

**Cleveland City Schools**  
**Board of Education Regular Meeting**  
October 13, 2025 5:30 PM  
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
  - Student Board Representative, Lily Hakes, will lead us in a Moment of Silence and the Pledge of Allegiance
3. **Public Comments**
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
  - A. **Approval of Regular Agenda**
  - B. **Approval of Minutes from September 2, 2025, Board Meeting**
  - C. **Approval of Overnight Field Trips**
    - 2510
    - 2546
    - 2547
    - 2548
    - 2550
    - 2555
    - 2603
    - 2606
  - D. **Approval of Second Reading of Policies**
    - 1.700
    - 5.500
6. **Regular Agenda**
  - A. **Director's Update**
    - Director of Schools, Dr. Jeff Elliott, will present an update to the Board highlighting all the great things happening in Cleveland City Schools
  - B. **Spotlight**
    1. **Recognition of Louise Bain with Chattanooga Food Bank**

- Dr. Jeff Elliott will recognize Ms. Louise Bain with Chattanooga Food Bank
2. **Recognition of AP Scholars**
    - Principal, Bob Pritchard, will recognize Cleveland High School AP Scholars
  3. **Recognition of Neurosequential Model in Education (NME) Participants**
    - Dr. Danielle Scarth will recognize the NME participants for Cleveland City Schools
  4. **School Spotlight- Blythe-Bower Elementary**
    - Principal, Dr. Joel Barnes, will present an update to the Board showcasing Blythe-Bower Elementary
- C. **First Reading of Policies- None**
- There are no policies to review this month
- D. **Strategic Plan Focus- Academics**
- Dr. Leneda Laing and Mrs. Kellye Bender will present an update to the Board on Academics
- E. **\*TISA Plan Presentation**
- Dr. Leneda Laing and Mrs. Kellye Bender will present the 2025-2026 TISA Plan 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 give an update on CCS Facilities
- A. **\*Approval of Ross Elementary Cooling Tower**
  - B. **\*Approval of Candy's Creek Cherokee Elementary Sign**
  - C. **\*Approval of Mouse Creek Road Property**
8. **Legislative Updates**
    - Ms. Carolyn Ingram will give a TSBA update to the Board
    - Report on TSBA Fall District Meeting
    - The Board will attend the TSBA Annual Convention in Nashville, November 13-16
  9. **"B" Agenda**
    - A. **Financial Report**

B. **Personnel Report**

C. **CMS Highlights**

D. **Dates to Remember**

**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**

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 **2546**

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

**Trip Leave**

\* Date 12/19/25 Friday

\* Time 12:00 PM

**Trip Return**

\* Date 12/21/25

\* Time 11:45 PM

Trip Year/Week 2025-51

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

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

Funded by 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 team will be traveling to Crown Point IN for Camahan Tournament. No bus transport hotel information and travel itinerary will be provided to Mr. Pritchard for the trip.

\* **Your School/Dept** ⓘ

019 CHS Athletics  
850 Raider Dr, Cleveland, TN 37312

\* **Main Destination** ⓘ

Other (Type Below)  
Crown Point, IN 46307, USA

**Destination Not Listed**

Crown Point, IN, USA

**Destination Name**

Crown Point High S

Add a Stop on the Way There

Add a Stop on the Return

\* **Approximate Nbr of Miles Round Trip**

1000.00

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	3	* Female Adult/Chaperone	0	Total Adult/Chaperone	3
* Male Students	14	* Female Students	0	Total Students	14

### 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.

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: **2546** Pending School Board Approval

Final Approval Date

Email Audit Log:

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
----------	----------------	----------------	----------------

Date	User	Action
9/3/25, 2:05:01 PM	jelliott@clevelandschools.org	Central Office Level Approved
8/28/25, 8:13:03 PM	almorris@clevelandschools.org	Location Level Approved



Version 4.6.146

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 **2548**  
\* Category Travel With Students  
\* Type of Trip Athletic  
\* Athletic Event (you may check more than one)  
Wrestling

**Trip Leave**

\* Date 12/28/25 Sunday  
\* Time 8:00 AM

**Trip Return**

\* Date 12/28/25  
\* Time 11:45 PM

Trip Year/Week 2026-01

**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

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

Funded by wrestling.

**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 team will be traveling to Cannonsburg PA for the Powerade Tournament. No bus Detailed hotel information and travel itinerary will be provided to Mr. Pritchard for the t

\* **Your School/Dept** ⓘ

019 CHS Athletics

850 Raider Dr, Cleveland, TN 37312

\* **Main Destination** ⓘ

Other (Type Below)

Canonsburg, PA, USA

Destination Not Listed

Canonsburg, PA, USA

Destination Name

Cannon-McMillan H

Add a Stop on the Way There

Add a Stop on the Return

\* **Approximate Nbr of Miles Round Trip**

1000.00

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	3	* Female Adult/Chaperone	0	Total Adult/Chaperone	3
* Male Students	14	* Female Students	0	Total Students	14

### 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.

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: **2548** Pending School Board Approval

Final Approval Date

Email Audit Log:

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

Date

9/3/25, 2:16:16 PM

8/28/25, 8:14:31 PM

User

jelliott@clevelandschools.org

almorris@clevelandschools.org

Action

Central Office Level Approved

Location Level Approved



Version 4.6.146

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 **2550**  
\* Category Travel With Students  
\* Type of Trip Athletic  
\* Athletic Event (you may check more than one)  
Wrestling

### Trip Leave

\* Date 1/16/26 Friday  
\* Time 12:00 AM

### Trip Return

\* Date 1/19/26  
\* Time 11:45 PM

Trip Year/Week 2026-03

**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

\* 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 team will be traveling to Holland PA for the Escape the Rock Tournament. No bus Detailed hotel information and travel itinerary will be provided to Mr. Pritchard for the

\* Your School/Dept ⓘ

019 CHS Athletics

850 Raider Dr, Cleveland, TN 37312

\* Main Destination ⓘ

Other (Type Below)

2002 Rock Way, Holland, PA 18966, USA

Destination Not Listed

Council Rock South High School, Rock Way, Holland, PA, USA

Destination Name

Council Rock South

Add a Stop on the Way There

Add a Stop on the Return

\* Approximate Nbr of Miles Round Trip

1000.00

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	2	* Female Adult/Chaperone	0	Total Adult/Chaperone	2
* Male Students	3	* Female Students	0	Total Students	3

### 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: **2550** Pending School Board Approval

Final Approval Date

Email Audit Log:

Page << First < Previous

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
----------	----------------	----------------	----------------

Date

9/3/25, 2:15:34 PM

8/28/25, 8:15:44 PM

User

jelliott@clevelandschools.org

almorris@clevelandschools.org

Action

Central Office Level Approved

Location Level Approved



Version 4.6.146

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 **2603**  
\* Category Travel With Students  
\* Type of Trip Field Trip  
\* Field Trip Event  
Standard Field Trip

**Trip Leave**

\* Date 11/20/25 Thursday  
\* Time 12:00 PM

**Trip Return**

\* Date 11/22/25  
\* Time 1:00 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.

Nicole Williams - CHS  
Amy Adams - CHS  
Jason Adams - Polk County HS Teacher, Husband of Amy Adams  
Aileen Creel - CMS

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

Parents will pay \$230 for the field trip. We will also have a fundraiser on \$30 Registration \$200 Hotel/Pizza 1 night

**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.

CHS Beta Club  
Chaperones and parents will drive students.

\* 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)  
2800 Opryland Dr, Nashville, TN 37214, USA

Destination Not Listed

Gaylord Opryland Resort & Convention Center, Opryland Drive, N. Destination Name Opryland Hotel, Na

Add a Stop on the Way There

Add a Stop on the Return

\* Approximate Nbr of Miles Round Trip

334.00

CALCULATE MILES

\* Funding Source #1

Other

Budget Code

Parents and fundraiser

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  No

(Does venue require payment prior to trip?)

Amount of Payment

720

Payment Option

Mail Check

Will Pick Up Check

Purchase Order/Requisition Nbr

Payment Due To

National Beta  
151 Beta Club Way  
Spartanburg, S.C. 29306-3012

Comments Concerning Payment

There will be 3 separate payments.  
1 - National Beta for registration (\$30/each student). If all 24 students attend, then it will I  
2 - Hotel reservations Gaylord Opryland Hotel (booked through Beta website) \$189/night/

\* Teacher / Advisor / Staff Name

Nicole Williams

\* Teacher / Advisor / Staff Phone #

931-801-1695

Teacher / Advisor / Staff Email

nwilliams@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

Nicole Williams

\* Emergency Contact Phone #

931-801-1695

\* Grade Level(s) Making Trip

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

\* Educational Objective for Field Trip

Students will go to Nashville for the State BETA Convention at the Gaylord Resort. Students will compete in a variety of competitions including marketing, visuals arts, perfo engineering, and more.

## Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	4	Total Adult/Chaperone	5
* Male Students	4	* Female Students	20	Total Students	24

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

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

Nbr Students 24 Teacher Nicole Williams

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)?

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

Parents and Sponsors will be driving students to Nashville and back to Cleveland.

## Vehicles Needed

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

Person Submitting Request

nwilliams@clevelandschools.org

Date Submitted

Sep 19, 2025, 12:55:44 PM

▶ [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

Sep 22, 2025, 8:56:12 AM

## Level 02 Approval - Second Level Location Approval



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 **2555**

\* Category Travel With Students

\* Type of Trip Athletic

\* Athletic Event (you may check more than one)  
Wrestling

**Trip Leave**

\* Date 1/30/26 Friday

\* Time 1:00 PM

**Trip Return**

\* Date 1/31/26

\* Time 11:45 PM

Trip Year/Week 2026-05

**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 Sacarsz

\* 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 the TSSAA State Duals. Detailed hotel in will be provided to Mr. Pritchard for the trip.

\* 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 # 4238388509

### Number of Individuals Making Trip

* Male Adult/Chaperone	5	* Female Adult/Chaperone	0	Total Adult/Chaperone	5
* Male Students	24	* Female Students	20	Total Students	44

### 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

Check here to indicate trip is drop-off only Location

Check here to indicate trip is pickup only Location

#### Vehicle Pickup

\* Date 1/30/26  
 \* Time 1:00 PM

#### Vehicle Return

\* Date 1/31/26  
 \* Time 11:45 PM

Total Trip Hours 34,75

\* Type of vehicles needed to reserve Approved Charter ⓘ

\* Approved Charter Premier Transportation LL

**Email**

**Phone** 865-964-0304

**Contact**

**Address** 1500 Breda Drive  
Knoxville, TN 37

\* How many vehicles do you need? 1

**Vehicle Guidelines:** School Bus Capacity  
 Elementary School Students=78 max  
 Middle/High School Students=52 max

\* Do you need a wheelchair lift? No

Nbr Wheelchair Slots 0 Nbr Seatbeits 0 Nbr Fold Down Seats 0

Special Needs

Comments or Details Concerning Needs

General Information

Owner vmack@clevelandschools.org

Bid Id/Closing Date

### Reserve Vehicles

**Location Used to Reserve Vehicles** 000 Transportation  
 vmack@clevelandschools.org

**Trip Location Zone** Main **Trip Year/Week:**

**Trip Hours:** 34,75

**Total Number of Vehicles Needed:** 1 **Number w/ Lift:**

**Person Submitting Request** mhigh@clevelandschools.org

**Date Submitted** Aug 28, 2025, 12:25:32 PM

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

### Level 01 Approval - Location Approval

Comment  
Decision: Approved  
Name: almorris@clevelandschools.org  
Decision Date: Aug 28, 2025, 8:16:01 PM

### Level 07 Approval - Overnight Trip Approval

Comment  
Decision: Approved  
Name: jelliott@clevelandschools.org  
Decision Date: Sep 26, 2025, 2:57:03 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
<input type="button" value="Social/Case"/>	<input type="button" value="i"/>	<input type="button" value="Send Email"/>	<input type="button" value="Comments"/>
<input type="button" value="Create Duplicate Request"/>	<input type="button" value="Cancel Trip Reservations"/>	<input type="button" value="Reschedule Trip"/>	<input type="button" value="Print"/>

Request Status Trip: **2555** Pending School Board Approval

### Final Approval Date

Email Audit Log:

Page << First | < Previous

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
Date	User	Action	
9/26/25, 2:57:03 PM	jelliott@clevelandschools.org	Central Office Level Approved	
8/28/25, 8:16:01 PM	almorris@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 **2606**

\* Category Travel With Students

\* Type of Trip Field Trip

\* Field Trip Event  
Standard Field Trip

### Trip Leave

\* Date 11/8/25 Saturday

\* Time 10:00 AM

### Trip Return

\* Date 11/9/25

\* Time 10:00 AM

Trip Year/Week 2025-45

**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.

Karina Burgueno-CHS GAPP Coordinator, Seth LaMagna-CHS, Kayla F Bradley Country Schools, Elvira Theil German Teacher from Maria Ward Weiss, German Teacher, Kumax Gymnasium School, Germany.

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

The cost per person is approximately \$100 and this will be funded by 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.

The field trip is to Adventure Ocoee. There won't be a need for a CCS driver. Hosting students to the site.

\* **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)  
186 Hawkins Dr, Ocoee, TN 37361, USA

**Destination Not Listed**

Adventure Ocoee | Retreat Center, Hawkins Drive, Ocoee, TN, US Destination Name Adventure Ocoee

Add a Stop on the Way There

Add a Stop on the Return

\* **Approximate Nbr of Miles Round Trip**

30.00

CALCULATE MILES

\* **Funding Source #1**

Other ▼

**Budget Code**

**Funding Source Desc**

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

**Budget Code Desc**

**Funding Approver**

**Are funds payable to a third party?**

Yes  No

(Does venue require payment prior to trip?)

\* **Teacher / Advisor / Staff Name**

Karina Burgueno

\* 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 

The goal of this overnight experience is for GAPP students to strengthen communication and collaboration skills through the Low Challenge course in The Hidden Forest. By work overcome eight unique obstacles, students will practice teamwork, resilience, and creativ

### Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	4	Total Adult/Chaperone	5
* Male Students	12	* Female Students	32	Total Students	44

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

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

Nbr Students 44 Teacher Karina Burgueno  
 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)?

\* 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.

Host families/parents will provide transportation to Adventure Ocoee Retreat.

### Vehicles Needed

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

Person Submitting Request kburgueno@clevelandschools.org  
 Date Submitted Sep 19, 2025, 4:07:12 PM

▶ [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 Sep 22, 2025, 8:53:00 AM

### Level 02 Approval - Second Level Location Approval

Comment  
 Decision Approved  
 Name llaing@clevelandschools.org  
 Decision Date Sep 22, 2025, 11:07:43 AM

### Level 07 Approval - Overnight Trip Approval

Comment  
 Decision Approved  
 Name jelliott@clevelandschools.org  
 Decision Date Sep 26, 2025, 2:56:05 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



**Request Status** Trip: **2606**

Pending School Board Approval

**Final Approval Date**

**Email Audit Log:**

Page << First | < Previous |

**Subject:**

**Email Sent on:**

**Email Sent by:**

**Email Sent To:**

Date

User

Action

9/26/25, 2:56:05 PM

jelliott@clevelandschools.org

Central Office Level Approved

9/22/25, 11:07:43 AM

llaing@clevelandschools.org

Second Level Location Level Approved

9/22/25, 8:53:00 AM

bpritchard@clevelandschools.org

Location Level Approved



Version 4.6.149

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 **2547**

\* Category Travel With Students

\* Type of Trip Athletic

\* Athletic Event (you may check more than one)  
Wrestling

**Trip Leave**

\* Date 12/26/25 Friday  
\* Time 8:00 AM

**Trip Return**

\* Date 12/28/25  
\* Time 11:45 PM

Trip Year/Week 2025-52

**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, Eric Sacharszyk, Jenna Morris

\* Indicate cost per person and how the trip is being funded (parent or district?) Funded by 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 girls team will be traveling to Cannonsburg PA for the Powerade 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)  
Canonsburg, PA, USA

Destination Not Listed Canonsburg, PA, USA

Destination Name Cannon-McMillan H

Add a Stop on the Way There

Add a Stop on the Return

\* Approximate Nbr of Miles Round Trip 1000.00 **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 # 4238388509

### Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	0	Total Adult/Chaperone	1
* Male Students	0	* Female Students	10	Total Students	10

### 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.

Personal Vehicles.

### Vehicles Needed

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

Person Submitting Request mhigh@clevelandschools.org  
 Date Submitted Aug 28, 2025, 10:56:07 AM

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

### Level 01 Approval - Location Approval

Comment  
 Decision Approved  
 Name almorris@clevelandschools.org  
 Decision Date Aug 28, 2025, 8:14:15 PM

### Level 07 Approval - Overnight Trip Approval

Comment  
 Decision Approved  
 Name jelliott@clevelandschools.org  
 Decision Date Oct 1, 2025, 8:54:13 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
-----------	------	-----------	------------

Request Status Trip: 2547 Pending School Board Approval

Final Approval Date

Email Audit Log:

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
----------	----------------	----------------	----------------



Date	User	Action
10/1/25, 8:54:13 AM	jelliott@clevelandschools.org	Central Office Level Approved
9/3/25, 2:13:37 PM	jelliott@clevelandschools.org	Email sent
8/28/25, 8:14:15 PM	almorris@clevelandschools.org	Location Level Approved
8/28/25, 11:05:06 AM	mhigh@clevelandschools.org	Trip Leave date/time changed to 12/26/2025 08:00:00 AM



Version 4.6.149

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 **2510**

\* Category Travel With Students

\* Type of Trip Field Trip

\* Field Trip Event  
Standard Field Trip

**Trip Leave**

\* Date 10/23/25 Thursday

\* Time 4:00 PM

**Trip Return**

\* Date 10/25/25

\* Time 11:00 PM

Trip Year/Week 2025-43

\* Is this an overnight trip? Yes

**Is this an overnight trip? Additional Information**

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

Don Markham  
Tracy Lenz  
Nicole Williams

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

\$125 and then using theater funds

**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.

Don Markham will drive the bus on this trip

\* **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)  
301 Red Hawk Pkwy, Smyrna, TN 37167, USA

**Destination Not Listed**

Stewarts Creek High School, Red Hawk Parkway, Smyrna, TN, US Destination Name **Stewarts Creek Hig**

Add a Stop on the Way There

Add a Stop on the Return

\* **Approximate Nbr of Miles Round Trip**

288.61

CALCULATE MILES

\* **Funding Source #1**

School

**Budget Code**

.420

**Funding Source Desc**

**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**

Don Markham

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

4234781113

Teacher / Advisor / Staff Email

dmarkham@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

Don Markham

\* 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

Participation the TTA One-Act Competition. Students will perform a one-act along with se around TN. Scholarship opportunities and College Reps will be on site.

### Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	2	Total Adult/Chaperone	3
* Male Students	5	* Female Students	19	Total Students	24

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

Yes  No

\* If so, will these students need packed lunches?

Yes  No

Nbr Students 24 Teacher Don Markham

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)?

### Vehicles Needed

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

Check here to indicate trip is drop-off only Location

Check here to indicate trip is pickup only Location

Vehicle Pickup	Arrive at Venue (Info Only)	Depart Venue (Info Only)	Vehicle Reti
* Date 10/23/25	* Date 10/23/25	* Date 10/25/25	* Date
* Time 4:00 PM	* Time 6:00 PM	* Time 8:00 PM	* Time

Total Trip Hours 55.00

\* Type of vehicles needed to reserve School Bus ⓘ

\* How many vehicles do you need? 1

Vehicle Guidelines

School Bus Capacity  
Elementary School Students=78 max  
Middle/High School Students=52 max

\* Do you need a wheelchair lift? No

Nbr Wheelchair Slots 0 Nbr Seatbelts 0 Nbr Fold Down Seats 0

Special Needs

Comments or Details Concerning Needs

We have not booked a hotel. Waiting on approval before we do so. The Conference h Suites Smyrna-Nashville Area 2565 Highwood Blvd Smyrna, TN 37167 If this one fills before board approval we will l at Hampton Inn & Suites Nashville-Smyrna 2573 Highwood Blvd Smyrna, TN 37167. l minutes from Stewarts Creek High School

General Information

Owner

vmack@clevelandschools.org

Bid Id/Closing Date

### Reserve Vehicles

Location Used to Reserve Vehicles 000 Transportation

vmack@clevelandschools.org

Trip Location Zone

Main

Trip Year/Week:

Trip Hours:

55.00

Total Number of Vehicles Needed:

1

Number w/ Lift:

Person Submitting Request

dmarkham@clevelandschools.org

Date Submitted

Aug 19, 2025, 12:02:33 PM

▶ 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

Aug 22, 2025, 2:13:07 PM

### Level 02 Approval - Second Level Location Approval

Comment

Decision

Approved

Name

llaing@clevelandschools.org

Decision Date

Aug 22, 2025, 3:21:34 PM

### Level 07 Approval - Overnight Trip Approval

Comment

Decision

Approved

Name

jelliott@clevelandschools.org

Decision Date

Aug 22, 2025, 4:59:00 PM

### Level 09 Approval - Transportation Approval

Comment

Decision

Approved

Name

vmack@clevelandschools.org

Decision Date

Oct 3, 2025, 7:25:05 AM

### Level 10 Approval - School Board Approval

Comment

Decision

Approved  Denied

Designated Approver

awheeler@clevelandschools.org

Name

Decision Date

### Supporting Documents

Choose File No file chosen

Add

File Type

Size

File Name

Created On

Save/Close



Send Email

Comments

Create Duplicate Request

Cancel Trip/Reservations

Reschedule Trip

Print

Request Status Trip: **2510**

Pending School Board Approval

Final Approval Date

Email Audit Log:

Page << First | < Previous

Subject:

Email Sent on:

Email Sent by:

Email Sent To:

Date	User	Action
10/3/25, 7:25:05 AM	vmack@clevelandschools.org	Additional Level 1 Approved
8/22/25, 4:59:00 PM	jelliott@clevelandschools.org	Central Office Level Approved
8/22/25, 3:21:34 PM	llaing@clevelandschools.org	Second Level Location Level Approved
8/22/25, 2:13:07 PM	bpritchard@clevelandschools.org	Location Level Approved



Version 4.6.149

# Cleveland City Board of Education

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

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;<sup>1</sup>~~

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

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

- 1 1. Age Discrimination Employment Act;<sup>1</sup>
- 2 2. Title II of the Americans with Disabilities Act<sup>4</sup>
- 3 3. Title IX of the Education Amendments of 1972<sup>5</sup>
- 4 4. Section 504 of the Rehabilitation Act of 1973<sup>6</sup>
- 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<sup>7,5</sup>

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

# DIRECTOR'S UPDATE



October 13, 2025

## **Highlights**

- **September: SSC “Cleared the List” for some of our teachers’ wish lists. Thank you!**
- **Sept. 8: Official Launch of Barbara’s Market - Thank you to Volunteers (Community, Staff, and Students)**
- **Sept. 10-11: BCPEF LEAD Fellows Retreat**
- **Sept. 11: CCS Board Mini-Retreat at BCPEF Office**
- **Sept. 11: SE Regional TSBA Meeting at Tyner**
- **Sept. 14-17: TOSS Annual Superintendents Conference**
- **Sept. 23: Breakfast with the Board at Blythe-Bower**
- **Oct. 1: Certified Staff and Classified Staff Feedback Sessions**
- **Oct. 2: Senior Interviews at CHS sponsored by the Chamber**
- **Oct. 13: Staff Development Day (Leadership Training with Principals and HS/MS Coaches)**

## Upcoming Events

- **Oct. 14: Breakfast with the Board at CHS at 7 a.m.**
- **Oct. 15: State Visit to Blythe-Bower, Stuart, and Family Resource Center**
- **Oct. 17: CHS Hall of Fame Program at 9 a.m. at CHS Arena**
- **Oct. 23: Board Retreat regarding Facilities at 2 p.m. at ESC Building**
- **Oct. 25: Chamber of Commerce 100th Year Celebration**
- **Oct. 30: Vision 100 BCPEF Evening**



# Blythe-Bower Elementary School

Champion Student  
Adorn Medlin

Champion Staff  
Kris Berger



A blue promotional graphic for the 'Champion of the Month Award'. At the top, it features a gold medal icon, the text 'CHAMPION OF THE MONTH AWARD', and the Clay County Schools logo. Below this is a large red and white 'SCAN HERE' button. Underneath the button is a red box with white text that reads: 'NOMINATE A CCS STAFF MEMBER AND/OR STUDENT WHO EXEMPLIFIES A CHAMPION!'. At the bottom of the graphic is a QR code and a red banner with the text '#BuildingChampions #BuildingCommunity'.

Highlights

Upcoming Events

Champions

# Pictures...Building Champions, Building Community



Highlights

Upcoming Events

Champions

# Pictures...Building Champions, Building Community



# Congratulations to the Cleveland City Schools Board of Education

## Boardmanship Awards

Jodi Riggins (Level II and III)

Nate Tucker (Level IV)

Carolyn Ingram (Level IV)

Also, Carolyn Ingram did a fantastic job introducing and moderating the SE TN TSBA Meeting.

## Silver Level Distinction in the Tennessee Healthier Schools Challenge

## **Congratulations to the Cleveland City Schools**

### **Cleveland City Schools receives the RTI 2 -A+B Change Makers Award**

The Tennessee Tiered Supports Center (TSC), in partnership with the Tennessee Department of Education, has announced that Cleveland City Schools has been named a 2024-2025 RTI<sup>2</sup>-A+B Change Makers Award recipient.

The Change Makers Award honors Tennessee school districts that have strengthened and aligned their Response to Instruction and Intervention for Academics and Behavior (RTI 2 -A+B) tiered student support systems and created lasting, sustainable change that positively impacts every student.

# DIRECTOR'S UPDATE



October 13, 2025

<b>Student Name</b>	<b>Scholar Award</b>
Barker, Evan	AP Scholar
Brice, Avery	AP Scholar
Congdon, Preston	AP Scholar
Cordero, Jose	AP Scholar
Eledge, James	AP Scholar
Glasgow, Shiloh	AP Scholar
Jones, Allyson	AP Scholar
Maughon, Colton	AP Scholar
Murguia, Joseph	AP Scholar
Napier, Elias	AP Scholar
Norton, Richard	AP Scholar
Ojeda, Adrian	AP Scholar
Robbins, Ava	AP Scholar
Rodante, Isaiah	AP Scholar
Ronca, Jonathan	AP Scholar
Wenger, Ava	AP Scholar
Williams, Sarah	AP Scholar
Ahlberg, Kara	AP Scholar with Distinction
Cunyngham, Kendall	AP Scholar with Distinction
Gallaher, Eli	AP Scholar with Distinction
Gasaway, Shakhaina	AP Scholar with Distinction
Hakes, Lily	AP Scholar with Distinction
Patel, Vasu	AP Scholar with Distinction
Pesterfield, Ashley	AP Scholar with Distinction
Phillips, Sloane	AP Scholar with Distinction
Samonek, Aiden	AP Scholar with Distinction
Assal, Christina	AP Scholar with Honor
Creekmore, Sydney	AP Scholar with Honor
Francisco, Isaiah	AP Scholar with Honor
Inglis, Evan	AP Scholar with Honor
Nunez-Flores, Sophie	AP Scholar with Honor
Schichtel, Lola	AP Scholar with Honor
Weiss, Lyla	AP Scholar with Honor



# Neurosequential Model in Education

Danielle Scarth, Ed.D.

# NME

Developed by Dr. Bruce Perry

Way of understanding and supporting students

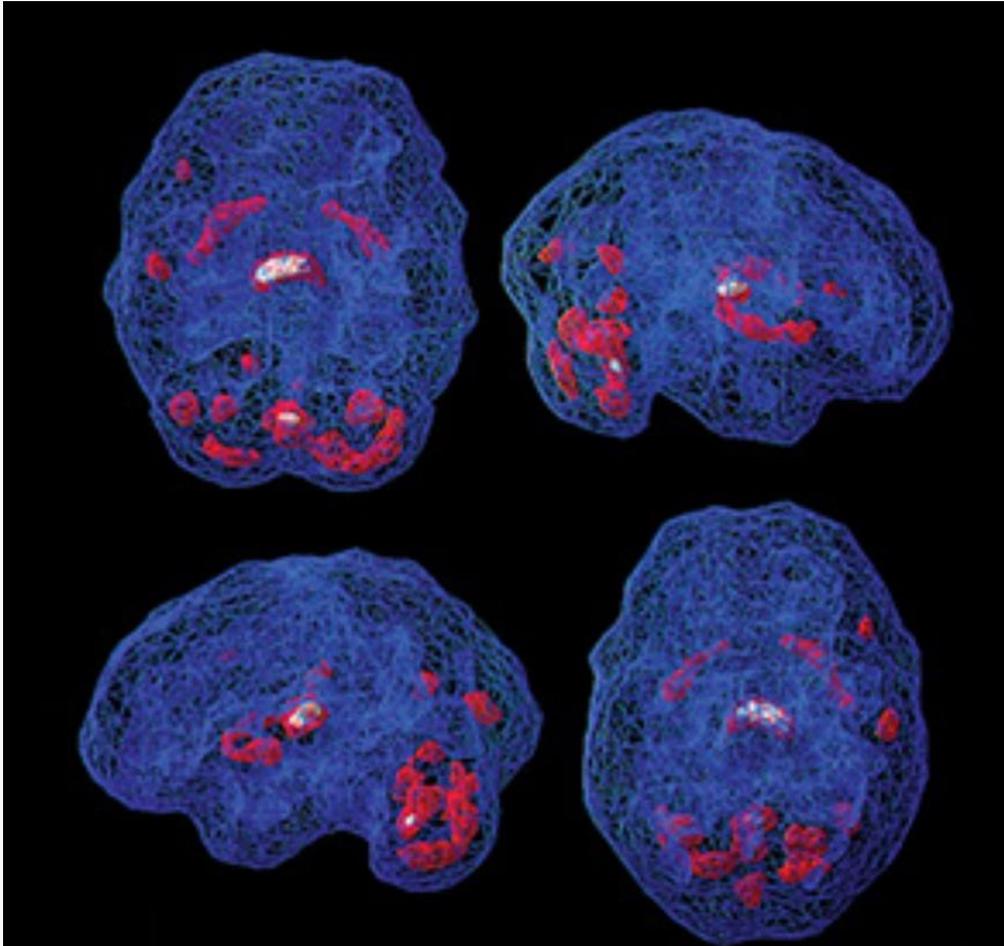
Based on brain development and how our brains respond to stress

Looks at behavior through a brain science lens

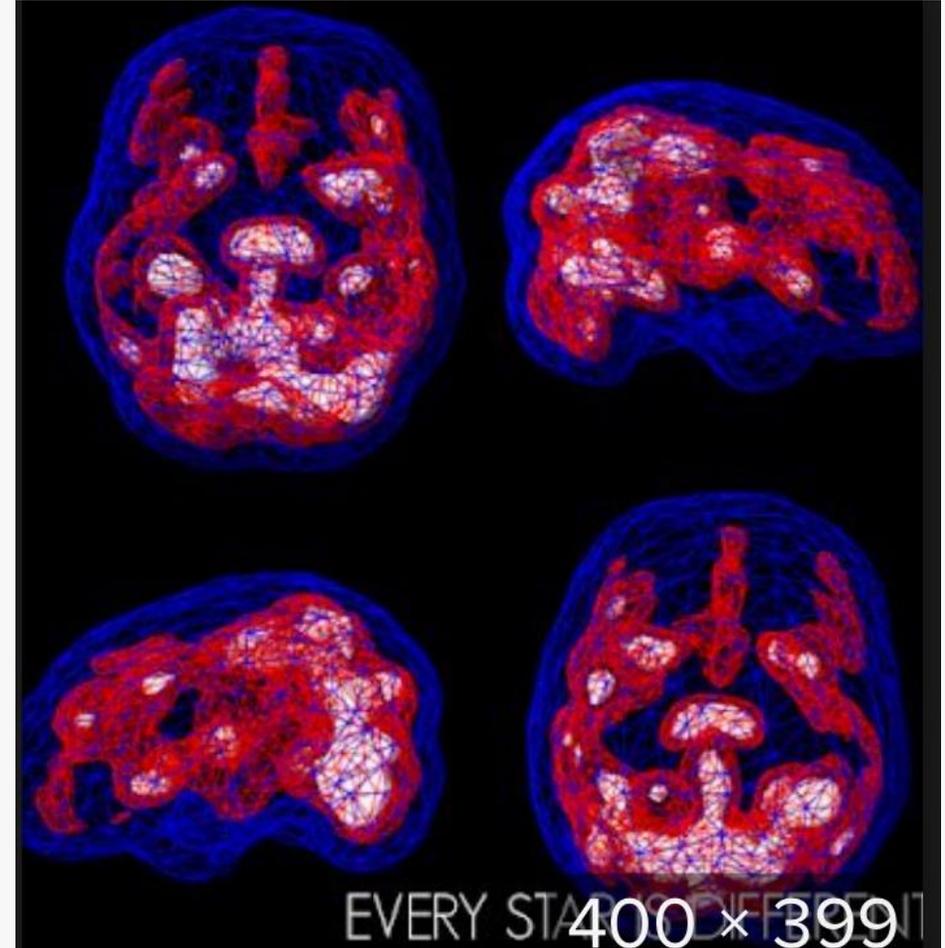
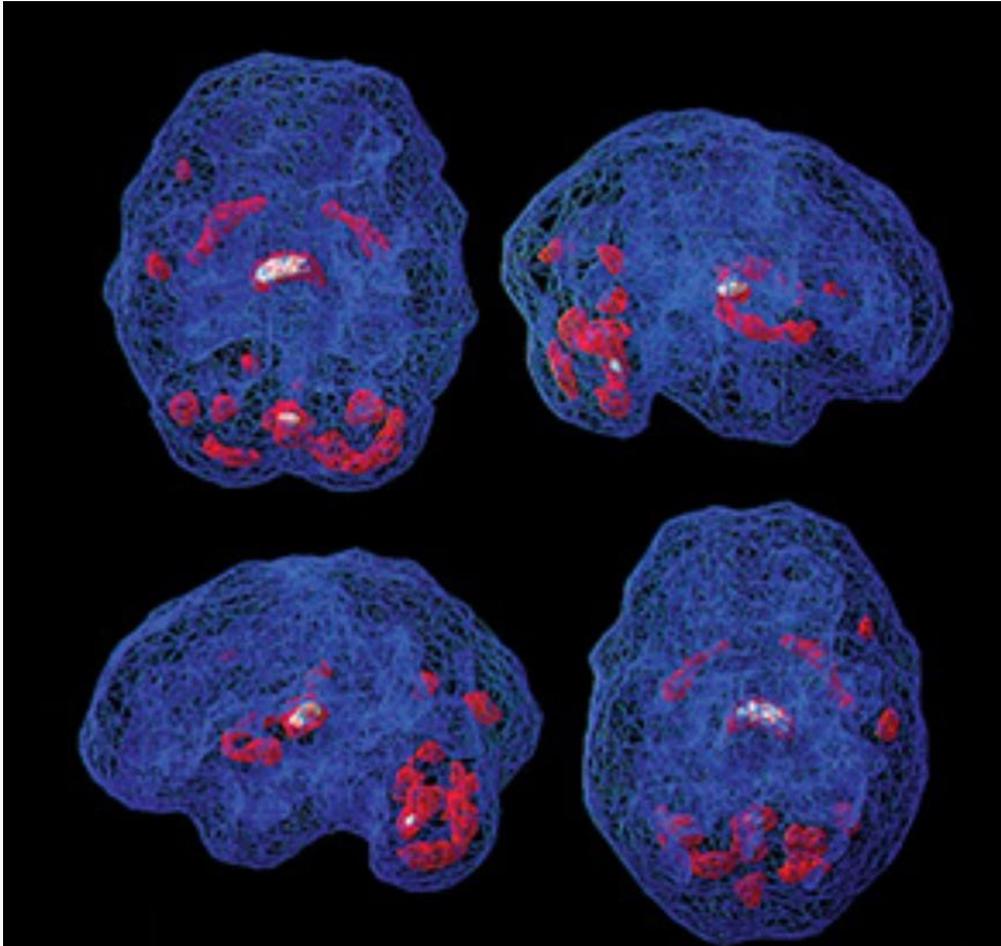
## *Why it works*

- **Aligns**
- **Evidence-based**
- **Flexible**
- **Preventive**

# The Typical Brain



# The Emotional Brain



# NME

Intensive 14-month certification course

Rigorous content

Book studies, monthly modules, monthly meetings, group projects, & presentations.

# 2024-2025 Cohort

Dr. Jessica Bigham

Kim Bradford

Mindy Kiser

Casey Price

Laura Vacheresse



---

Blythe-Bower

Elementary

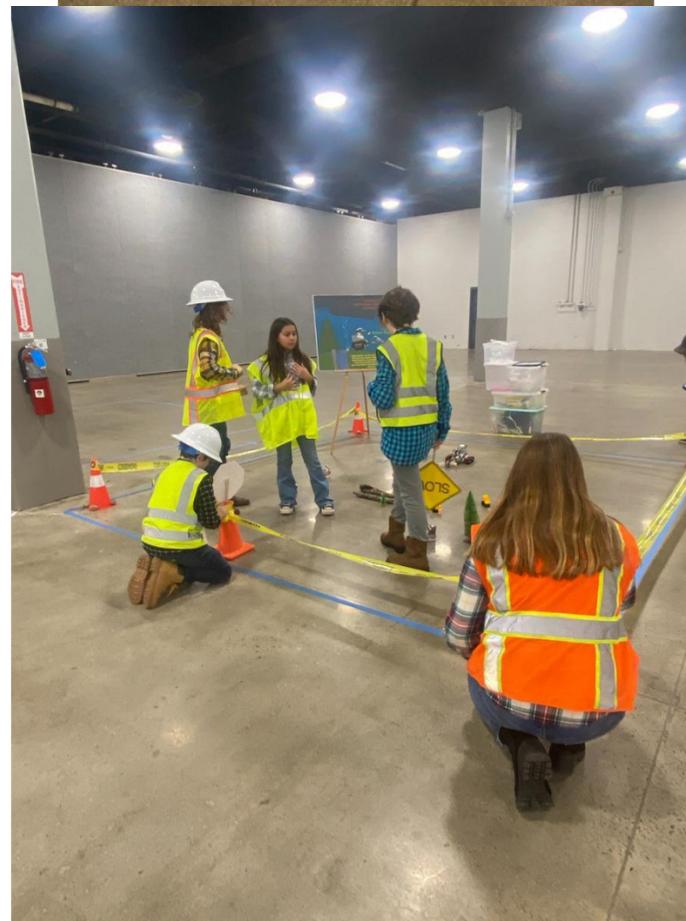
Home of the Bobcats

---

# What's Been Going On At BB?

- **Kicked off our Paws for Pages Reading Initiative! (over 2,000 minutes read during Fall Break!)**
- **Hosted TN STEM Innovation Network (TSIN) and guests from Claxton Elementary School.**
- **Our first All Pro Dad's Breakfast was a massive success! (258 participants, 120 dads, 138 kids)**
- **Chess Club started and is 25 members strong**
- **TERA Kids Running Club has 35 participants!**
- **Tie Tuesdays starting In October**

- BETA Club
- Safety Patrol
- Flag Crew - trained by Ladies Auxiliary
- 4th & 5th Grade Choir



- History Club
- Jamestown/Williamsburg
- Thank you BCPEF for funding & thank you to the school board for approving!





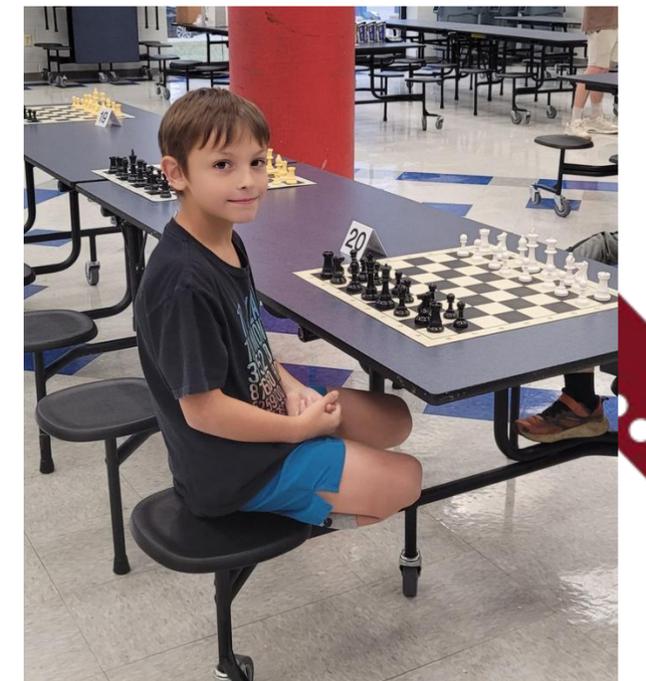
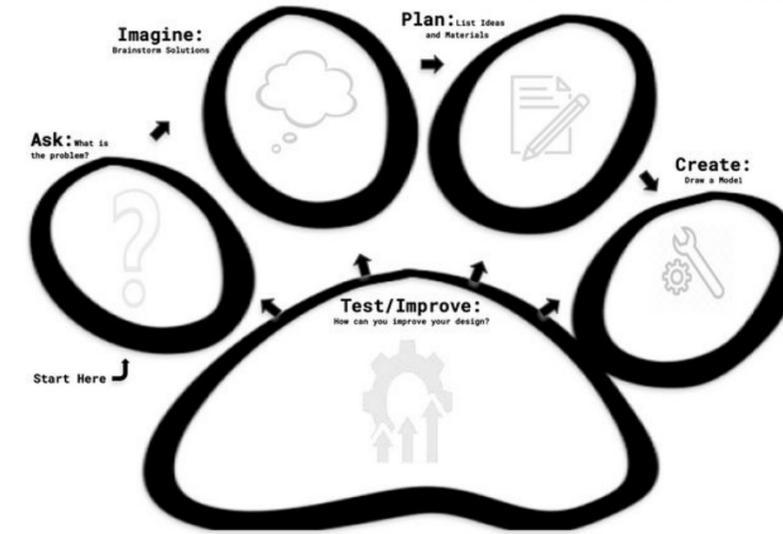
*Exploring the World of Science*

Science Olympiad -  
24/25 was our first  
year and we had  
seven state  
medalists!



- Bobcat Steps to Design Thinking
- PBL's
- Chess
- 5th Grade Careers Field Trip

## Bobcat Steps to Design Thinking



# BOBCAT HABITS:



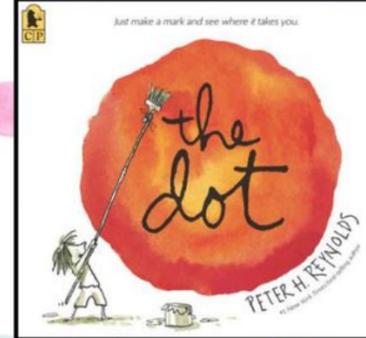
- Caring
- Commitment
- Courage
- Control

Blythe-Bower  
*Day of Kindness*



Feb 13  
2026

Blythe-Bower's Habit Rally  
*Day of Courage*

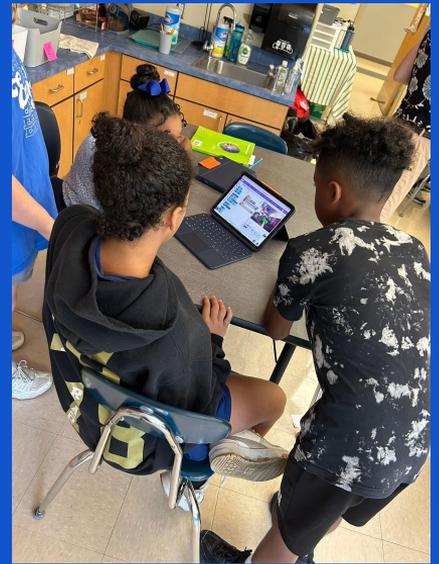


*Dot Day!*  
Sept 15  
2025

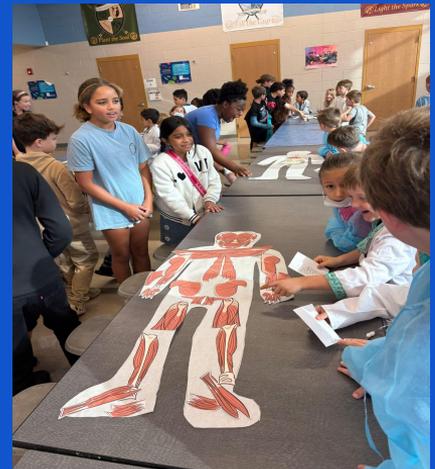


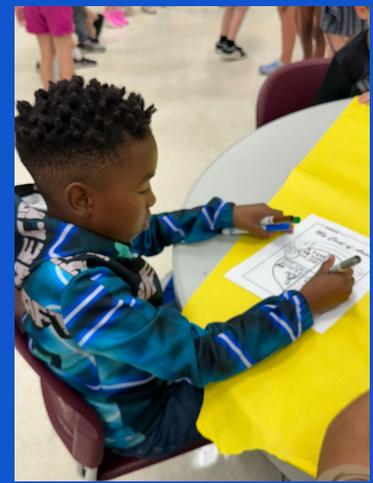


Thank You!



# Educate





# Educate





# Elevate





# Elevate





# Innovate





# Innovate





**Cleveland**  
CITY SCHOOLS  
ACADEMICS

# TISA Plan

(Tennessee Investment in Student Achievement)

## Goal Statement 1

70% of students will score proficient on the 3rd grade TCAP by the 2030 school year.

## Reflection

The goal for last year was to achieve 42.56%. We did not meet our goal. We saw a 1.6% decrease from 36.1% to 34.5%.



**Cleveland**  
CITY SCHOOLS  
ACADEMICS

## Goal Statement 1 (3rd Grade ELA) Action Plan Highlights

- Develop a General Education Intervention (GEI) plan for at-risk students.
- Continue use of HQIM, PD, instructional coaching and PLCs.
- Provide intensive coaching support to teachers with a growth score of Level 1 or 2.
- Focus on data from assessments and work on data driven decision making.



## Goal Statement 2

Beginning in the 2023-2024 school year, CCS will increase by 3% the number of students that are proficient on the ELA section of the TCAP each year for the next 5 years to achieve 34.5% to 49.8%

## Reflection

Our goal was to achieve 37.5% and we achieved 33.9%. We did not see an increase or meet our goal.



**Cleveland**  
CITY SCHOOLS  
ACADEMICS

## Goal Statement 2 (ELA ) Action Plan Highlights

- Develop a General Education Intervention (GEI) plan for students in grades 4-8 who do not have a current RTI plan.
- Continue use of HQIM, PD, instructional coaching and PLCs.
- Provide intensive coaching support to teachers with a growth score of Level 1 or 2.
- Focus on Common Formative Assessments to make decisions that drive instruction.



## Goal Statement 3

Beginning in the 2023-2024 school year, CCS will increase by 3% the number of students that are proficient on the Math section of the TCAP each year for the next 5 years to achieve 29.2% to 43.4%

## Reflection

Our goal was to achieve 32.2%. We saw improvement from 29.2% to 31.2%, but not meet our goal.



**Cleveland**  
CITY SCHOOLS  
ACADEMICS

## Goal Statement 3 (Math) Action Plan Highlights

- Continue use of HQIM, PD, instructional coaching and PLCs.
- Provide intensive coaching support to teachers with a growth score of Level 1 or 2.
- Focus on data from assessments and work on data driven decision making.
- Focus on Common Formative Assessments to make decisions that drive instruction.



## Public Feedback

- Similar goals from last year
- Support smaller class sizes
- Additional opportunities to challenge advanced/gifted students
- After school tutoring district wide
- Standardized testing and students with disabilities such as autism
- More assistance to students with disabilities
- Thank you for what you do for our students



# Cleveland High School Update



By: Lily Hakes

# Sports

Golf celebrated their seniors Ava Robbins and AJ Lay. Along with this celebration Ava Robbins was awarded with the Joe Markham Scholarship Award.



Girls Soccer also celebrated their talented seniors this month and the team continues to excel this season.



Cross Country has had an eventful season placing first in the Woodland Park Race and on the 28th this month they will compete in regionals.



# Sports cont.

Football has had an eventful month of games with their homecoming game against Tyner High School, followed directly by cross town rival Bradley Central, and then senior night to come later this month.

Volleyball has had a victorious season with many reasons to celebrate, one being senior Gunny Brock with 1,200 career kills. Additionally, they honored seniors Gunny Brock and Maddie McKinney.



# Homecoming

To celebrate homecoming week Cleveland had various dress up days including construction and royalty.

A group of students from each grade were chosen to represent their class in the homecoming court.

This year's homecoming king and queen are Baraka Ndegwa and Charlotte Dowdy.





# Band

The Cleveland High School Band won the Clinch River Classic Competition in Clinton, TN earlier this month.

Upcoming Competitions:

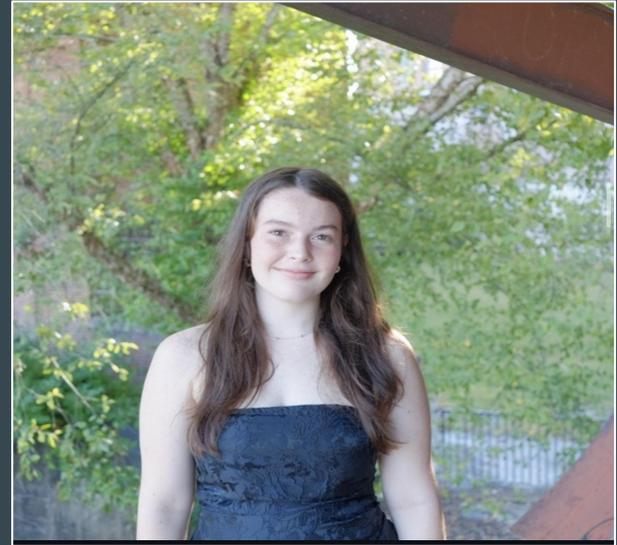
October 18th — @ Rockmart High School, GA for Yellow Jacket Classic Competition

October 25th — @ Soddy Daisy High School, TN for Trojan Marching Classic Competition



# Choir

Junior Harper Hale has been selected to be a part of the East Tennessee Vocal Association All State East SSAA Choir.



# Environmental Awareness Association

EAA members gathered on the first day of fall break to clean over a mile of Mouse Creek and surrounding areas.

In collaboration with Cleveland City Storm Water Division they removed twenty four trash bags full of trash, a tire, car parts, a metal bed frame, and so much more!



# Senior interviews

CTE seniors had the opportunity to practice their interview skills with various members from the Chamber of Commerce.



# Childhood cancer awareness

Throughout the month of September Cleveland worked relentlessly raising money for childhood cancer awareness and by the end of the month Cleveland raised a total of over \$4,000.



# Rule the Road

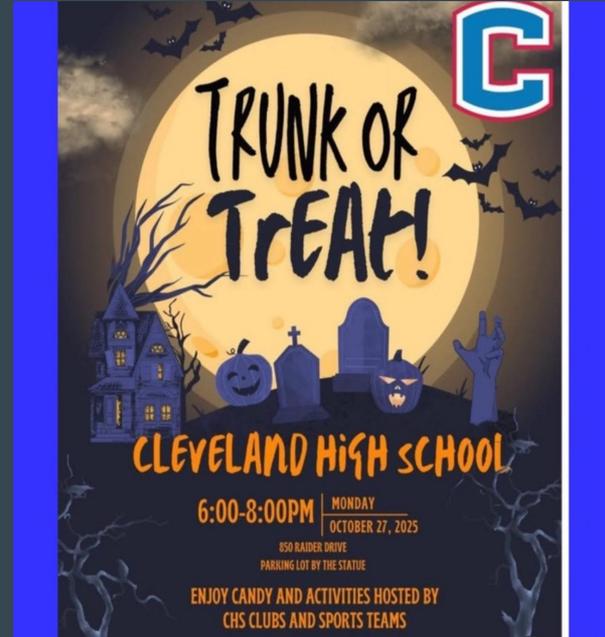
Before the Cleveland vs Bradley game, schools across the county came together in partnership with the 24/7 Movement and ATS the Bridge to promote healthy and safe choices



# Trunk or Treat and Pumpkin Carving Contest

Cleveland is hosting its third annual trunk or treat on Monday, October 27th from 6:00pm-8:00pm.

Additionally, this year there is a pumpkin carving contest that helps support CHS Dance.



# Constitution Bowl

This past month a group of Cleveland students participated in the Lee University Constitution Bowl.

Proudly, Cleveland was the only public school and only school in our county to earn a spot in the top ten!



# Cell Phone Update

2025 vs 2024

Suspended Students: 59  
to 33

Fights: 18 to 2

Cell Phone Confiscations:  
196

Seniors: 53

Juniors: 55

Sophomores: 53

Freshman: 35

67.88"

# CANDY'S CREEK CHEROKEE

← ELEMENTARY SCHOOL →

4445 GEORGETOWN ROAD NW



AT W.C. NORMAN FARM

95.76"



# CANDY'S CREEK CHEROKEE

← ELEMENTARY SCHOOL →

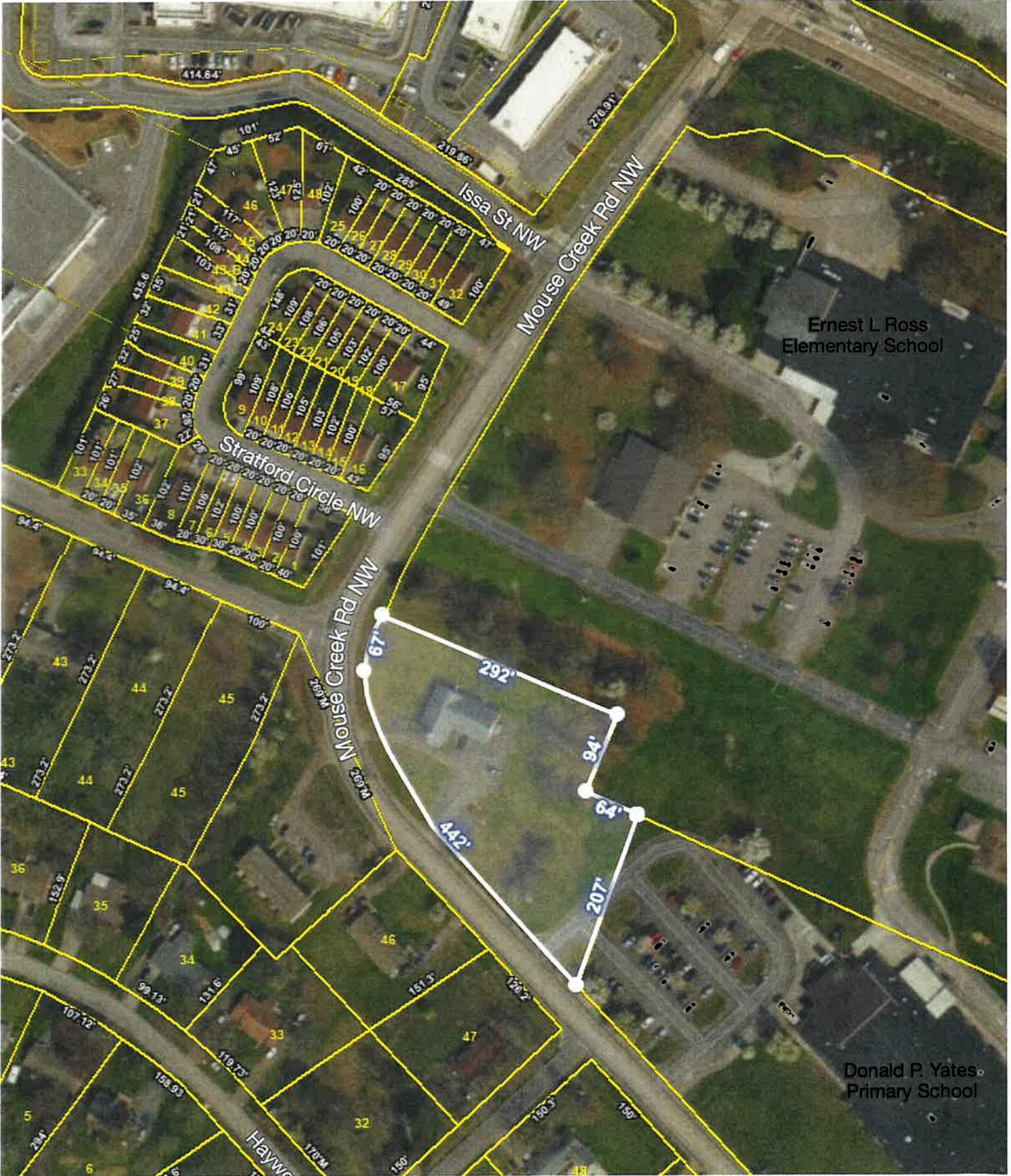
4445 GEORGETOWN ROAD NW



AT W.C. NORMAN FARM

47.88"

20.00"



<b>Cleveland City Schools</b>					
<b>Summary Financial Statement</b>					
<b>August 2025</b>					
<b>141 General Purpose School</b>					
<b>Account</b>	<b>Description</b>	<b>Original Budget</b>	<b>Year-to-Date Actual</b>	<b>% of Budget</b>	<b>Month-to-Date Actual</b>
<b>Revenues</b>					
<b>40000</b>	<b>Local Taxes</b>				
40110	Current Property Tax	7,374,752.00	3,207.77	0.04%	0.00
40120	Trustee's Collections - Prior Year	182,061.00	28,284.08	15.54%	11,471.66
40130	Cir Clk/Clk & Master Collections-Pr Yr	116,000.00	26,757.82	23.07%	9,980.11
40140	Interest And Penalty	31,369.00	2,288.41	7.30%	895.97
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	32,608.27	15.96%	15,923.89
40320	Bank Excise Tax	28,376.00	0.00	0.00%	0.00
	<b>Total Local Taxes</b>	<b>18,003,629.00</b>	<b>93,146.35</b>	<b>0.52%</b>	<b>38,271.63</b>
<b>41000</b>	<b>Licenses and Permits</b>				
41110	Marriage Licenses	2,825.00	497.56	17.61%	260.79
	<b>Total Licenses and Permits</b>	<b>2,825.00</b>	<b>497.56</b>	<b>17.61%</b>	<b>260.79</b>
<b>43000</b>	<b>Charges for Current Services</b>				
43511	Tuition - Regular Day Students	101,935.00	1,600.00	1.57%	1,600.00
43583	TBI Criminal Background Fee	150.00	0.00	0.00%	0.00
	<b>Total Charges for Current Services</b>	<b>102,085.00</b>	<b>1,600.00</b>	<b>1.57%</b>	<b>1,600.00</b>
<b>44000</b>	<b>Other Local Revenues</b>				
44110	Interest Earned	250,000.00	92,121.47	36.85%	43,568.72
44170	Miscellaneous Refunds	98,841.00	609.88	0.62%	0.00
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	9,502.64	7.33%	6,802.64
44990	Other Local Revenues	25,461.00	3,130.42	12.29%	3,117.78
	<b>Total Other Local Revenues</b>	<b>512,630.00</b>	<b>105,364.41</b>	<b>20.55%</b>	<b>53,489.14</b>
<b>46000</b>	<b>State of Tennessee</b>				
46510	TN Investment in Student Achievement	44,755,804.00	4,495,586.77	10.04%	4,495,586.77
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%	0.00
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

	<b>Total State of Tennessee</b>	<b>45,902,256.00</b>	<b>5,613,856.17</b>	<b>12.23%</b>	<b>4,495,586.77</b>
<b>49000</b>	<b>Other Sources (Non-Revenue)</b>				
49810	City General Fund Transfer	6,606,800.00	0.00	0.00%	0.00
	<b>Total Other Sources (Non-Revenue)</b>	<b>6,606,800.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>
	<b>Total Revenues</b>	<b>71,130,225.00</b>	<b>5,814,464.49</b>	<b>1.72%</b>	<b>4,589,208.33</b>
	<b>Expenditures</b>				
<b>70000</b>	<b>Education</b>				
71100	Regular Instruction Program	36,971,268.00	2,001,409.27	5.41%	1,570,859.65
71200	Special Education Program	6,268,262.00	253,442.03	4.04%	189,288.53
71300	Vocational Education Program	2,037,562.00	105,452.93	5.18%	82,119.44
72110	Attendance	166,129.00	26,243.04	15.80%	13,214.36
72120	Health Services	651,180.00	27,149.94	4.17%	8,923.94
72130	Other Student Support	3,758,275.00	349,404.60	9.30%	259,305.24
72210	Regular Instruction Program	2,698,135.00	361,291.14	13.39%	154,885.84
72220	Special Education Program	247,677.00	30,313.97	12.24%	16,291.18
72230	Vocational Education Program	196,624.00	26,413.63	13.43%	13,206.81
72250	Technology	1,112,265.00	186,091.82	16.73%	67,741.66
72310	Board Of Education	696,765.00	470,837.85	67.57%	13,905.59
72320	Office Of The Superintendent	758,181.00	121,450.18	16.02%	56,469.53
72410	Office Of The Principal	4,260,049.00	447,305.29	10.50%	227,524.95
72510	Fiscal Services	544,793.00	126,354.47	23.19%	40,364.97
72610	Operation Of Plant	4,778,121.00	1,261,304.44	26.40%	355,439.53
72620	Maintenance Of Plant	2,086,159.00	424,042.05	20.33%	205,168.26
72710	Transportation	1,809,553.00	247,462.51	13.68%	96,318.81
73100	Food Service	191,544.00	24,443.63	12.76%	12,221.82
73300	Community Services	52,140.00	51,133.66	98.07%	963.66
73400	Early Childhood Education	937,402.00	130,310.31	13.90%	51,648.82
76100	Regular Capital Outlay	97,180.00	82,109.76	84.49%	66,351.07
	<b>Total Education</b>	<b>70,319,264.00</b>	<b>6,753,966.52</b>	<b>9.60%</b>	<b>3,502,213.66</b>
<b>80000</b>	<b>Debt Service</b>				
82130	Principal on Bonds	520,696.00	7,557.00	1.45%	5,038.00
82230	Interest on Bonds	95,565.00	927.00	0.97%	618.00
82330	Other Debt Service	194,700.00	0.00	0.00%	0.00
	<b>Total Debt Service</b>	<b>810,961.00</b>	<b>8,484.00</b>	<b>1.05%</b>	<b>5,656.00</b>
	<b>Total Expenditures</b>	<b>71,130,225.00</b>	<b>6,762,450.52</b>	<b>9.51%</b>	<b>3,507,869.66</b>
	<b>Budgeted Use of Fund Balance</b>	<b>0.00</b>			

## Personnel Items – September 2025

### **Assignments**

Delisse, Anthony, CMS (Teacher), Effective September 2, 2025  
Breese, Jack, ESC (Bus Driver), Effective September 2, 2025  
Frazier, Eric, CMS (Teacher), Effective September 10, 2025  
Johnson, Gwenetta, CMS (Data Operator), Effective September 16, 2025  
Garcia, Roberto, ESC (Bus Driver), Effective September 15, 2025  
Davis, Lucinda, CMS (Teacher), Effective September 15, 2025  
Shroyer, Katherine, MAY (Assistant), Effective September 23, 2025  
Douglas, Ashlee, MAY (Assistant), Effective September 26, 2025

### **Resignations**

Sample, Christy, CMS (School Nurse), Effective August 18, 2025  
Heinrich, Brandy, CMS (Assistant), Effective September 17, 2025  
Jacquez, Sherri, ESC (Bus Driver), Effective August 29, 2025  
Wheeler, Reagan, ESC (Assistant), Effective September 12, 2025  
Renner, Dennis, MA (Assistant), Effective September 19, 2025  
Delisse, Anthony, CMS (Teacher), Effective September 30, 2025

### **Transfers**

Migovich, Ivan, CHS (Teacher) to CMS (Teacher), Effective September 15, 2025  
Jenkins, Nicole, YA (Assistant) to MAY (Assistant), Effective September 4, 2025  
Watterson, Tara, CMS (Data Operator) to CHS (Administrative Assistant), Effective September

### **Retirements**

### **Leaves of Absence**

Lesiecki, Amanda, MA, Effective September 2, 2025  
Sawyer-Laudermilk, Lindsey, ST, September 22, 2025  
Gallaher, Ethan, CHS, Effective September 15, 2025  
Henderson, Ashley, CMS, Effective September 2, 2025  
Alvarez, Carol, ESC, Effective September 2, 2025  
Avendano, Jacqueline, AR, Effective September 2, 2025





## FOOTBALL

CMS football teams are stacking up wins this season! The 6th grade team finished with an impressive 5-1 record, winning five straight games, while JV is on a two-game winning streak. Varsity has also dominated with four consecutive victories over McMinn County (twice), Boyd Buchanan, and Lake Forest, and they're aiming to finish strong against Ocoee.



## JA 5K

CMS teams had an outstanding showing at the Junior Achievement 5K! Our teacher team brought home a win for the fourth year in a row, and our student team also earned top honors. This fun event not only showcased Raider spirit but also raised valuable funds to support Junior Achievement's mission.



## WE THE PEOPLE

On September 17, the entire 8th grade and their teachers gathered on the football field to celebrate Constitution Day in a creative way, by spelling out the opening words of the U.S. Constitution, "We the People." This hands-on event helped students reflect on the principle that government comes from the people, connecting directly to Tennessee Social Studies Standard 8.23. Each student also received a copy of the Constitution from the 97 Society, and CMS entered a video of the event into the organization's contest. It was a memorable and meaningful way to bring history to life!

# CMS Highlights SEPTEMBER

Mr. Kirksey's 7th grade science students put their learning into action with a lab measuring the mass and volume of regular and irregular solids. By directly applying concepts of physical properties, students deepened their understanding in a memorable, hands-on way. This engaging approach reinforced key skills while making science come alive in the classroom.

## HANDS-ON IN 7<sup>TH</sup> SCIENCE



Students are diving into interactive learning with our zSpace machine in the library. This cutting-edge technology allows them to manipulate 3D models, such as taking apart a human body to study its systems or breaking down a cell to see all of its parts, making complex concepts come alive. Hands-on, immersive experiences like these spark curiosity and deepen student understanding in powerful new ways.

## TECH IN THE LIBRARY



After reading *The Lion, the Witch, and the Wardrobe*, 6th grade students extended their learning by attending a live performance of the novel presented by CHS drama students. Seeing the story on stage deepened their understanding of the text while also providing an engaging, real-world connection to literature. Students rounded out the day by enjoying lunch together at Greenway Park before returning to campus.

## 6<sup>TH</sup> GRADE FIELD TRIP

