement and transparency.	Annually	Coordinator of School Health	None	N/A	4, 5, 6
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BEHAVIOR GOAL:

By 2030, Cleveland City Schools will establish and sustain a fully implemented Multi-Tiered System of Support for Behavior (MTSS-B) across all schools, ensuring that 100% of district and school-based behavior interventions and services are aligned and implemented with fidelity at all three tiers (1, 2, and 3). The district will provide centralized oversight, ongoing professional development, and regular fidelity monitoring to support consistent implementation.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Develop and disseminate clear, district-wide MTSS-B guidance documents that define Tier 1, Tier 2, and Tier 3 behavior supports. Establish expectations for implementation fidelity, and outline criteria for aligning interventions within the framework.	July 2026	Director of Student Services Well-Being Specialist Behavior and Life Skills Specialist Behavior Interventionists Crisis Intervention Counselor	Well-Being Specialist position	25/26 SC Grant 2026-2030 TBD	1

<p>Provide ongoing training and professional development to all staff on the MTSS-B framework, including trauma-informed practices, data-driven decision-making, and effective implementation of tiered supports.</p>	<p>Annually</p>	<p>Director of Student Services Director of Human Resources Well-Being Specialist Behavior and Life Skills Specialist Behavior Interventionists Building-Level Principals MTSS-B School-Level Coaches</p>	<p>PD time Trainers with expertise in behavior intervention and MTSS framework Print/digital materials Coaching support from Well-Being Specialist position</p>	<p>25/26 SC Grant 2026-2030 TBD</p>	<p>1</p>
<p>Provide parent education opportunities to increase understanding of the MTSS-B framework and create meaningful partnerships with families to support student behavior. Sessions may include topics such as de-escalation techniques, behavior management strategies for the home, understanding tiered supports, and how families can collaborate with schools to reinforce behavior interventions.</p>	<p>Annually</p>	<p>Director of Student Services Director of FRC Well-Being Specialist Behavior and Life Skills Specialist Building-Level Principals</p>	<p>Time and materials for trainings Trainers who have expertise in behavior intervention, trauma-informed practices, and the MTSS framework</p>	<p>25/26 SC Grant 2026-2030 TBD</p>	<p>1, 2, 6</p>

<p>Ensure each school maintains a functioning MTSS-B team responsible for planning, implementing, and monitoring behavior supports at all three tiers, with regular meetings to review data and adjust interventions as needed.</p>	<p>Annually</p>	<p>Director of Students Services Well-Being Specialist Building Level Principals MTSS-B School-Level Coaches</p>	<p>Dedicated meeting time Coaching support from Well-Being Specialist position PowerSchool MTSS management system - \$12,500 per year</p>	<p>25/26 SC Grant 2026-2030 TBD</p>	<p>1</p>
<p>Implement an annual fidelity review process in which schools complete MTSS-B rubrics and submit documentation of behavior interventions each fall; the district will analyze submissions to monitor fidelity, track progress, and identify support needs.</p>	<p>Annually</p>	<p>Director of Student Services Well-Being Specialist Building Level Principals MTSS-B School-Level Coaches</p>	<p>Coaching support from Well-Being Specialist position Data collection tools and templates</p>	<p>25/26 SC Grant 2026-2030 TBD</p>	<p>1</p>
<p>Provide stakeholders with a yearly MTSS-B progress report outlining advancements in implementation fidelity, staff training, tiered intervention practices, and overall system development—along with measurable outcomes, challenges, and future goals—to ensure continued improvement and transparency.</p>	<p>Annually</p>	<p>Well-Being Specialist</p>	<p>Time allotted at board of education meeting annually</p>	<p>25/26 SC Grant 2026-2030 TBD</p>	<p>1</p>

TRAUMA GOAL:

Create safe, supportive, and trauma-informed learning environments that foster resilience and emotional regulation in students who have experienced trauma.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Provide individualized, data-driven interventions for students exhibiting severe responses due to traumatic exposure.	Annually	Director of Student Services Behavior and Life Skills Specialist Behavior Support Interventionist Learning Support Interventionist Trauma and Behavior Classroom Teacher Trauma and Behavior Classroom Paraprofessionals (2)	TAB Classroom space, materials, and supplies TAB Classroom teacher position TAB Classroom paraprofessional positions (2)	TAB Classroom positions are currently funded under the SC grant through 2026. These positions will require another funding source beginning the 2026 school year. General Budget Title I and II Budgets	8

<p>Implement evidence-based interventions that promote positive relationships, de-escalation techniques, and equip all staff with the training and resources necessary to effectively support students' social, emotional, and trauma-based needs.</p>	<p>Annually</p>	<p>Director of Student Services Behavior and Life Skills Specialist Behavior Support Interventionist Learning Support Interventionist Trauma and Behavior Classroom Teacher Trauma and Behavior Classroom Paraprofessionals (2)</p>	<p>Current staff members' collective expertise Classroom functioning maps software package \$1,000 annually</p>	<p>General Budget Title I and II Budgets SC Grant through 2026, after TBD</p>	<p>8</p>
<p>Provide parent and community education opportunities on the impact of trauma on student behavior and trauma-informed responses.</p>	<p>Annually</p>	<p>Director of Student Services Director of FRC Behavior and Life Skills Specialist Behavior Support Interventionist Learning Support Interventionist</p>	<p>None</p>	<p>N/A</p>	<p>8</p>

CHRONIC ABSENTEEISM GOAL:

By 2030, reduce the district's chronic absenteeism rate to 17% (below the state average of 18.9%) by implementing targeted attendance interventions, strengthening family engagement practices, and using real-time attendance data to guide school-level support strategies.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Strengthen school-level attendance teams to coordinate tiered intervention supports.	Annually	Director of Student Services District attendance coordinator Building-Level Principals School-level attendance designees	Coaching support from district attendance coordinator Processes and district guidance documents on attendance monitoring best practices	General Budget	3
Improve attendance data entry and tracking processes and procedures at the district and school levels.	Annually	Director of Student Information Systems District Attendance Coordinator Building-Level Principals School-level attendance designees	PowerSchool data management system PD time with school teams Trainers & training materials Stipends paid out to classified employees for their time in PD (Cost?)	SIS Budget pays for PowerSchool Stipend funding for classified employees (attendance designees) General Budget	3

Develop and distribute family communication on attendance expectations and provide resources to support positive attendance.	Annually	Director of Student Services Director of Family Resource Center District Attendance Coordinator Building-Level Principals School-level attendance designees	Communications resources (e.g., Talking Points, PowerSchool) Parent education opportunities	General Budget	2, 3
Provide support to families and partner with community organizations to address non-academic barriers to attendance.	Annually	Director of Student Services Director of Family Resource Center District Attendance Coordinator Building-Level Principals School-level attendance designees	MOUs with community partners (e.g., Centerstone) Referral processes Social Workers to provide resource linkage and wraparound services	General Budget	3
<p>INTERPRETATIVE SERVICES GOAL: By 2030, ensure all district communications and materials disseminated to parents and families are available in Spanish and other applicable languages, fostering inclusivity and effective communication for all stakeholders.</p>					
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI

Partner with the Family and Community Resource Center to assess the needs of our families and provide training and ongoing learning opportunities to our families	2025-2030 Each semester	District Interpreter FRC Director	None	N/A	2
Create a unified digital platform where all the Share Residence application forms, documents, and steps can be submitted and tracked.	Annually	District Interpreter ESC Front Desk School Office Staff	None	N/A	2
Maintain a current and extensive directory of multilingual contracted interpreters	Annually	District Interpreter	None	N/A	2
Deliver training sessions and conduct evaluations for our contracted interpreters.	Annually	District Interpreter	None	N/A	2
Join forces with a variety of community groups to develop strategies that support the diversity of students and families. Festivals/ Multicultural Events.	Annually	District Interpreter	Varies	General Budget	2
Ensure that all materials, including videos and information, are accessible in Spanish and other languages for family engagement and share them across social media and district websites.	Annually	District Interpreter Student Services Dept. Counselors Teachers	None	N/A	2

Host a Welcome to School and Welcome Back session at each school twice a year to share important information on various key school topics to educate our families.	Annually	District Interpreter Principals School Counselors	None	N/A	2
Collaborate with school and district staff to develop processes in the Interpretation and Translation Department that address and help the needs of our students and families.	Annually	District Interpreter School Staff	None	N/A	2
Offer Spanish classes to school and district staff to improve communication and understanding with our students and families.	Annually	District Interpreter FRC Director	None	N/A	2
Explore opportunities to learn from other school districts with similar interpretation services to identify areas for improvement.	Annually	District Interpreter	Varies	General Budget	2
Provide additional interpretation services in elementary schools when necessary to ensure adequate support	Annually	District Interpreter	Varies	General Budget	2
Guarantee that our families receive all school information in their native language	Annually	District Interpreter ESL Department	None	N/A	2

Develop and maintain a comprehensive document that consolidates all Spanish and other languages district documentation by department and school, ensuring consistency in the format of all translated documents throughout the district	Annually	District Interpreter	None	N/A	2
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FAMILY AND COMMUNITY RESOURCES CENTER GOAL:
 By 2030, coordinate and support family engagement by meeting current basic need resources (food, clothing supplies) at the school and district level, Parent Education Opportunities, and access to community resources.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Implement a referral process for case management for families in need.	Annually	Director of Family and Community Resources	Resource Coordinator to process family referrals	General Budget	2, 7
Offer Parent Education Opportunities in the areas of English language learning, job training, healthy lifestyles, family wellness, and school system support.	Each Semester	Director of Family and Community Resources	Content provided by varying departments in the district	N/A	2, 7

Facilitate donations for Barbara's Market through food drives and individuals.	Ongoing	Director of Family and Community Resources	Transportation for donation pickup and delivery/work-based learning program/possible purchase of food from Chattanooga Food Bank	Donations General Budget	2, 7
Develop partnerships with community agencies in the areas of resource linkage, businesses, healthcare, and mental health.	Ongoing	Director of Family and Community Resources	To Be Determined	To Be Determined	2, 7

NUTRITION GOAL:
To provide an efficient and effective Nutrition Program that supports student success in and out of the classroom.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Implement student taste testing of new products to increase student satisfaction and participation.	2025-2026 or Annually	Supervisor Field Manager Cafeteria Managers	None	N/A	10
Individual cafeteria budgets and professional development training for all staff.	Ongoing	Supervisor Field Manager Cafeteria Managers	\$2,500	School Nutrition Budget	9

Tracking MPLH, food cost, and ADP rates at school level.	Ongoing	Supervisor Field Manager Cafeteria Managers	None	N/A	9, 10
Increase employee retention by increasing hourly pay scale.	2025 - 2026	Supervisor Bookkeeper	To Be Determined	School Nutrition Budget	10

Cleveland City School Action Plan: Communications

YEAR: 2025-2030

Finalized: April 2025



COMMUNICATIONS

If we establish a clear and consistent culture of **communication** within our school community, then we will build trust, improve collaboration, and foster a shared vision for the success of all students.

Overarching Goal: To establish a consistent, inclusive, and innovative communication framework that enhances the district's brand, fosters engagement with families and stakeholders, and ensures clarity and accessibility across all schools.

KEY PERFORMANCE INDICATORS

1. At least 20 staff members are trained in branding standards, ensuring representation from each school.
2. Cleveland City Schools branding exists at 100% of schools and websites.
3. Cleveland City Schools is posting at least two video updates or events per month.
4. Ensure 100% faculty completion of communication training modules regarding TalkingPoints within the first year of implementation.
5. Transition at least 60% of forms to electronic format.

6. Achieve at least 500 downloads of the CMS Sports app within the first six months of app launch.
7. 100% of schools are publishing communications within guidelines using the standardized template or an appropriate format.
8. Reduce the number of internal communication tools used by at least 50%.
9. Produce at least five video showcases annually.
10. A tool is available for all teachers and staff to utilize that reduces manual forms and paper signatures.

GOAL:

Building Branding - Ensure Cleveland City Schools branding is prominently present in all schools and on websites alongside their individual school branding, creating a unified district identity that is immediately recognizable.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Design and install physical Cleveland City Schools logo statue in the main entryway of each school.	Fall 2026	Director of Innovation and Technology	\$10,000	General Budget	2
Design and install Cleveland City Schools logo signage prominently on the exterior of all schools.	Fall 2026	Director of Innovation and Technology Director of Operations	\$30,000	General Budget	2
Develop a set of visual elements (e.g., posters, banners, digital displays) highlighting Cleveland City Schools alongside school-specific branding.	Fall 2026	Communications Specialist	None	N/A	1, 7

Conduct periodic walkthroughs of schools to ensure the presence and maintenance of district branding elements.	Spring 2027	Communications Specialist	None	N/A	1, 2
Ensure the Cleveland City Schools logo is present on each school's individual website.	Fall 2025	Communications Specialist	None	N/A	2
GOAL: More Video Offerings - Enhance engagement by expanding the variety and frequency of video content and digital storytelling.					
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Identify key events, programs, and milestones for video production.	Summer 2025	Communications Specialist	None	N/A	3
Equip staff for video production and editing.	Fall 2025	Director of Innovation and Technology	None	N/A	3
Develop a content calendar to ensure regular video updates, including video messages from the Director of Schools.	Summer 2025	Communications Specialist	None	N/A	3

Establish a video feedback loop by creating an easy-to-access form for stakeholders to suggest topics and provide feedback on video content.	Fall 2025 - Spring 2026	Communications Specialist	None	N/A	3
GOAL: Standardizing Communications Across All Schools - Implement a uniform communication framework for School:Family and Teacher:Parent/Guardian communications to ensure clarity and inclusivity.					
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Adopt tools like TalkingPoints and PowerSchool Messenger for standardized messaging.	Spring 2025	Communications Specialist Director of SIS Director of Innovation and Technology	Talking Points - \$26,100 PowerSchool Messenger - \$16,000	General Budget	4
Develop a strong roll-out plan to ensure success.	Spring 2025	Communications Specialist Director of Innovation and Technology	None	N/A	4
Train staff on communication protocols and platforms.	Spring 2025 - Fall 2026	Communications Specialist	None	N/A	4

Create a comprehensive training module, including a step-by-step guide, video, and templates to use for communication.	Summer 2025	Communications Specialist Director of Innovation and Technology	None	N/A	4
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GOAL:

Electronic Sign-Off for Documents - Simplify administrative tasks by implementing electronic signatures for forms and documents.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Research and select a suitable e-signature platform (e.g., DocuSign, PowerSchool modules, Adobe Acrobat Sign, etc.).	Fall 2027	Communications Specialist Director of Innovation and Technology Director of SIS	\$10,000 - \$20,000 (May be possible with existing technologies)	General Budget	10
Train staff on using the platform.	Fall 2027	Communications Specialist Director of Innovation and Technology Director of SIS	None	N/A	10

GOAL:

Separate Athletics App for CMS - Develop a standalone app to improve access to athletics information for CMS separate from the CHS app.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
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Partner with SNAP! Mobile to release the app using their ready-made platform.	Fall 2026	Communications Specialist	\$4,000	General Budget	6
Customize and launch the app to align with CMS athletics branding.	Fall 2026	Communications Specialist	None	N/A	6
Promote the app to students, parents, and staff through newsletters, social media, and school events.	Fall 2026-Spring 2027	Communications Specialist	None	N/A	6
GOAL: Templates for School Communications - Provide schools with ready-to-use templates to streamline communications.					
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Design templates for newsletters, announcements, and social media posts.	Fall 2028	Communications Specialist Director of Innovation and Technology	None	N/A	1, 7
Distribute templates and conduct training sessions for staff.	Spring 2029	Communications Specialist	None	N/A	1, 7

Provide guidelines for school communication frequency and style (e.g., 4.5 week newsletters must be sent to families).	Spring 2029	Communications Specialist	None	N/A	1, 7
Collect feedback for continuous template improvement.	Fall 2029	Communications Specialist	None	N/A	1, 7

GOAL:

Consolidating Internal Communications - Work with building administration to audit existing communication avenues and help facilitate a tailored plan to streamline internal communications in schools.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Audit current communication methods and tools across schools.	Fall 2028	Communications Specialist	None	N/A	8
Recommend and implement a unified communication platform.	Fall 2028	Communications Specialist	None	N/A	8
Train staff on any changes to communication plans.	Spring 2029	Communications Specialist	None	N/A	8

GOAL:

Video Showcase of Schools and Programs - Highlight achievements and programs through professional video showcases.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
Plan video themes focusing on schools' unique offerings and successes.	Fall 2028	Communications Specialist	None	N/A	9
Utilize in-house resources through the Educational Support Center or CHS/CMS media classes to produce quality videos.	Fall 2028-Spring 2030	Communications Specialist Director of Innovation and Technology	None	N/A	9
Share videos across social media and district websites.	Fall 2028-Spring 2030	Communications Specialist	None	N/A	9

Cleveland City School Action Plan: Highly Effective Employees

YEAR: 2025-2030

Finalized: April 2025



**HIGHLY EFFECTIVE
EMPLOYEES**

If we recruit, develop, and retain passionate and **highly effective employees**, then we will foster a learning environment that inspires excellence and drives student achievement.

KEY PERFORMANCE INDICATORS

1. Annual educator retention rates.
2. Number of “Grow Your Own” opportunities available in Cleveland City Schools.
3. Key indicators on Tennessee Teacher and Principal Perception Surveys.
4. Tennessee School Board Association Compensation Rankings.

GOAL:

Provide a high quality staff throughout our school district.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	KPI
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Continue monitoring compensation packages for employees and adjust as needed to remain at the top of SE Tennessee school districts.	Annually	Assistant Director of Schools Director of Schools Finance Director School Board	Will vary based on the identified project and funds available	General Budget Federal Budgets	1, 4, 5
Explore employee benefit alternatives for district staff and implement high impact strategies.	Annually	Assistant Director of Schools	\$0 (initial cost)	General Budget	1, 4, 5
Continue decreasing class sizes where feasible and where space allows.	Annually	School Board Director of Schools Assistant Director of Schools Finance Director	\$77,000 per position per year	General Budget	1, 4, 5
Continue training and support for teachers related to student behavior, academics, and special needs.	Annually	Supervisors in appropriate areas School Principals	Will vary based on training needed	General Budget Federal Budgets	1, 4, 5
Create recruiting materials that highlight the advantages of working for Cleveland City Schools.	Annually	Assistant Director of Schools Human Resources Specialist Communications Specialist	None	N/A	1

Reestablish Teaching as a Profession course at Cleveland High School.	2025-2026	School Board Director of Schools Assistant Director of Schools Finance Director	\$77,000 per year	General Budget	1, 2, 3, 4
Develop a teacher pipeline for paraprofessionals.	2025-2026	School Board Director of Schools Assistant Director of Schools Finance Director	\$6,000 per year	General Budget	1, 2, 3, 4
Create more robust teacher mentoring programming across the district.	2026-2027	Assistant Director of Schools Supervisor of Professional Development Human Resources Specialist	\$35,000 per year	General Budget Title II Budget	1, 2, 4

Develop district core values/beliefs with a marketing program to assist with employee recruiting.	2025-2026	School Board Director of Schools Assistant Director of Schools Communications Specialist	None	N/A	1, 4
Enhance leadership training and leader mentoring across the district.	2026-2027	Director of Schools Assistant Director of Schools	\$3,000 per year	General Budget Title II Budget	1, 4



Cleveland
CITY SCHOOLS
Educate. Innovate. Elevate.

Cleveland City Schools

Financial Report

April 2025

Balance on hand April 1, 2025	<u>18,061,239.47</u>
RECEIPTS	
City Clerk's Monthly Report	5,582,063.54
Misc. Reimbursement #44170	(18,464.73)
AFJROTC #44570	7,499.68
Interest Earned	<u>58,556.60</u>
	<u>23,690,894.56</u>
DISBURSEMENTS	
Regular Instruction Program	3,010,620.39
Special Education Program	457,277.93
Vocational Education Program	174,552.25
Attendance	12,517.77
Health Services	50,284.06
Other Student Support	269,440.57
Regular Instruction Support	229,154.26
Special Education Support	20,623.06
Vocational Education Support	16,142.80
Technology	69,622.71
Board of Education	15,960.09
Office of the Superintendent	55,496.34
Office of the Principal	343,153.26
Fiscal Services	43,086.48
Operation of Plant	287,525.24
Maintenance of Plant	182,525.88
Transportation	154,428.13
Food Service	11,723.76
Community Services	3,513.86
Early Childhood Education	65,259.36
Regular Capital Outlay*	94,683.28
Education Debt Service	<u>2,828.00</u>
	5,570,419.48
Retirement withheld not paid	(384,861.41)
Retirement paid	<u>381,484.72</u>
Balance May 1, 2025	<u>18,123,851.77</u>
	<u>23,690,894.56</u>

Respectfully submitted,



Jeff Elliott
Director of Schools

Personnel Items – May 2025

Assignments

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

Resignations

Conroy, Paul, CHS (JROTC Instructor), Effective May 28, 2025
Frazier, Chanmony, BB (Teacher), Effective May 28, 2025
Holbert, Ann, ST (Teacher), Effective May 28, 2025
Krueger, Elizabeth, CHS (Teacher), Effective May 28, 2025
McConkey, Chrissi, MAY (Teacher), Effective May 28, 2025
Hicks, Matthew, CHS (Teacher), Effective May 28, 2025
Jones, Timothy, CHS (Teacher), Effective May 28, 2025
Burgueno, Mayra, RO (Assistant), Effective May 28, 2025
Tygard, Chandler, CHS (Football Ops Coordinator), Effective May 28, 2025
Glazener, Teresa, CMS (Assistant), Effective April 30, 2025
Avendano, Jacqueline, ST (Assistant), Effective May 28, 2025
Weiss, John, CHS (Teacher), Effective May 28, 2025
Cash, Ben, ARN (Assistant), Effective June 26, 2025
Rowland, Cordero, BB (Cafeteria monitor), Effective May 22, 2025
Aly, Jennifer, BB (PT Int), Effective May 23, 2025
Lowden (Moore), Shellie, (Counselor), Effective May 28, 2025
Shurette, Burt, (Teacher), Effective May 28, 2025
Looney, Michelle, (Teacher), Effective May 28, 2025

Transfers

Retirements

Denton, Karen, BB (Teacher), Effective May 28, 2025
Bianucci, Judy, RO (Teacher), Effective May 28, 2025
Stansel, Christy, ARN (Nurse), Effective May 28, 2025
Loveday, Jenna, ESC (School Psychologist), Effective May 28, 2025

Leaves of Absence



8TH GRADE VISITS UTC

Our 8th grade students had the exciting opportunity to tour the University of Tennessee at Chattanooga (UTC), sparking curiosity and inspiration about their futures. Highlights included a campus scavenger hunt, learning about college life and opportunities, and a favorite among students—the all-you-can-eat dining hall! A special thank you to UTC for hosting us!



STUDENT/FACULTY VOLLEYBALL

Our girls volleyball team faced off against a team of CMS faculty members in a spirited end-of-year match. With lots of laughs and great rallies, the faculty came out on top, making it a fun and memorable event to celebrate school spirit and wrap up the year!



MIRACLE GAME

The Lady Raider Softball Team hosted our annual Miracle Game, a special "Red vs. Blue" matchup. This heartwarming event is a CMS favorite, full of joy, teamwork, and school spirit. Thank you to Coach Turner and the entire softball team for making it such a memorable day!

CMS Highlights MAY

With support from Westwood Baptist Church, CMS hosted a memorable Awards Night to honor the heart of our school—our students. Teachers from core subjects, related arts, ESL, and more presented awards, recognizing the hard work, growth, and achievements of our incredible students throughout the year.

AWARDS NIGHT

CMS students took the stage for this year's musical, "The Olympians," with TEN performances over two weeks for elementary students, peers, and the community—both during and after school hours. Special thanks to the directors and faculty members who worked behind the scenes to support our talented performers and bring this production to life!

THE OLYMPIANS!

CMS ended the school year with our annual Catch the Spirit event—a day full of outdoor fun including bounce houses, obstacle courses, trike races, tug of war, water games, all-you-can-eat chips and salsa, and more! It's a favorite tradition that brings students together to celebrate the end of the year and the start of summer!

CATCH THE SPIRIT

