

Cleveland City Schools
Board of Education Regular Meeting
September 2, 2025 5:30 PM
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
3. **Public Comments**
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
 - A. **Approval of Regular Agenda**
 - B. **Approval of Minutes from August 4, 2025, Board Meeting**
 - C. **Approval of Overnight Field Trips**
 - 2444
 - 2556
 - D. **Approval of Second Reading of Policies**
 - 1.407, 1.901, 1.903, 1.905, 1.906, 1.1021, 2.403, 4.100, 4.212, 4.301, 4.403, 5.110, 5.119, 5.701
 - E. **School Support Organization Approval**
 - F. **New Coaching Supplements**
 - Unified Bowling
 - G. **Approval of F.I. Denning Center Sign**
6. **Regular Agenda**
 - A. **Director's Update**
 - Dr. Jeff Elliott will update the Board on all the great things happening in Cleveland City Schools
 - B. **Spotlight**
 1. **Recognition of New Certified Staff**
 2. **Recognition of Novice Teacher of the Year**

- Recognition of our Tennessee Novice Teacher of the Year, Laura Stilltrotter
3. **Recognition of SSC Gem Award Recipient**
 - Jayme Nance will recognize the Gem Award recipient for SSC
 4. **School Spotlight- E.L. Ross Elementary**
 - Principal, Dr Stephanie Stone, will present an update on E.L. Ross to the Board
- C. ***First Reading of Policies**
- 1.700
 - 5.500
- D. ***CHS Special Education Teacher Position Request**
- E. **Student Data Update**
- Director of Student Information, Michael Kahrs, will give a Student Data update to the Board
- F. **Student Representative's Update**
- Lily Hakes will update the Board on all the great things happening at Cleveland High School
7. **Facilities Update**
 - Facilities Chair, Andy Lay, will update the Board on CCS facilities
- A. ***Baseball Facility Painting**
- Hal Taylor will outline the request for the CHS Baseball Facility painting project
8. **Legislative Updates**
 - Carolyn Ingram will give a TSBA update to the Board
 - Appoint Delegates to TSBA Annual Conference
 9. **"B" Agenda**
 - A. **Financial Report**
 - B. **Personnel Report**
 - C. **CMS Highlights**
 - D. **Dates to Remember**
 - September-**
 - 1- Labor Day- District Closed
 - 2- Board of Education Meeting (Tuesday)
 - 11- TSBA Fall District Meeting- Tyner Academy
 - October-**
 - 6-10- Fall Break- District Closed

13- Staff Development Day- No School for Students
13- Board of Education Meeting

November-

3- Board of Education Meeting
14-16- TSBA Annual Convention- Nashville, TN
24- Staff Development Day- No School for Students
25-28- Thanksgiving Holiday- District Closed

December-

1- Board of Education Meeting
19- Abbreviated Day for Students

- CMS/CHS Dismissal- 10:30am
- Elementary Dismissal- 11:30am

22-Jan 2- Winter Break- District Closed

January 2026-

5- Staff Development Day- No School for Students
6- Teacher In-service- No School for Students
12- Board of Education Meeting
19- Martin Luther King Jr Day- District Closed

February-

2- Board of Education Meeting
16- President's Day- District Closed
17- Staff Development Day- No School for Students
TBA- TSBA Legislative Conference

March-

2- Board of Education Meeting
9-13- Spring Break- District Closed

April-

3- Easter Holiday- District Closed
6- Staff Development Day- No School for Students
6- Board of Education Meeting

May-

4- Board of Education Meeting
5- Staff Development Day- No School for Students
22- Abbreviated Day for Students

- CMS/CHS Dismissal 10:30am
- Elementary Dismissal- 11:30am

June-

1- Board of Education Meeting

10. **Adjourn**

Cleveland City Schools
Board of Education Regular Meeting
August 4, 2025 5:30 PM
Educational Support Center



Attendance Taken at 5:30 PM.

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

1. Welcome

Chairman Tucker welcomed everyone to the meeting, including Lynn Voelz, Executive Director, BCPEF.

2. Moment of Silence/Pledge of Allegiance

Lily Hakes led us in a Moment of Silence and the Pledge of Allegiance.

3. Public Comments

No public comment was requested.

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

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

Reminders For Parents and Community:

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

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

5. Consent Agenda

Motion to approve consent agenda passed with a motion by Mr. Matthew Coleman and a second by Ms. Rene Diamond.

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

Yes: 7, No: 0

5.A. Approval of Regular Agenda

5.B. Approval of Minutes from June 2, 2025, Board Meeting

5.C. Approval of Overnight Field Trips

- 2467

5.D. Approval of Second Reading of Policies

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

5.E. Approval of Non-Faculty Coaches

5.F. Approval of Additional Special Education Teacher at CMS

6. Regular Agenda

6.A. Director's Update Dr. Elliott presented an update to the Board of all the great things happening in Cleveland City Schools, including:

- Cleveland Middle School Beta Club wins at National Conference.
- New Science Materials and Lab Equipment Arrives in CCS.
- New Employees attended a Great Week of Training (July 21-24).
- CCS Admin Team met on July 22 for their Annual Back-to-School Retreat.
- The Raider Reading Roadshow made weekly stops in June to the Community Center, NE Rec Center, Boys/Girls Club, and the YMCA.
- Thank you to all our staff who led an amazing Summer Camp in June.
- Cleveland High School received two grants this summer: Aviation and Welding.
- Laura Stilltrotter, BB Teacher, named Tennessee Novice Teacher of the Year.
- Mr. Bob Pritchard and Mr. Kelly Kiser advance in State Level Principal/Supervisor Recognition.
- Dr. Alicia Kahrs was named Assistant Principal at Arnold Memorial Elementary School.

- July 10: The Ad-Hoc Committee on New Schools met.
- July 17-19: TSBA Law Summit held in Gatlinburg.
- July 28th: CCS Convocation kicked off the new year with Staff.
- July 28th: Cleveland City Council voted to set in motion the funding mechanism to support the building of a new elementary school in Cleveland City Schools.
- July 28th: CHS Junior Charlie White serves as Councilman for the Day

- July 29th: Staff attended Districtwide PD.
- July 30th - August 1: Schools conducted PD, Back-to-School Nights
- August 4: Today marked the first day of classes for the 2025-2026 school year.
- Shout-out to Tech and Innovation, Student Information, and HR Departments
- **Upcoming events include:**
- August 5: BCPEF Joint Board Meeting at 5:30 p.m. at the BCPEF Offices
- August 6: Full Day of Classes for All Students
- August 12: Cleveland City Schools hosts the Bradley-Cleveland Chamber Coffee at ESC
- August 26: Breakfast with the Board at Ross (8:00 - 9:30)
- Sept. 2: Monthly School Board Meeting
- Sept. 11: SE Regional TSBA Meeting at Tyner at 4:30 p.m.

6.B. Spotlight- CCS Book Bus

- A photo presentation was shown recognizing CMS Radier Blue Academy students and their participation in the Book Bus build

6.C. *First and Final Reading of Policies

- 3.202
- 3.204
- 4.406
- 4.601
- 5.305
- 6.303
- 6.304
- 6.312
- 6.411
- 6.600

Board member, Jodi Riggins, read through the policy changes and asked for questions. There was discussion over policy 6.312 regarding personal cell phone usage during the day. Board member Ms. Rene Diamond asked that teachers and administrators also model this state policy. Chairman Tucker emphasized that the state law requires no communication devices be allowed during instruction, but CCS implemented a policy above and beyond the law by banning devices from bell to bell. Tucker asked how CCS will measure the effectiveness of the new policy. Dr Elliott stated that we will see student engagement increase, but also test results, discipline referrals, attendance issues, and, of course, feedback from teachers, will be used in measuring the effectiveness of the policy. Mr Tucker asked for an annual report to be provided to the Board each year in June to monitor the effectiveness of the policy. Ms Ingram asked about the response we have had from parents regarding the new policy. Dr Elliott stated that he only knew of 2 phone calls made to the ESC, and neither were necessarily negative. He informed the Board that CHS Principal, Bob Pritchard, had not had much feedback from either side of the issue. Dr Elliott suggested editing the policy in real time to reflect the implementation of the annual report, which was worded as follows:

BOARD REPORTING

The Director of Schools shall provide a report annually in June to the Cleveland City Schools Board of Education regarding the effectiveness of the program and data regarding its implementation.

Mr Lay asked if parents will be notified upon a cell phone or device being confiscated, to which Dr Elliott said yes, a phone call would be made to the parent or guardian. Miss Hakes asked if the policy turns out to be ineffective, would the Board consider a change to the policy. Dr Elliott said we would evaluate input and data and consider all options when moving forward.

Motion to approve the first and final reading of 3.202, 3.204, 4.406, 4.601, 5.305, 6.303, 6.304, 6.312, 6.411, 6.600 policies passed with a motion by Mrs. Jodi Riggins and a second by Mrs. Peggy Pesterfield.

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

Yes: 7, No: 0

6.D. *First Reading of Policies

- 1.407
- 1.901

- 1.903
- 1.905
- 1.906
- 1.1021
- 2.403
- 4.100
- 4.212
- 4.301
- 4.403
- 5.110
- 5.119
- 5.701

Ms Diamond read through each policy change and asked for questions. There were no questions and no discussion brought forth regarding the first reading.

Motion to approve the first reading of 1.407, 1.901, 1.903, 1.905, 1.906, 1.1021, 2.403, 4.100, 4.212, 4.301, 4.403, 5.110, 5.119, 5.701 policies passed with a motion by Ms. Rene Diamond and a second by Ms. Carolyn Ingram.

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

Yes: 7, No: 0

6.E. Strategic Plan Focus- Human Resources

- Mr. Kelly Kiser presented an HR update to the Board. He thanked the Board for the new ESC facility, citing it as a "game changer" in having all of our people under the same roof. Mr Kiser also went on to give many statistics of CCS versus the national average and how we operate in a "lean" capacity when considering the national average of employees per organization. Kiser praised the HR staff and invited Dr. Susan Rodriguez, HR Specialist, to speak to the ways she has streamlined the HR process. This includes, but is not limited to, online onboarding of new employees, enhanced communication, digital forms, etc. CCS has 909 employees, not including janitorial staff and substitute teachers. Mr Tucker asked when the last time a new administration position was created and Dr Elliott stated it was 2021 with the creation of the Chief of Staff position, which was dissolved in 2024. Tucker also stated that with the building of a new elementary school comes more staffing needs and additional personnel to ensure things continue to run effectively and efficiently.

6.F. 2025-26 School Board Student Representative Introduction

- Mr Tucker introduced the new Student Board Representative, Lily Hakes. Lily spoke about her involvement at Cleveland High School, introduced her family members, and shared her excitement at being awarded this position to represent CCS this year.

7. Facilities Update

- Facilities Chair, Andy Lay, turned over his time to Hal Taylor for this update to the Board. Mr Taylor addressed two projects which were put on hold temporarily due to funding issues from the state. Those two projects are now currently funded, as state monies have been released. Projects which were addressed included:
 1. CHS SpEd classroom build out will resume. A contract is in place to begin demo during Fall Break. Plans for completion are after Winter Break.
 2. Softball Facility design is finishing up with the Lewis Group. They will bring renderings to the August Facilities meeting. Mr Taylor is hopeful the project will be completed before the season starts.
- A real-time running spreadsheet of projects was provided via email to the Board per the chair's request.

8. Legislative Updates

- Ms Ingram did not have any new information to share from TSBA, but reminded the Board of the upcoming Fall District meeting at Tyner Academy on September 11 at 4:30pm.

9. "B" Agenda

9.A. Financial Report

9.B. Personnel Report

9.C. CMS Highlights

- None

9.D. Dates to Remember

10. Adjourn

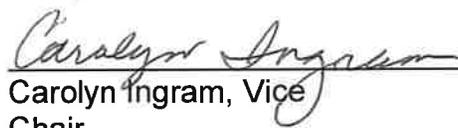
- Chairman Tucker adjourned the meeting at 6:38 pm



Nate Tucker,
Chairman

9-2-2025

9/2/2025



Carolyn Ingram, Vice
Chair

9-2-2025

9/2/2025

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

Trip Number **2444**

* Category Travel With Students

* Type of Trip Field Trip

* Field Trip Event
Standard Field Trip

Trip Leave

* Date 11/21/25 Friday

* Time 12:00 PM

Trip Return

* Date 11/23/25

* Time 5:00 PM

Trip Year/Week 2025-47

No buses available before 8:30 AM and must return to school no later than 1:45 PM.

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

* Please list all chaperones for this overnight trip including non-staff. Dr. Barnes, Dr. Parker, Kim Foxworth, April Salyer, Kris Burger, Paola N

* Indicate cost per person and how the trip is being funded (parent or district?) \$100 per student. The Blythe-Bower Beta Club and the school will be pa

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 buses needed

* **Your School/Dept** ⓘ

012 Blythe/Bower Elementary
604 20th Street SE, Cleveland, TN 37311

* **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** ⓘ

012 Blythe/Bower Elementary
604 20th Street SE, Cleveland, TN 37311

Add a Stop on the Way There

Add a Stop on the Return

* **Approximate Nbr of Miles Round Trip**

335.00

CALCULATE MILES

* **Funding Source #1**

School ▼

Budget Code

Funding Source Desc

Budget Code Desc

Funding Approver

Are funds payable to a third party?

Yes No

(Does venue require payment prior to trip?)

Amount of Payment

TBD

Payment Option

Mail Check
 Will Pick Up Check

Purchase Order/Requisition Nbr

Payment Due To

Comments Concerning Payment

* **Teacher / Advisor / Staff Name**

* **Teacher / Advisor / Staff Phone #**

Teacher / Advisor / Staff Email
Note: This email will receive the requester emails if different from requester

Emergency Contact Info Same as Teacher / Advisor / Staff

* **Emergency Contact Name**

* **Emergency Contact Phone #**

* **Grade Level(s) Making Trip** All Pre-K K 1 2 3 4 5 6 7 8 9 10

* **Educational Objective for Field Trip**

Number of Individuals Making Trip

* Male Adult/Chaperone	2	* Female Adult/Chaperone	5	Total Adult/Chaperone	7
* Male Students	10	* Female Students	10	Total Students	20

* **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 itinerarie: please do not indicate that in this section. Use the next section to reserve the vehicle.

Faculty, who will be attending the field trip, will be using their personal vehicles.

Vehicles Needed

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

Person Submitting Request kfoxworth@clevelandschools.org

Date Submitted May 23, 2025, 8:49:24 AM

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

Level 01 Approval - Location Approval

Comment

Decision

Name

Decision Date

Level 02 Approval - Second Level Location Approval

Comment

Decision

Name

Decision Date

Level 07 Approval - Overnight Trip Approval

Comment
Decision Approved
Name jelliott@clevelandschools.org
Decision Date Aug 18, 2025, 7:36:26 AM

Level 10 Approval - School Board Approval

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

Supporting Documents

No file chosen

File Type	Size	File Name	Created On
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Request Status Trip: **2444** Pending School Board Approval

Final Approval Date

Email Audit Log:

Page << First | < Previous |

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
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Date	User	Action
8/18/25, 7:36:26 AM	jelliott@clevelandschools.org	Central Office Level Approved
8/15/25, 4:56:36 PM	kbender@clevelandschools.org	Second Level Location Level Approved
5/23/25, 10:55:05 AM	jbarnes@clevelandschools.org	Location Level Approved

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 **2556**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Wrestling

Trip Leave

* Date 2/19/26 Thursday
* Time 1:00 PM

Trip Return

* Date 2/21/26
* Time 11:45 PM

Trip Year/Week 2026-08

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. Josh Bosken, Matt High, Jacob Murphy, Brooks Sacarszyk, Eric Sacarszyk

* Indicate cost per person and how the trip is being funded (parent or district?) Funded by the wrestling program.

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 boys and girls teams will be traveling to TSSAA Traditional State Tournament. No required. Detailed hotel information and travel itinerary will be provided to Mr. Pritchard.

* **Your School/Dept** ⓘ 019 CHS Athletics
850 Raider Dr, Cleveland, TN 37312

* **Main Destination** ⓘ Other (Type Below)
Franklin, TN, USA

Destination Not Listed Franklin, TN, USA **Destination Name** Williamson County

Add a Stop on the Way There

Add a Stop on the Return

* **Approximate Nbr of Miles Round Trip** 500.00 **CALCULATE MILES**

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

Funding Source Desc **Budget Code Desc**

Funding Approver

* **Teacher / Advisor / Staff Name** Matt High
* **Teacher / Advisor / Staff Phone #** 4238388509
Teacher / Advisor / Staff Email mhigh@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** Matt High

* Emergency Contact Phone #

Number of Individuals Making Trip

* Male Adult/Chaperone	5	* Female Adult/Chaperone	0	Total Adult/Chaperone	5
* Male Students	14	* Female Students	10	Total Students	24

Additional Information

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

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

Personal Vehicles

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

Request Status Trip: **2556** Pending School Board Approval

Final Approval Date

Email Audit Log:

Date

8/29/25, 10:14:08 AM

8/28/25, 8:12:06 PM

User

jelliott@clevelandschools.org

almorris@clevelandschools.org

Action

Central Office Level Approved

Location Level Approved



Version 4.6.146

CLEVELAND BOARD OF EDUCATION SCHOOL SUPPORT ORGANIZATION AGREEMENT

This Agreement is hereby entered into by and between the Cleveland Board of Education (CBOE) and the School Support Organization entitled CMS PTO (SSO). Through this agreement the parties intend to set forth the terms and conditions under which the SSO may operate as a support organization of Cleveland Middle School.

The SSO agrees to provide the following information as a condition of approval of this agreement

- A written statement of the SSO's goals and objectives;
- The principal contact's telephone and address, as well as the telephone number, address and position of each officer of the SSO; and,
- A copy of the SSO's written policy specifying reasonable procedures for accounting, controlling and safeguarding any money, materials, property, securities, services or other things of value collected or disbursed by it.

The SSO further agrees to:

- Abide by all policies and procedures of the CBOE regarding school support organizations;
- Abide by all applicable federal, state and local laws, ordinances and regulations in its activities;
- Operate within the applicable standards and guidelines set by a related state association, if applicable, and not promote, encourage, acquiesce in any violation of student or team eligibility requirements, conduct codes or sportsmanship standards;
- Indemnify and hold harmless the Cleveland Board of Education, the Director of Schools, school employees and all other agents of the local education agency for the actions of the SSO.

Optional:

- If the organization has attained a charter and/or tax-exempt status, maintain a copy of its charter, bylaws, minutes and documentation of its recognition as a non-profit organization.

The SSO shall obtain the approval of the Director of Schools and the Cleveland Board of Education before undertaking any fundraising activity that utilizes property or facilities owned or operated by the CBOE. The following conditions shall be considered when approving or denying a request by the SSO to engage in a fund raising activity:

- Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within that district; and,
- Whether the fundraising activity is consistent with the goals and mission of the school or school district.

The SSO will provide to the director of schools or the director's designee by August 1 of each school year, a form which verifies the information previously provided by the SSO and the current address, telephone number and position of each officer of the organization.

The SSO understands that any form, annual report or financial statement submitted to the CBOE, the director of schools or the school principal shall be open to public inspection.

The SSO understands that it may not:

- Maintain or operate a bank account;
- Use the school district's or school's sales tax exemption to purchase items for resale;
- Use SSO funds for a purpose other than ones related to the goals and objectives of the SSO and must relate to supporting a school district, school, school club or school academic, arts, athletic or social activity.

The CBOE agrees:

- To grant the SSO permission to use the name, mascot, and logo of the applicable school to solicit or raise money, materials, property, securities, services or other things of value under the conditions outlined in this agreement, provided that all required information and documentation is submitted and approved;
- To ensure that any donation made by the SSO to CBOE or an individual school shall be disbursed only in accordance with any written conditions that the SSO may place upon the disbursement of the funds and shall be in accordance with the goals and objectives of the SSO; and,
- To ensure that any disbursement of funds donated by the SSO to CBOE or an individual school shall be made in accordance with federal, state and local laws.

The SSO understand that if it fails to abide by the terms and conditions of this agreement and/or the policies and procedures regarding school support organizations, the SSO's authorization may be suspended or revoked.

This Agreement shall be in effect after signature by both parties and shall remain in force until terminated in writing by one of the parties.

For Cleveland Board of Education:

Jeff Elliott
Signature
Jeff Elliott, Director of Schools
Name and Title
8/11/25
Date

For the School Support Organization:

Becky Bergakher
Signature
Becky Bergakher, President
Name and Title
CMS PTO
5/15/25
Date

**CLEVELAND CITY SCHOOLS
SCHOOL SUPPORT ORGANIZATION ANNUAL INFORMATION FORM**

This form must be submitted to the Director of Schools by August 1st each year.

Organization Name CMS PTO

Goals and Objectives of Organization:

(Required for initial filing or when information changes. Attach an additional sheet, if needed.)

Same goals and objectives as previous years
Support of teachers and students. ✓

Financial Policy: All funds raised by this organization will be deposited into a restricted school account as internal school funds and subject to the same guidelines and audit procedures as other school funds.

Contact Information for Support Organization's Officers:

(Required for initial filing and for annual renewal agreement)

SSO Position	Name	Address	Phone	E Mail Address
President	Becky Bergakker	3626 Brickmore Trl NW	434-3963	beckybergakker@gmail.com
Vice President	Courtney Buse	1594 Benjamin Circle NW	423-546 2263	vms417@aol.com
Secretary	Amanda Loney	326 Lakeside Pl NW	423-744-4859	amanda.loney@ycs.kc.ccsd.k12.oh.us
Treasurer	Amy Moady	1905 Beach Cove Dr	731-697-1188	amoady@cccuniversity.edu

On behalf of the School Support Organization listed above, I certify that the information contained on this form is true and correct for the 25/26 school year.

Becky Bergakker
Signature

5/15/25
Date

Becky Bergakker President
Printed Name and Position

Approved by Cleveland City Schools:

Joffe
Signature

8/11/25
Date

Memo

To: Cleveland City Schools Board of Education and Dr. Elliott

From: Kelly Kiser-Assistant Director of Schools

Date: August 25, 2025

Re: Supplement Request for the 2025-2026 School Year

The Human Resources Department would like to request permission to add one new coaching supplement for the 2025-2026 school year based on a request from Cleveland High School. This supplement will be funded through the General Budget. Mr. Archie Crossland has indicated that he would like to fill this position.

Unified Bowling Supplement- \$1,000

Unified Bowling is an initiative by TSSAA and Special Olympics of TN to facilitate inclusion/cooperation of students with disabilities and general education athletes. We aim to have two groups: team bowling which consists of 2 athletes and 1 partner (regular education student) and doubles bowling which consists of 2 athletes and 2 partners (regular education students). Students can not go between bowling and doubles; they have to pick one or the other. The goal is to have one of each.

August 28, 2025

Dr. Elliott:

We respectfully request to replace the current sign on the front of The Denning Center with the rendering below.

Sincerely,

Autumn O'Bryan
Director of Family and Community Engagement



DIRECTOR'S UPDATE



September 2, 2025

Highlights

- **August 5th: CCS Board met with Bradley Schools Board for Joint BCPEF Meeting**
- **August 7th: CCS Team of Administrators attended the Community Leadercast**
- **August 12th: CCS hosted the Chamber of Commerce Coffee**
- **August 22nd: Dr. Elliott attended Meet and Greet with Lee University President, Dr. Phil Cook.**
- **August 22nd: Novice Teacher of the Year, Laura Stilltrotter, honored in Nashville**
- **August 25th: CHS Aviation and Welding Teachers, Mr. Garrett and Mr. Richie, honored by City Council for receiving grants this summer.**
- **August 25: First Blue on the Green for School Year held at Red Clay**
- **August 26th: Breakfast with the Board at Ross**
- **August 26th: Facilities Committee Meeting**
- **August 26th: Dr. Elliott attended Meet and Greet with UTC Chancellor, Dr. Lori Bruce.**
- **August 28th: CCS Administrators, Dr. Laing and Dr. Barnes, presented for TOSS PD Training on AI in Schools**

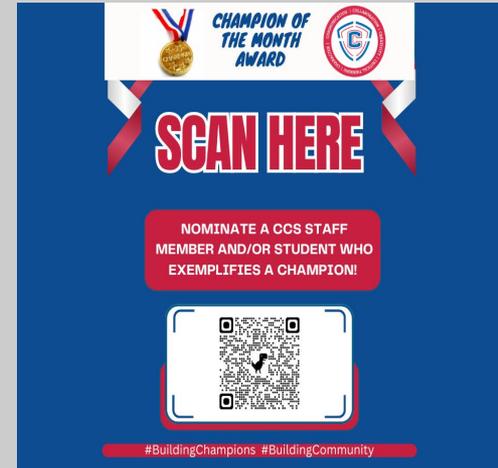
Upcoming Events

- **Sept. 2: Monthly School Board**
- **Sept. 10-11: BCPEF LEAD Fellows Retreat**
- **Sept. 11: CCS Board Mini-Retreat at BCPEF Office at 1:30 p.m.**
- **Sept. 11: SE Regional TSBA Meeting at Tyner at 4:30 p.m.**
- **Sept. 14-17: TOSS Annual Superintendents Conference**
- **Sept. 23: Breakfast with the Board at Blythe-Bower**
- **Oct. 6-10: Fall Break**
- **Oct. 13: Staff Development Day**
- **Oct. 13: Next CCS Board Meeting at ESC at 5:30 p.m.**

Ernest L. Ross
Elementary School

Champion Student
Josiah Brown

Champion Staff
AC English

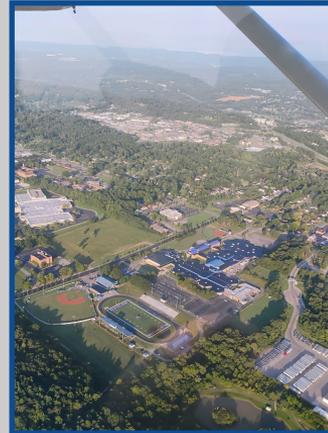


Highlights

Upcoming Events

Champions

Pictures...Building Champions, Building Community



Highlights

Upcoming Events

Champions

Pictures...Building Champions, Building Community



**THUNDERBIRD
PARENT
UNIVERSITY**

PARENTS OF STUDENTS
IN GRADES K, 1, AND 2
TUESDAY, SEPTEMBER 2
5:30-6:30

PARENTS OF STUDENTS
IN GRADES 3, 4, AND 5
THURSDAY, SEPTEMBER 4
5:30-6:30

Important information will be shared
by your child's teachers about
school, curriculum, and first
semester learning.

*We Hope to
SEE YOU THERE!*



Highlights

Upcoming Events

Champions

Pictures...CCS Hosts Chamber Coffee in August



Wireless Communication Update

Administrators report that the cell phone ban has transformed the school climate: students are more engaged, respectful, and less stressed, while teachers feel supported. Parents are largely in favor, and consistent enforcement has been critical to success.

Teachers consistently celebrate the policy, noting dramatic improvements in engagement, focus, and classroom culture. They describe it as restoring the joy of teaching and learning, with less drama and stronger student-teacher connections.

Parents have been supportive of the policy, recognizing it helps both students and teachers. They appreciate fairness, consistency, and the positive impact on their children's focus and interactions. Many parents have even refused to retrieve confiscated phones, reinforcing the policy.

Wireless Communication Update

Students acknowledge initial hesitation but now overwhelmingly recognize the benefits: stronger friendships, greater focus, improved learning, and a friendlier school environment.



Wireless Communication Update

Number of Confiscations at CHS for the First Four Weeks:

9th grade: 6

10th grade: 27

11th grade: 24

12th grade: 14

4% of student body



DIRECTOR'S UPDATE



September 2, 2025

New Certified Staff 2025-2026

Cleveland
CITY SCHOOLS
Educate.Innovate.Elevate.



**Speech
Language
Pathologist**

**Margaret
Frazier**



**School
Psychologist**

**Ashlee
Green**



**Homebound
Teacher**

**Andrew
Overstreet**



**School
Social
Worker**

**Ashtyn
Pyburn**



**Speech
Language
Pathologist**

**Amy
Woody**



Arnold Memorial Elementary

Sharon
Guiles



Arnold Memorial Elementary

Amy
Norwood



Arnold Memorial Elementary

Allison
Ready



**Blythe-Bower
Elementary**

**Sarah
Bethel**



**Blythe-Bower
Elementary**

**Katrina
Earls**



**Blythe-Bower
Elementary**

Natalie
Fischer



**Blythe-Bower
Elementary**

**Diana
Hughes**



**Blythe-Bower
Elementary**

**Alexandra
Martin**



**George R. Stuart
Elementary**

**Gracie
Hixson**



**George R. Stuart
Elementary**

**Denise
Jenkins**



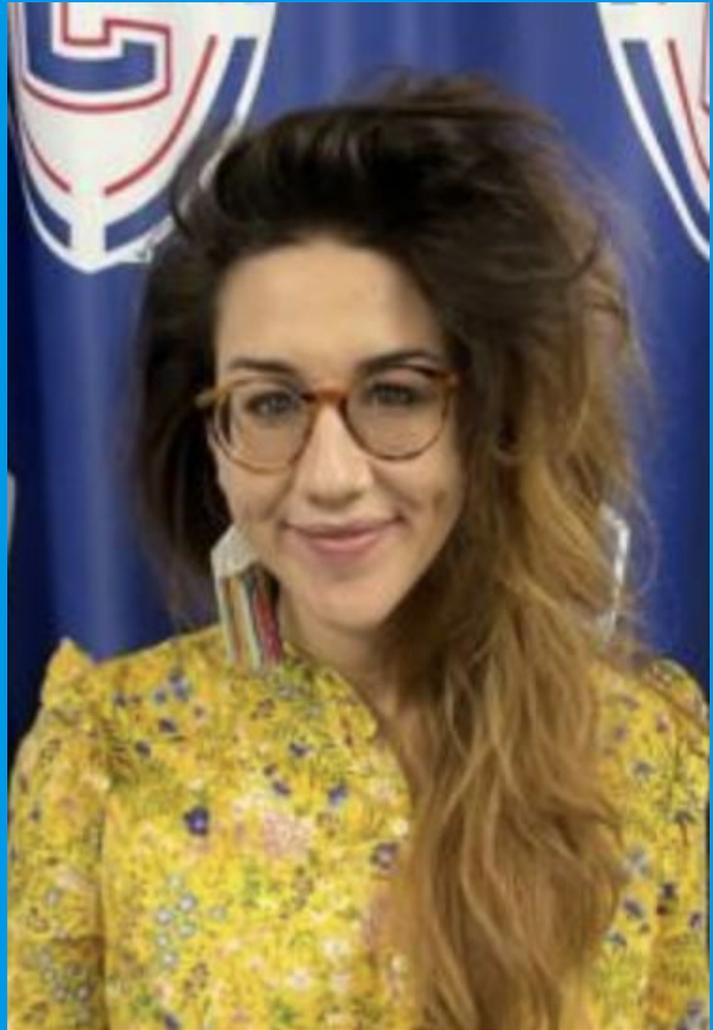
**George R. Stuart
Elementary**

**Emma
Lake**



**George R. Stuart
Elementary**

Lydia
Shattuck
Shiver



**Mayfield
Elementary**

**Sonya
Fowler**



**Mayfield
Elementary**

**Bryce
Redick**



**Mayfield
Elementary**

**Carly
Ung**



**Yates
Primary**

**Sarahi
Cruz**



**Yates
Primary**

**Courtney
Moats**



Cleveland
High
School

David
Barger



Cleveland
High
School

Ben
Braun



Cleveland
High
School

Casey
Bryson



Cleveland
High
School

Seth
Cannon



**Cleveland
High
School**

**April
DeBord**



Cleveland
High
School

Ethan
Gallaher



Cleveland
High
School

Clark
Lockerby



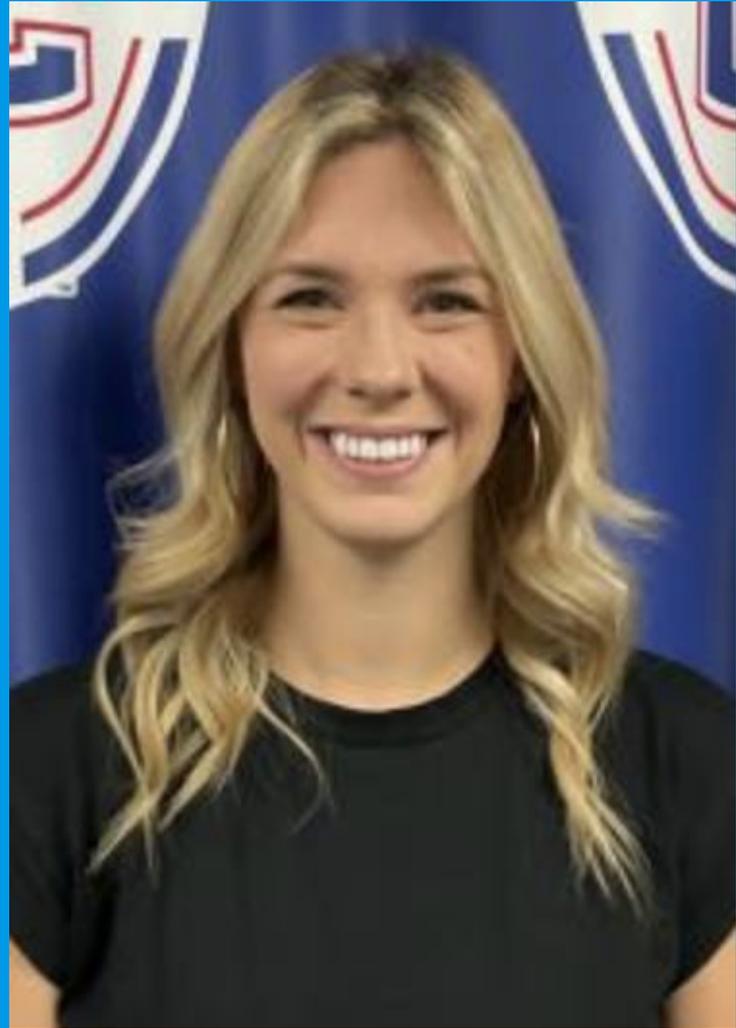
**Cleveland
High
School**

**Ted
Lockerby**



Cleveland
High
School

Tressa
Manning



**Cleveland
High
School**

**Anne
Ollic**



**Cleveland
High
School**

**Howard
Pride**



Cleveland
High
School

Stephanie
Rynas



**Cleveland
High
School**

**Suzanne
Smith**



**Cleveland
High
School**

**Anna
Spears**



**Cleveland
High
School**

**Brian
Tapp**



Cleveland
High
School

Teena
Tillman



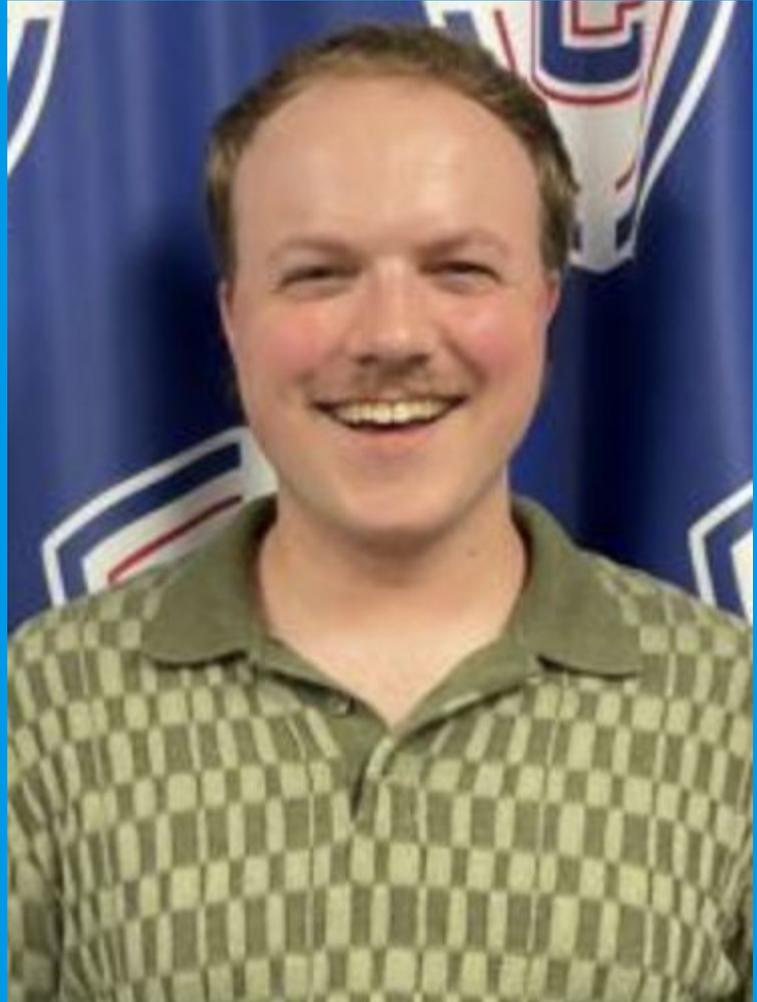
**Cleveland
Middle
School**

**Rachel
Bennett**



Cleveland
Middle
School

Jeremiah
Burkey



**Cleveland
Middle
School**

**Madalene
Dale**



**Cleveland
Middle
School**

**Hannah
Davis**



**Cleveland
Middle
School**

**Anthony
Delisse**



**Cleveland
Middle
School**

**Eric
Frazier**



**Cleveland
Middle
School**

**Sarah
Weatherford**



**Cleveland
Middle
School**

**Candace
Womack**



**Thank you,
Cleveland City
Board of
Education!**



Cleveland City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 10/13/25
		Rescinds: 1.700	Issued: 09/05/23

1 The Board ~~shall determine the educational goals of the school district. is charged, on behalf of the~~
2 ~~public, with the responsibility for determining the educational goals of the school system. In~~
3 ~~discharging that responsibility, the Board has adopted the following goals: in four primary areas:~~
4 ~~Instruction, personnel, students and operations.~~

5 ~~The Board shall develop policies to implement the goals within each area and shall annually review~~
6 ~~these goals and revise them as necessary so that each program will at all times support the stated goals.~~

7 INSTRUCTION

- 8 1. To promote a plan for the organized improvement of school curriculum, including the
9 ~~articulation~~ **transition** between elementary and secondary schools;
- 10 2. To ~~provide offerings which explore~~ **offer** a wide range of career and service opportunities;
- 11 3. To promote an integration of academic, physical, social, and emotional growth experiences
12 for each student; and
- 13 4. To promote the recognition of achievement in all endeavors (i.e. academic, athletic).

14 STUDENTS

- 15 1. To structure the overall instructional program to provide sufficient alternatives to meet a
16 variety of individual needs and aspirations;
- 17 2. To ensure that each student's interests, capacities and objectives are considered in his/her
18 learning program;
- 19 ~~3. To develop a comprehensive program for disabled students providing the least restrictive~~
20 ~~programs; and~~
- 21 4. **3.** To help students gain understanding of themselves, as well as skills and techniques in living
22 and working with others and being responsible citizens.

23 PERSONNEL

- 24 1. To provide high quality performance by the staff, including both professional and support
25 personnel;
2. To establish acceptable performance standards for all personnel;

1 ~~3. To set goals for educator diversity that take into consideration the diversity of the student~~
 2 ~~population;¹~~

3 4. **3.** To provide in-service training and professional growth experiences for teachers and
 4 administrators; and

5 5. **4.** To maintain an evaluation system for the improvement of the instructional system.

6 OPERATIONS

7 1. To make every effort to secure adequate funding for the educational program in support of the
 8 stated goals;

9 2. To maintain an adequate system of fiscal and business management;

10 3. To develop plans for the efficient use of school facilities; and

11 4. To ensure appropriate communication between the Director of Schools and the Board.

12 **The Board shall annually review these goals and revise them as necessary.**

13 **The Director of Schools is responsible for developing procedures and strategies to implement the**
 14 **goals of the Board.**

Legal References

1. ~~[State Board of Education Policy 5.700; TCA
49-1-302\(e\)](#)~~

Cross References

Role of the Board of Education 1.101
 Board Member Development Opportunities 1.204
 Fiscal Management Goals 2.100
 Business Management Goals 3.100
 Instructional Program 4.100
 Evaluations of Instructional Programs 4.702
 Personnel Goals 5.100
 Student Goals 6.100

Cleveland City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Discrimination / Harassment of Employees (Age, Gender, Race Ethnic, Religion, Disability)	Descriptor Code: 5.500	Issued Date: 10/13/25
		Rescinds: 5.500	Issued: 03/13/23

1 I. GENERAL STATEMENT

2 Employees shall be provided a work environment free from sexual, racial, ethnic, and religious
3 discrimination/harassment (including the definition of antisemitism in policy 4.100). It shall be a
4 violation of this policy for any employee or any student to discriminate against or harass an employee
5 through disparaging conduct or communication that is sexual, racial, ethnic, or religious in nature.

6 II. HARASSMENT DEFINED AND PROHIBITED

7 Employee discrimination/harassment will not be tolerated.⁸ Discrimination/harassment is defined as
8 conduct, advances, gestures, or words, either written or spoken, of a sexual, racial, ethnic, or religious
9 nature that:

- 10 1. Unreasonably interferes with the individual's work or performance;
- 11
- 12 2. Creates an intimidating, hostile, or offensive work environment;
- 13
- 14 3. Implies that submission to such conduct is made an explicit or implicit term of employment; or
- 15
- 16 4. Implies that submission to or rejection of such conduct will be used as a basis for an employment
- 17 decision affecting the harassed employee.

18 Alleged victims of sexual, racial, ethnic, and religious discrimination/harassment shall report these
19 incidents immediately.⁹ This report shall be made to the immediate supervisor, except when the
20 immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report
21 may be made to the Federal Rights Coordinator or the District Complaint Manager. Allegations of
22 discrimination/harassment shall be fully investigated. An oral complaint may be submitted; however,
23 such complaint shall be reduced to writing to ensure a more complete investigation. The complaint shall
24 include the following information:

- 25 1. Identity of the alleged victim and person accused;
- 26
- 27 2. Location, date, time, and circumstances surrounding the alleged incident;
- 28
- 29 3. Description of what happened;
- 30
- 31 4. Identity of witnesses; and
- 32

- 1 5. Any other evidence available.

2 **III. SEXUAL HARASSMENT DEFINED AND PROHIBITED**

- 3 A. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually
4 motivated physical conduct or other verbal or physical conduct or communication of a sexual
5 nature when:

- 6
- 7 1. Submission to that conduct or communication is made a term or condition, either
8 explicitly or implicitly, of obtaining or retaining employment, or of obtaining an
9 education; or
 - 10 2. Submission to or rejection of that conduct or communication by an individual is used as
11 a factor in decisions affecting the individual's employment or educational opportunities;
12 or
 - 13 3. The conduct or communication has the purpose or effect of substantially or
14 unreasonable interfering with an individual's employment or education, or creating an
15 intimidating, hostile or offensive employment or educational environment. Any sexual
16 harassment as defined when perpetrated on any student or employee by any student or
17 employee will be treated as sexual harassment under this policy.
18 employee will be treated as sexual harassment under this policy.

- 19
- 20
- 21 B. Sexual harassment may include but is not limited to:

- 22
- 23 1. sexual advances;
 - 24 2. verbal harassment or abuse;
 - 25 3. subtle pressure for sexual activity;
 - 26 4. touching of a sexual nature including inappropriate patting or pinching;
 - 27 5. intentional brushing against a student or an employee's body;
 - 28 6. demanding sexual favors accompanied by implied or overt threats concerning an
29 individual's employment or educational status;
 - 30 7. demanding sexual favors especially when accompanied by implied or overt promises of
31 preferential treatments with regard to an individual's employment or educational status;
 - 32 8. graffiti of a sexual nature;
 - 33 9. displaying or distributing sexually explicit drawings, pictures or written materials
34 including making and playing sexual explicit audio/video tapes;
 - 35 10. sexual gestures including touching oneself sexually or talking about one's sexual
36 activities in front of others;
 - 37 11. sexual or "dirty" jokes; or
 - 38 12. spreading rumors about or rating other students as to sexual activity or performance.

39 **IV. HARASSMENT/DISCRIMINATION GRIEVANCES**

40 Employees should notify any district complaint manager if they believe the Board, district employees
41 or agents have violated their rights guaranteed by the State or Federal Constitution, State or Federal
42 statute or board policy including: ^{1,2,3}

- 1 1. Age Discrimination Employment Act;¹
- 2 2. Title II of the Americans with Disabilities Act⁴
- 3 3. Title IX of the Education Amendments of 1972⁵
- 4 4. Section 504 of the Rehabilitation Act of 1973⁶
- 5 5. Claims of sexual harassment under Title VII of the Civil Rights Act of 1964 and Title IX of the
- 6 Education Amendments of 1972^{7,5}

7 The complaint manager will endeavor to respond and resolve complaints without resorting to this
8 grievance procedure and, if a complaint is filed, to address the complaint promptly and equitably. The
9 right of a person to prompt and equitable resolution of the complaint shall not be impaired by the
10 person's pursuit of other remedies. Use of this grievance procedure is not a prerequisite to the pursuit
11 of other remedies and use of this grievance procedure does not extend any filing deadline related to the
12 pursuit of other remedies.

13 V. REPORTING PROCEDURES

14 Any person who believes he or she has been the victim of harassment or sexual harassment by a
15 student or an employee of the school system, or any third person with knowledge or belief of conduct
16 that may constitute harassment or sexual harassment should report the alleged acts immediately to an
17 appropriate school system official as designated by this policy. An employee who wishes to avail
18 himself or herself of this grievance procedure may do so by filing a complaint with any district
19 complaint manager. The employee may request a complaint manager of the same sex. The complaint
20 manager may assist the employee in filing a grievance.

- 21 A. **In Each School** - The school principal is the person responsible for receiving oral and written
22 reports of harassment or sexual harassment at the school level. A written report will be
23 forwarded simultaneously to the complaint manager and the Director of Schools or his/ her
24 designee. If the report was given verbally, the principal shall reduce it to written form within 24
25 hours. Failure to forward any harassment or sexual harassment report or complaint as provided
26 herein shall result in disciplinary action. If the complaint involves the school principal, the
27 complaint shall be filed directly with the complaint manager or the Director of Schools or
28 his/her designee.
- 29
30 B. **System Wide** - The school board hereby designates the Director of Student Services (male) or
31 the Supervisor of Elementary Education (female) as the complaint managers and Title IX
32 Coordinator to receive reports or complaints of sexual harassment from any individual,
33 employee or victim of harassment or sexual harassment or discrimination and also from the
34 school principals as outlined above. If the complaint involves the complaint manager, the
35 complaint shall be filed directly with the Director of Schools. The school system shall
36 conspicuously post the name of the complaint manager, including a mailing address and
37 telephone number. If the complaint involves the Director of Schools, the complaint shall be
38 filed directly with the Board. If the complaint involves a member of the Board, the complaint
39 shall be filed with the City's Attorney, with copies of the complaint sent to the Director of
40 Schools.
- 41

- 1 C. Submission of a complaint or report of harassment or sexual harassment will not affect the
2 reporting individual's present or future employment, grades or work assignments.
3
- 4 D. The school system will respect the confidentiality of the complainant and the individual(s)
5 against whom the complaint is filed as much as possible, consistent with the school system's
6 legal obligations and the necessity to investigate allegations or harassment and take disciplinary
7 action when the conduct has occurred.

8 VI. INVESTIGATION AND RECOMMENDATIONS

9 Upon receipt of a report or complaint alleging harassment, sexual harassment or discrimination, the
10 Complaint Manager shall immediately undertake an investigation. The investigation shall be conducted
11 by the Complaint Manager, or appoint a qualified person to undertake the investigation on his or her
12 behalf. The Complaint Manager may be assisted by the school principal if such complaint originates at
13 a school site.

14 In determining whether alleged conduct constitutes harassment, sexual harassment or discrimination,
15 the school system shall consider all relevant circumstances, the nature of the sexual advances if sexual
16 harassment is alleged, relationships between the parties involved and the context in which the alleged
17 incidents occurred.

18 The investigation shall consist of, but not be limited to, personal interviews with the complainant, the
19 individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged
20 incident(s) or circumstances giving rise to the complaint. The investigations shall also consist of any
21 other methods and documents deemed relevant by the complaint manager. If a complaint of sexual
22 harassment contains allegations involving the Director of Schools, the written report shall be filed with
23 the Board. The Director shall keep the Board informed of all complaints.

24 In addition, the school system shall take immediate steps to protect the complainant, students and
25 employees pending completion of an investigation of alleged harassment, sexual harassment, or
26 discrimination. The privacy and anonymity of all parties and witnesses to complaints will be respected.
27 However, because an individual's need for confidentiality shall be balanced with obligations to
28 cooperate with police investigations or legal proceedings, to provide due process to the accused, to
29 conduct a thorough investigation, or to take necessary action to resolve a complaint, the identity of
30 parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to
31 know. The complaint and identity of the complainant will not be disclosed except (1) as required by
32 law or this policy; or (2) as necessary to fully investigate the complaint; or (3) as authorized by the
33 complainant. The complaint manager shall file a written report, within ten (10) days of the filing of the
34 grievance of his/her findings with the Director of Schools. If a complaint of sexual harassment contains
35 allegations involving the Director of Schools, the written report shall be filed with the Board. The
36 Director of Schools shall keep the Board informed of all complaints.

37 After receipt of the complaint manager's report, the Director of Schools shall render a written decision
38 within five (5) days of the receipt of the report which shall be provided to the employee. If the
39 employee is not satisfied with the decision, the employee may appeal the decision to the Board by
40 making a written request to the complaint manager. The complaint manager shall be responsible for
41 promptly forwarding all materials relative to the complaint and appeal to the Board. Thereafter, the

1 Board shall render within thirty (30) days from the date the appeal was received, review the report and
2 affirm, overrule or modify the decision and render a written finding which shall be provided to the
3 complainant. This grievance procedure shall not be construed to create an independent right to a Board
4 hearing.

5 **VII. SCHOOL DISTRICT ACTION**

- 6 A. Upon receipt of a recommendation that the complaint is valid, the school system shall take such
7 action as appropriate based on the results of the investigation.
8
- 9 B. The result of the investigation of each complaint filed under these procedures shall be reported
10 in writing to the complainant by the school system. The report shall document any disciplinary
11 action taken as a result of the complaint.
12
- 13 C. The school system shall take such other steps as are necessary to prevent recurrence of the
14 harassment.
15
- 16 D. The school system shall keep the complainant informed of the status of complaints
17
- 18 E. A substantiated charge against an employee shall result in disciplinary action, up to and
19 including, termination. A substantiated charge against a student may result in corrective or
20 disciplinary action, up to and including, suspension.
21
- 22 F. An employee disciplined for violation of this policy may appeal the decision by contacting the
23 Federal Rights Coordinator or the Director of Human Resources.
24

25 **VIII. REPRISAL**

26 There will be no retaliation against any person who reports discrimination/harassment or participates in
27 an investigation. The schools system shall discipline any individual who retaliates against any person
28 who reports alleged incidents of harassment, sexual harassment or discrimination, as well as any
29 individual who retaliates against any person who testifies, assists or participates in an investigation,
30 proceeding or hearing relating to a harassment, sexual harassment or discrimination complaint.
31 Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment that creates
32 a hostile environment. However, any employee who refuses to cooperate or gives false information
33 during the course of any investigation may be subject to disciplinary action. The willful filing of a false
34 report will itself be considered harassment and will be treated as such.

35 **IX. NON-HARASSMENT/FALSE ACCUSATIONS**

36 The school system recognizes that not every reported incident, advance or consent containing sexual
37 content constitutes harassment. Whether a particular action or incident constitutes a personal or social
38 relationship having a discriminatory effect requires a determination based on all the facts and
39 surrounding circumstances.

1 False accusations of harassment, sexual harassment or discrimination can have serious detrimental
2 effect on innocent parties. Any person who knowingly and intentionally makes a false accusation, for
3 any reason, that would be contrary to the spirit and intent of this policy, shall be subject to immediate
4 and appropriate disciplinary action.

5 **X. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES**

6 These proceedings do not deny the right of any individual to pursue other avenues of recourse which
7 may include filing charges with the Tennessee Department of Human Rights, initiating the civil action,
8 filing a complaint with the Office of the Civil Rights of the United States Department of Education, or
9 in certain instances, seeking redress under state statutes.

10 **XI. SEXUAL HARASSMENT AS SEXUAL ABUSE**

11 Under certain circumstances, sexual harassment may constitute sexual abuse under Tennessee Law. In
12 such situations, the school system shall comply with Tennessee statutory requirements regarding the
13 reporting of suspected abuse to the appropriate authorities.

14 **XII. DISCIPLINE**

15 Any school system action taken pursuant to this policy shall be consistent with requirements of federal
16 law, Tennessee statutes and other school system policies. The school system shall take such
17 disciplinary action it deems necessary and appropriate, including warning, suspension or immediate
18 discharge to end harassment, sexual harassment or discrimination, and to prevent its recurrence.

19 **XIII. APPOINTING COMPLAINT MANAGERS**

20 The Director of Schools shall appoint at least two Complaint Managers, one of each gender. The
21 Federal Rights Coordinator may be appointed as a Complaint Manager. The Director of Schools shall
22 insert into this policy the names, addresses and telephone numbers of current Complaint Managers.
23 (*see note*)

24 Complaint Managers: Supervisor of Elementary Education (Female)
25 Director of Student Services (Male)
26 775 Raider Dr
27 Cleveland, TN 37312
28 (423) 472-9571

29 **XIV. POLICY DISTRIBUTION**

30 A copy of the foregoing policy and reporting procedure shall be published in the school system policy
31 online. A reference to this policy shall be included in each student handbook published by the school
32 system, shall be posted in a conspicuous place in each school building, and included in a statement of
33 nondiscrimination on the system's website.

Legal References

1. [Age Discrimination Employment Act, 29 USCA § 621; 42 USCA § 6101; 34 CFR § 110.25](#)
2. [Equal Pay Act, 29 USCA § 206\(d\)](#)
3. [Immigration Reform and Control Act, 8 USCA § 1324](#)
4. [Americans with Disabilities Act, 42 USCA § 12101](#)
5. [Title IX of the Education Amendments, 20 USCA § 1681](#)
6. [Section 504 of the Rehabilitation Act, 29 USCA § 701](#)
7. [Title VII of Civil Rights Act, 42 USCA § 2000e](#)
8. [29 CFR §1604.11; TCA 5-23-104; Public Acts of 2025, Chapter No. 293](#)
9. [20 USCA § 1681](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Instructional Standards 4.100
Equal Opportunity Employment 5.104
Complaints and Grievances 5.501
Discrimination/Harassment of Employees 5.500
Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation 6.304
Title IX & Sexual Harassment 6.3041

Memo

To: Cleveland City Schools Board of Education and Dr. Elliott

From: Kelly Kiser-Assistant Director of Schools

Date: August 29, 2025

Re: Special Education Teacher Position Request for the 2025-2026 School Year

The Human Resources Department would like to request permission to shift a special education teacher position for the remainder of the 2025-2026 school year from the IDEA (Individuals with Disabilities Education Act) Budget to the General Budget. While the cost in salaries and benefits for personnel has grown rapidly over the past several years, the IDEA budget amount received from the federal government has not. This change will allow the IDEA budget to be balanced while also allowing us to keep the needed personnel at Cleveland High School.



Cleveland
CITY SCHOOLS
STUDENT INFORMATION

Enrollment Update September 2025

Michael Kahrs
Director of Student Information



DEPARTMENT OVERVIEW

Department Responsibilities

- Student Information & State Reporting
- Assessments
- Data, Analytics, and Accountability

Department Team

- Michael Kahrs, Director
- Savannah Shell, Secondary Data Coordinator
- Kathy Blackner, Database Coordinator
- Kim Shay, Student Information Coordinator
- Karen Linn, Administrative Assistant (Shared)



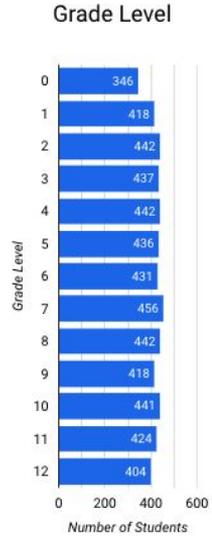


Updated: Hourly
Data Source: PowerSchool
Available Filters: Main Table and All Graphs

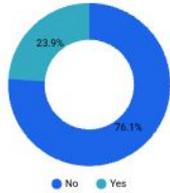
Click on a portion of an eligible table or graph to filter everything else on the dashboard. Hold Ctrl- or Command- to make multiple selections.

CCS Dashboard - Student Demographics

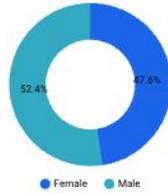
School ▾	ED	Female	Male	SPED	ESL	Total Students
Arnold Elementary	116	152	150	46	99	302
Blythe-Bower Elementary	265	293	337	76	179	630
Candy's Creek Cherokee Elementary	58	204	227	72	56	431
Cleveland High	336	766	921	196	240	1,687
Cleveland Middle	267	631	698	199	213	1,329
Mayfield Elementary	99	203	215	75	100	418
Ross Elementary	46	143	137	39	56	280
Stuart Elementary	83	122	112	47	69	234
Yates Primary	53	121	105	29	57	226
Grand total	1,323	2,635	2,902	779	1,069	5,537



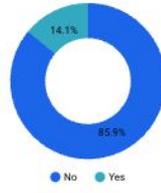
Economically Disadvantaged



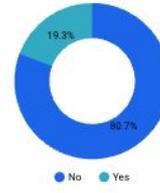
Gender



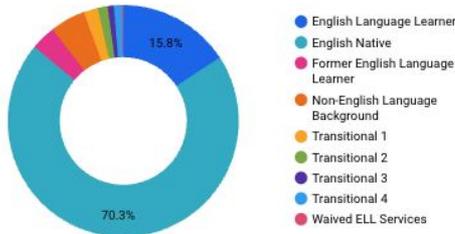
Special Education



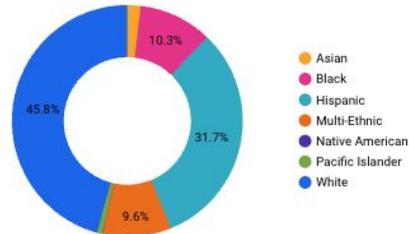
ESL



English as a Second Language Code



Tennessee Race/Ethnicity



❖ Smaller Kindergarten Cohort

- For Cleveland City Schools, the incoming Kindergarten cohort is significantly smaller than previous years
- Nationwide, the birth rate dropped somewhere between 4 and 5% in 2020 compared to 2019
- There is evidence that nationwide that parents are ‘redshirting’ their Kindergarteners because of lack of readiness skills

❖ Enrollments

- 654 new students have enrolled in Cleveland City Schools.

❖ Withdrawals and Transfers Steady

- 569 students have transferred out of Cleveland City Schools.
- 155 students have transferred between CCS elementary schools.





POWERSCHOOL FORMS RETURNING STUDENTS



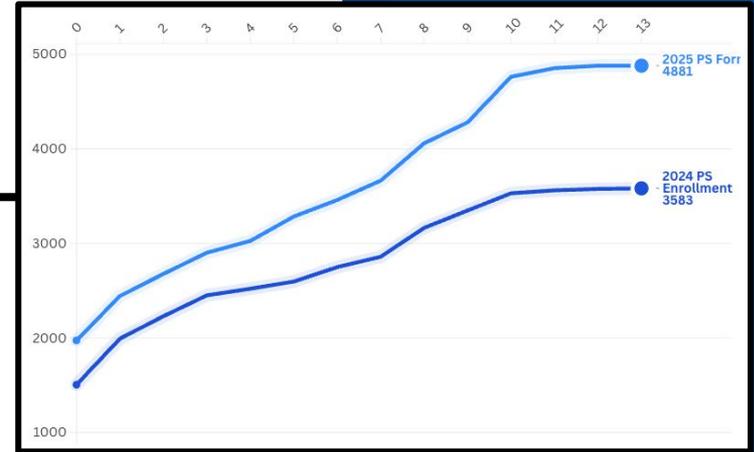
Annual Required Forms

- Series of Seven Online Forms
- Over 5200 Students/36,000 Forms
- 97% Complete Before Students Came Back
- Summer: Kim Shay and Yessica Rodriguez



Benefits of PowerSchool Forms

- Can be completed in the Web and Mobile App Parent Portals
- Teachers and Admin can complete in their PowerSchool Portals
- Talkingpoints has Proven Invaluable
- Document Uploads Go Straight Into PowerSchool
- Outstanding/Missing Forms are Easy to Find
- Submitting for Multiple Students at Once
- Net +1300 Forms in Just the First 2 Weeks versus Old System



Cleveland
CITY SCHOOLS
Educate. Innovate. Elevate.



Questions & Discussions

Cleveland High School Update

By: Lily Hakes





Sports Update

**Football: Cleveland started their season on 8/21 with a home game against rival school Walker Valley.
On 8/29 they played away against McMinn. Their upcoming game this Friday will be away against Tullahoma.**

Cheering on the Raiders each week is the CHS Marching Band, Cheer Team, and Dance Team.

Additionally both volleyball and golf teams are in full swing right now.



Sports Update Con.

Cross Country season started off their season with the Magnum Mile where senior Lucy Hearn placed fourth overall and senior Elisha Langford placed fifth overall for high schoolers.

Additionally, the team raced at Woodland Park where senior Lucy Hearn and senior Noah Dycus placed first overall in each race.



Band

- The CHS band is starting their competition season soon!
- Here are some of their upcoming events

September 18th — Parent Show @ CHS —
Show @ 7:00 PM

September 20th — @ Clinton High School, TN
for Clinch River Classic Competition

September 26th — Homecoming Game V.
Tyner Academy — Performing Show After
Game



Theatre

The CHS Theatre Department is putting on *The Lion, The Witch, and The Wardrobe* for their fall play.

Their performances will be
September 25th
September 28th
September 29th
September 30th





Blood Drive

HOSA is having a drive on September 18th in support of Pediatric Cancer. This is also in competition between schools with the county to donate the most amount of blood.

Additionally, Raider Evolve has designed and is selling t-shirts to help support Pax Mullins and his family in their journey with pediatric cancer.



SGA

Student Government is hosting elections for new grade level representatives. Elections will be held this week with the announcements coming out on Friday.

STUDENT GOVERNMENT REPRESENTATIVES

WHAT WE'RE LOOKING FOR:

- Five freshmen
- Two sophomores
- Two juniors

- Are you committed to improving CHS and making a positive impact on the student body?
- Do you have creativity, enthusiasm, and a true Blue Raider spirit?

**DEADLINE FOR APPLICATIONS & RECOMMENDATIONS:
FRIDAY, AUG. 22, 2025**





Wireless Device Update

Student Point of View

Students have had to adjust to the new state law banning cellular devices during school time.

Talking with my fellow students I have found that after adjusting to this new policy their minds have changed and they now are used to not having their phones at school. They are now seeing the benefits of not having their devices at school and some forget that they do not have their phone at school.

Cleveland City Schools					
Summary Financial Statement					
July 2025					
141 General Purpose School					
Account	Description	Original Budget	Year-to-Date Actual	% of Budget	Month-to-Date Actual
Revenues					
40000	Local Taxes				
40110	Current Property Tax	7,374,752.00	3,207.77	0.04%	3,207.77
40120	Trustee's Collections - Prior Year	182,061.00	16,812.42	9.23%	16,812.42
40130	Cir Clk/Clk & Master Collections-Pr Yr	116,000.00	16,777.71	14.46%	16,777.71
40140	Interest And Penalty	31,369.00	1,392.44	4.44%	1,392.44
40162	Payments In Lieu Of Taxes-Local	3,805.00	0.00	0.00%	0.00
40163	Payments In Lieu Of Taxes - Other	487,000.00	0.00	0.00%	0.00
40210	Local Option Sales Tax	9,575,941.00	0.00	0.00%	0.00
40275	Mixed Drink Tax	204,325.00	16,684.38	8.17%	16,684.38
40320	Bank Excise Tax	28,376.00	0.00	0.00%	0.00
	Total Local Taxes	18,003,629.00	54,874.72	0.30%	54,874.72
41000	Licenses and Permits				
41110	Marriage Licenses	2,825.00	236.77	8.38%	236.77
	Total Licenses and Permits	2,825.00	236.77	8.38%	236.77
43000	Charges for Current Services				
43511	Tuition - Regular Day Students	101,935.00	0.00	0.00%	0.00
43583	TBI Criminal Background Fee	150.00	0.00	0.00%	0.00
	Total Charges for Current Services	102,085.00	0.00	0.00%	0.00
44000	Other Local Revenues				
44110	Interest Earned	250,000.00	48,552.75	19.42%	48,552.75
44170	Miscellaneous Refunds	98,841.00	609.88	0.62%	609.88
44530	Sale Of Equipment	6,900.00	0.00	0.00%	0.00
44560	Damages Recovered From Individuals	1,800.00	0.00	0.00%	0.00
44570	Contributions & Gifts	129,628.00	2,700.00	2.08%	2,700.00
44990	Other Local Revenues	25,461.00	12.64	0.05%	12.64
	Total Other Local Revenues	512,630.00	51,875.27	10.12%	51,875.27
46000	State of Tennessee				
46510	TN Investment in Student Achievement	44,755,804.00	0.00	0.00%	0.00
46513	TISA On-Behalf Payments	0.00	0.00	0.00%	0.00
46515	Early Childhood Education	937,402.00	0.00	0.00%	0.00
46520	School Food Service	32,257.00	0.00	0.00%	0.00
46590	Other State Education Funds	0.00	1,118,269.40	0.00%	1,118,269.40
46596	Paid Parental Leave	150,000.00	0.00	0.00%	0.00
46610	Career Ladder Program	26,793.00	0.00	0.00%	0.00

	Total State of Tennessee	45,902,256.00	1,118,269.40	2.44%	1,118,269.40
49000	Other Sources (Non-Revenue)				
49810	City General Fund Transfer	6,606,800.00	0.00	0.00%	0.00
	Total Other Sources (Non-Revenue)	6,606,800.00	0.00	0.00%	0.00
	Total Revenues	71,130,225.00	1,225,256.16	1.72%	1,225,256.16
	Expenditures				
70000	Education				
71100	Regular Instruction Program	36,971,268.00	1,243,346.97	3.36%	1,243,346.97
71200	Special Education Program	6,268,262.00	64,702.95	1.03%	64,702.95
71300	Vocational Education Program	2,037,562.00	36,313.05	1.78%	36,313.05
72110	Attendance	166,129.00	13,228.68	7.96%	13,228.68
72120	Health Services	651,180.00	39,248.13	6.03%	39,248.13
72130	Other Student Support	3,758,275.00	264,916.68	7.05%	264,916.68
72210	Regular Instruction Program	2,698,135.00	213,197.74	7.90%	213,197.74
72220	Special Education Program	247,677.00	14,022.79	5.66%	14,022.79
72230	Vocational Education Program	196,624.00	13,206.82	6.72%	13,206.82
72250	Technology	1,112,265.00	366,675.05	32.97%	366,675.05
72310	Board Of Education	696,765.00	478,782.26	68.72%	478,782.26
72320	Office Of The Superintendent	758,181.00	79,927.06	10.54%	79,927.06
72410	Office Of The Principal	4,260,049.00	222,525.48	5.22%	222,525.48
72510	Fiscal Services	544,793.00	85,989.50	15.78%	85,989.50
72610	Operation Of Plant	4,778,121.00	914,179.48	19.13%	914,179.48
72620	Maintenance Of Plant	2,086,159.00	426,920.42	20.46%	426,920.42
72710	Transportation	1,809,553.00	355,874.55	19.67%	355,874.55
73100	Food Service	191,544.00	12,221.81	6.38%	12,221.81
73300	Community Services	52,140.00	50,170.00	96.22%	50,170.00
73400	Early Childhood Education	937,402.00	78,661.49	8.39%	78,661.49
76100	Regular Capital Outlay	97,180.00	99,581.93	102.47%	99,581.93
	Total Education	70,319,264.00	5,073,692.84	7.22%	5,073,692.84
80000	Debt Service				
82130	Principal on Bonds	520,696.00	2,519.00	0.48%	2,519.00
82230	Interest on Bonds	95,565.00	309.00	0.32%	309.00
82330	Other Debt Service	194,700.00	0.00	0.00%	0.00
	Total Debt Service	810,961.00	2,828.00	0.35%	2,828.00
	Total Expenditures	71,130,225.00	5,076,520.84	7.14%	5,076,520.84
	Budgeted Use of Fund Balance	0.00			

Personnel Items – August 2025

Assignments

Knapp, Dawne, CHS (Assistant), Effective July 28, 2025
Webber, Ephraim, ELR (Assistant), Effective August 6, 2025
Wells, Kelly, GRS (Assistant), Effective August 4, 2025
Burkey, Robert, CMS (Teacher), Effective August 1, 2025
Cannon, Benjamin, CHS (Teacher), Effective August 1, 2025
Jones, Alyssa, BB (PT Int), Effective August 25, 2025
Jones, Keegan, CHS (Assistant), Effective August 12, 2025
Rowland, Cordero, CHS (Assistant), Effective August 11, 2025
Pusch, Katherine, CCC (PT Int), Effective August 25, 2025
Callahan, Meghan, CCC (PT Int), Effective August 25, 2025
Jenkins, Denise, ST (Teacher), Effective August 15, 2025
Scannapiego, Melissa, BB (Assistant), Effective August 19, 2025
Meir, Olena, ARN (PT Int), Effective August 21, 2025
Shope, Hannah, YA (PT Int), Effective August 20, 2025
Tapp, Brian, CHS (Teacher), Effective August 18, 2025
Lanier, Lynzi, ESC (Bus Driver), Effective August 11, 2025
Kennedy, Sarah, ESC (Bus Monitor), Effective July 29, 2025
Ownby, Justin, ESC (Bus Driver), Effective August 11, 2025
Cullins, Jessica, BB (Cafeteria Monitor), Effective August 4, 2025
Jones, Keshia, ESC (Bus Driver), Effective August 4, 2025
Overstreet, Andrew, ESC (Teacher), Effective August 25, 2025
Ndegwa, Esther, ST (PT Int), Effective August 28, 2025
Guerra, Adeline, BB (PT Int), Effective August 27, 2025
Hultman, Jennifer, BB (PT Int), Effective August 29, 2025
Robb, Tiffanee, ESC (Bus Driver), Effective August 27, 2025

Resignations

Rogers, Erica, CMS (Teacher), Effective July 25, 2025
Stanford, Christopher, CMS (Teacher), Effective August 11, 2025
Kempster-Myers, Michelle, CMS (Teacher), Effective July 25, 2025
Passavant, Dianne, ST (PT Int), Effective July 24, 2025
Denton, Robin, CMS (Nurse Paraprofessional), Effective August 1, 2025
Gazaway, Jena, BB (Assistant), Effective July 25, 2025
Higgins, Jennifer, CHS (Administrative Assistant), Effective August 22, 2025

Transfers

Brewer, Amanda, AR (Teacher) to CHS (Teacher), Effective August 13, 2025

Norwood, Amy, ST (Assistant) to AR (Teacher), Effective August 13, 2025

Retirements

Leaves of Absence

Hindman, Rachel, BB, Effective August 5, 2025

Akins, Kayla, CCC, Effective August 27, 2025

Davis, Hannah, CMS, Effective July 28, 2025

Manning, Tressa, CHS, Effective July 28, 2025

Massengill, Stephanie, AR, Effective August 4, 2025

Barker, Cicely, MA, Effective August 4, 2025

Mullins, Steven, CHS, Effective July 28, 2025

Jordan, Samantha, CMS, Effective July 28, 2025

Cantrell, Nick, CHS, Effective August 5, 2025

Migovich, Ivan, CHS, Effective August 18, 2025

McClellan, Megan, CMS, Effective July 28, 2025



VOLLEYBALL

Our volleyball team is off to a strong start with a 9-1 record at the halfway point, including wins over two cross-town rivals. With standout players like Nyah Cisco (all six rotations), Sophia Adkins (libero), and Addy Scott (defensive specialist) leading the way, plus a deep bench of talent, the team is looking ahead with momentum. Other key players include Piper Mahoney, Addy Capps, Clover McCartney, and Samariah Williamson. CMS will also host the Raider Rally Tournament on September 20, welcoming teams from Georgia and Tennessee.

WELCOME BACK!

Faculty and staff rolled out a warm and enthusiastic welcome as students and families returned to the building to kick off the new school year. With plenty of smiles, excitement, and school spirit, the year is already off to a strong start!

FALL ONE ACT PLAYS

After last year's success, Mr. Dasher and Mrs. Walsh are bringing back the Fall One Act Plays! Over 90 students came out to learn more and audition for this year's performances, which will include one comedy and one drama. We can't wait to see our students shine on stage this season!

CMS Highlights AUGUST

The 6 Red Team started the school year with a focus on building relationships, capturing students' hearts, and preparing them for success in 6th grade. Students rotated through engaging stations, including a syllabus scavenger hunt, inference activities, and discovering their unique learning styles. With such a strong start, the team is ready for a fantastic year ahead!

6 RED TEAM HIGHLIGHT

In just three short days, over 1,300 iPads were successfully deployed to students! This accomplishment was a true team effort and highlighted the incredible collaboration and dedication of the CMS faculty. These devices will be powerful tools to support learning, creativity, and collaboration throughout the year.

IPAD DEPLOYMENT

Mrs. Bennett's 8th grade ELA students recently participated in a writing workshop using a custom MagicSchool AI ChatBot she designed. Connected to their curriculum article on robots, the AI adapted to each class's needs, providing real-time feedback to guide students in writing stronger paragraphs. This creative use of technology shows how AI can enhance learning in ways that go beyond what's possible with traditional methods, giving all 115 students personalized support.

AI WRITING WORKSHOP

