Cleveland City Schools
Board of Education Regular Meeting
December 1, 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 November 3, 2025, Board Meeting**

   C. **Approval of Overnight Field Trips**

      - 2647
      - 2664

   D. **Approval of Second Reading of Policies**

      - 4.214

6. **Regular Agenda**

   A. **Director's Update**

      - Director of Schools, Dr. Jeff Elliott, will present an update to the Board of all the great things happening in Cleveland City Schools

      1. ***Approval of the Revision of the 2026-2027 Academic Calendar**

      2. ***Approval of the 2027-2028 Academic Calendar**

   B. **Spotlight**

      1. **School Spotlight- Cleveland Middle School**

         - Principal, Nat Akiona, will update the Board showcasing Cleveland Middle School

      2. **Empty Stocking Fund**

- Recognition of Brenda Lawson for her dedication to serving our local families and the great work she continues to do in our community through the Empty Stocking Fund
- ESF has served over 650 CCS students and families and over 1400 community children this holiday season
- CHS students are actively involved in loading and unloading gifts, wrapping gifts, and working at the event on Dec. 13

C. **Strategic Plan Focus- Innovation and Technology**

- Director of Innovation, Cody Raper, will present an update to the Board

D. **Student Representative's Update**

- Lily Hakes will update the Board on all the great things happening at Cleveland High School

7. ***Facilities Update**

- Groundskeeping- Job descriptions

8. **Legislative Updates**

- Carolyn Ingram will give a TSBA update to the Board

9. **"B" Agenda**

A. **Financial Report**

B. **Personnel Report**

C. **CMS Highlights**

D. **Dates to Remember**

December-
1- Board of Education Meeting
2- Ross Christmas Concert and Workshop- 5:00; 6:15; 7:00pm
3- Director's Holiday Luncheon
4- Candy's Creek Holiday Concert- 6:00-8:00pm
9- Breakfast with the Board- Arnold
9- BOE Facilities Meeting
11- Stuart Christmas Program and Workshop- 4:30-7:30pm
11- Candy's Creek- "A Christmas Carol for Kids" Play- 6:00-7:30pm
16- Mayfield Christmas Program- 5:00-5:30pm/6:00-6:30pm
17&18- Yates Christmas Program- 2:00pm
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
27- Breakfast with the Board- Stuart
27- BOE Facilities Meeting
February-
2- Board of Education Meeting
16- President's Day- District Closed
17- Staff Development Day- No School for Students
24- Breakfast with the Board- Yates
24- BOE Facilities Meeting
TBA- TSBA Legislative Conference
March-
2- Board of Education Meeting
9-13- Spring Break- District Closed
24- Breakfast with the Board- Candy's Creek
24- BOE Facilities Meeting
April-
3- Easter Holiday- District Closed
6- Staff Development Day- No School for Students
6- Board of Education Meeting
28- Breakfast with the Board- Mayfield
28- BOE Facilities Meeting
May-
4- Board of Education Meeting
5- Staff Development Day- No School for Students
21- Lunch with the Board- Operations Annex
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	**2647**
* Category	Travel With Students
* Type of Trip	Athletic

* Athletic Event (you may check more than one)

Basketball - Girls - Varsity

Trip Leave			Trip Return	
* Date	12/29/25	**Monday**	* Date	12/30/25
* Time	7:00 AM		* Time	6:00 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.	Holly Stroud Martin/Bianca Hensley
* Indicate cost per person and how the trip is being funded (parent or district?)	$0

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.

Your School/Dept (i)

020 Cleveland High School

850 Raider Drive, Cleveland, TN 37312

* **Main Destination** (i)

Other (Type Below)

4700 Franklin Pike, Nashville, TN 37220, USA

Destination Not Listed	Franklin Road Academy, Franklin Pike, Nashville, TN, USA	**Destination Name**	Franklin Road Acad

Add a Stop on the Way There
Add a Stop on the Return

* **Approximate Nbr of Miles Round Trip**	300.00	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			

* **Teacher / Advisor / Staff Name**	Bianca Hensley
* **Teacher / Advisor / Staff Phone #**	7314370127
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**	Martin Hensley

* **Emergency Contact Phone #**	9316440489

Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	2		Total Adult/Chaperone	3
* Male Students	0	* Female Students	13		Total Students	13

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.

Van and parents driving players

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			**Vehicle Return**		
* Date	12/29/25		* Date	12/30/25
* Time	7:00 AM		* Time	6:00 PM

Total Trip Hours 35.00

* Type of vehicles needed to reserve   Van #5 ⓘ

* 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

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:	35.00	
Total Number of Vehicles Needed:	1	**Number w/ Lift:**

Person Submitting Request	bhensley@clevelandschools.org
Date Submitted	Oct 15, 2025, 9:02:25 AM

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

Level 01 Approval - Location Approval

Comment	
Decision	Approved
Name	bpritchard@clevelandschools.org
Decision Date	Oct 31, 2025, 9:23:53 PM

Level 07 Approval - Overnight Trip Approval

Comment	
Decision	Approved
Name	jelliott@clevelandschools.org
Decision Date	Nov 6, 2025, 11:54:49 AM

Level 09 Approval - Transportation Approval

Comment	
Decision	Approved
Name	vmack@clevelandschools.org
Decision Date	Nov 21, 2025, 8:02:36 AM

Level 10 Approval - School Board Approval

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

Supporting Documents

(i) [Choose File] No file chosen   [Add]

File Type	Size	File Name	Created On

[Save/Close] (i) [Send Email] [Comments]   [Create Duplicate Request]   [Cancel Trip/Reservations]   [Reschedule Trip] [Print]

Request Status Trip: **2647**   Pending School Board Approval

Final Approval Date

Email Audit Log: [Refresh]

Page << First | < Previous |

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

Date	User	Action
11/21/25, 8:02:36 AM	vmack@clevelandschools.org	Additional Level 1 Approved
11/6/25, 11:54:49 AM	jelliott@clevelandschools.org	Central Office Level Approved
10/31/25, 9:23:52 PM	bpritchard@clevelandschools.org	Location Level Approved

Version 4 6 151

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	2664
* Category	Travel With Students
* Type of Trip	Athletic
* Athletic Event (you may check more than one)	
Basketball - Girls - Varsity	

Trip Leave

* Date	12/29/25	Monday
* Time	12:00 PM	

Trip Return

* Date	12/30/25
* Time	9:00 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.

Martin Hensley, Bianca Hensley, Holly Stroud

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

Funded by girls basketball and parents

Comments

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

Your School/Dept (i)

020 Cleveland High School

850 Raider Drive, Cleveland, TN 37312

* **Main Destination** (i)

Other (Type Below)

700 Norwood Dr, Nashville, TN 37204, USA

Destination Not Listed Father Ryan High School, Norwood Drive, Nashville, TN, USA

Destination Name Father Ryan High S

Add a Stop on the Way There
Add a Stop on the Return

* **Approximate Nbr of Miles Round Trip** 323.78 [CALCULATE MILES]

Funding Source #1	School ˅	**Budget Code**	
Funding Source Desc		**Budget Code Desc**	
Funding Approver			

* **Teacher / Advisor / Staff Name** Martin Hensley

* **Teacher / Advisor / Staff Phone #** 9316440489

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** Bianca Hensley

* **Emergency Contact Phone #**   7314370127

Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	1	Total Adult/Chaperone	2
* 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)? ○

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			Vehicle Return	
* Date	12/29/25		* Date	12/30/25
* Time	12:00 PM		* Time	9:00 PM

Total Trip Hours 33.00

* Type of vehicles needed to reserve   Van #5 ⓘ

* How many vehicles do you need?   2

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

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:	33.00	
Total Number of Vehicles Needed:	2	Number w/ Lift:

Person Submitting Request   mhensley@clevelandschools.org
Date Submitted   Oct 20, 2025, 10:04:37 AM

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

Level 01 Approval - Location Approval

Comment

Decision   Approved

Name   bpritchard@clevelandschools.org
Decision Date   Oct 31, 2025, 9:24:05 PM

Level 07 Approval - Overnight Trip Approval

Comment
Decision   Approved

| Name | jelliott@clevelandschools.org |
| Decision Date | Nov 6, 2025, 11:52:16 AM |

Level 09 Approval - Transportation Approval

Comment	
Decision	Approved
Name	vmack@clevelandschools.org
Decision Date	Nov 24, 2025, 7:55:53 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 |

Sale-Close ⓘ Send Email Comment Create Business Request Cancel Reservation Return to Sender Print

Request Status Trip: **2664**   Pending School Board Approval

Final Approval Date

Email Audit Log: Refresh

Page << First | < Previous |

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

Date	User	Action
11/24/25, 7:55:53 AM	vmack@clevelandschools.org	Additional Level 1 Approved
11/6/25, 11:52:16 AM	jelliott@clevelandschools.org	Central Office Level Approved
10/31/25, 9:24:05 PM	bpritchard@clevelandschools.org	Location Level Approved
10/20/25, 10:05:32 AM	mhensley@clevelandschools.org	Save and Close Trip (Submit Page Determines Return)
10/20/25, 10:05:12 AM	mhensley@clevelandschools.org	Trip Leave date/time changed to 12/29/2025 12:00:00 PM

Version 4.6.151

		Descriptor Code: **4.214**	Issued Date: **11/03/25**
Monitoring: **Review: Annually, in November**	Descriptor Term: **Use of Artificial Intelligence Programs**	Rescinds: **4.214**	Issued: **08/05/24**

Cleveland City Board of Education

1   *General*

2   Artificial Intelligence (AI) programs as defined by state law may be used by staff and students in the
3   district.[1]

4   Only approved AI programs may be utilized in student instruction or in completing student work.
5   The Director of Schools or designee shall develop a procedure for staff to submit additional
6   programs for approval.

7   The Director of Innovation and Technology is tasked with overseeing the implementation of AI
8   programs. This staff member will review artificial intelligence programs to ensure compliance with
9   district policies as well as state and federal student data privacy laws and present recommendations
10   to the Director of Schools for approval. Any approved programs shall be accessible to all students.

11   Employees shall not place personally identifiable information (PII), financial data, intellectual
12   property, or other confidential information into any AI system except for "walled garden" AI
13   programs expressly approved by the Director of Schools for such use on a user-by-user basis. These
14   exceptions must meet all applicable state and federal data privacy laws and be limited to platforms
15   operating within secured, district-controlled environments (e.g., paid, enterprise-level AI tools
16   integrated within a vetted Google Workspace or Microsoft 365 tenancy).

17   **STAFF USE**

18   Staff may use AI in the completion of their own work. This may include, but not be limited to,
19   drafting communications, notes, images, and the development of content for instructional or
20   administrative purposes, as well as analyzing data and information. The following requirements shall
21   be adhered to when using AI in the completion of work:

22   1.   Employees shall disclose their use of a generative AI tool if failure to do so would:
23   a.   Violate the terms of the use of the AI tool;
24   b.   Would mislead a supervisor or others as to the nature of the work; or
25   c.   Would be inconsistent with the teacher code of ethic;.[2]
26
27   2.   Employees shall take all reasonable precautions to ensure the security of private student data
28   when utilizing AI programs;
29

.

3.   Outputs from AI programs shall be verified by reliable sources and reviewed prior to use in order to reduce the risk of errors and inaccuracies.

4.   Outputs shall not be incorporated into proprietary content or works; and

STUDENT USE

Teachers may allow students to use approved AI programs for instructional purposes. Any such use shall align with approved instructional standards and curriculum. Prior to using AI, teachers shall ensure students are provided with appropriate instruction on the responsible use of AI.

ACADEMIC INTEGRITY

Students shall be instructed on responsible use standards including but not limited to the following:

1.   Effective use of generative AI;

2.   When it is appropriate to use AI in assignments;

3.   How to determine whether AI responses are accurate;

4.   Users assume responsibility for incorporating AI content responsibly; and

5.   The difference between cheating and seeking support.

NOTICE TO PARENTS

The Director of Schools or designee shall provide notice to parent(s)/guardian(s) about the use of AI programs in the district. An approved list of AI programs will be provided on the school website through administrative procedure.

REPORTING

The Director of Schools or designee shall submit a report to the Board of Education each June on how this policy will be enforced in the upcoming school year. The Board shall approve the report and the Director shall submit it to the Department of Education by July 1st.

Legal References

1. Public Acts of 2024, Chapter No. 550
2. TCA 49-5-1001

Cross References

Use of the Internet 4.406

DIRECTOR'S UPDATE

December 1, 2025

Highlights

- **Nov. 5: Maryville City Schools visits CCS**
- **Nov. 6: BCPEF hosts GAPP Students**
- **Nov. 11: Veterans Day: Several schools set to honor Veterans**
- **Nov. 13–16: TSBA Annual State Convention**
- **Nov. 17: Cleveland Community Bus Tour**
- **Nov. 18: Breakfast with the Board at CMS at 7 a.m.**
- **Nov. 18: Facilities Committee Meeting**

Upcoming Events

- **The Month of December: School Holiday Events and Concerts**
- **Dec. 8: Blue on the Green at the ESC – Cocoa with Santa**
- **Dec. 9: Breakfast with the Board Visit to Arnold**
- **Dec. 9: Facilities Committee Meeting**
- **Dec. 19: Abbreviated School Day**

BLUE ON THE GREEN
CCS Staff & Family Event

Hot Cocoa Bar

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

December 8, 2025
5:00-7:00

Cleveland Middle School

Champion Student
Brenley Evans

Champion Staff
Betsy Willis

CHAMPION OF THE MONTH AWARD

SCAN HERE

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

#BuildingChampions #BuildingCommunity

Pictures...Building Champions, Building Community

Goooo! Raiders

DIRECTOR'S UPDATE

December 1, 2025

Cleveland CITY SCHOOLS
Educate.Innovate.Elevate.

2026-2027
School Calendar
DRAFT 11.3.25

☐ Regular School Day

▱ Abbreviated Day
   December 18, May 25

🟦 Reconnection Days
   August 4, 5

🟧 District Convocation (AM) and School-Level Sessions (PM) (All Staff attend sessions/No Classes)
   August 3

🟨 Teacher In-Service (No Classes)
   July 29, July 30, Jan. 4, Jan. 5,
   May 26 (Certified Staff - 6 FLEX hours prior to May 1)

🟪 Teacher Workdays
   July 31 and August 6
   (One Additional Workday at Teacher's Discretion and documented with building administrator)

🟥 Parent Conferences (Parent-Teacher Conferences conducted after school at the principal's discretion)
   November 23

🟧 Staff Development (No Classes)

   November 3
   November 24 (Safe Schools Online Exchange Day)
   March 29 (Can be flexed for spring conferences)
   May 21

🟩 Holiday (Schools and AOB Closed)
   July 4 (Independence Day Holiday)
   September 7 (Labor Day)
   October 5-9 (Fall Break)
   November 25-27 (Thanksgiving)
   December 21-January 1 (Winter Break)
   January 18 (Martin Luther King Day)
   February 15 (President's Day)
   March 8-12 (Spring Break)
   March 26 (Easter Break)
   May 31 (Memorial Day)

Report of Progress Information Periods
*(*Includes Staff Development Days)*
Grading period 1: Aug 4 – Oct 2 (42 days)
Paper Reports issued: October 16
Grading period 2: Oct 12 - Dec 18 (44 days/46 days*)
Paper Reports issued: January 15
Grading period 3: Jan 6 - Mar 19 (46 days)
Paper Reports issued: March 25
Grading Period 4: Mar 22 - May 25 (44 days/46 days*)
Paper Reports issued: May 26

JULY 2026

Su	M	Tu	W	Th	F	Sa
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AUGUST 2026

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SEPTEMBER 2026

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OCTOBER 2026

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NOVEMBER 2026

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29	30					17

DECEMBER 2026

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JANUARY 2027

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FEBRUARY 2027

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MARCH 2027

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APRIL 2027

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MAY 2027

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JUNE 2027

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27	28	29	30			

![Cleveland City Schools logo]

2027-2028 School Calendar
DRAFT 10.27.25

☐ Regular School Day

▨ Abbreviated Day
  December 17, May 26

■ Reconnection Days
  August 10, August 11

■ District Convocation (AM) and School-Level
  Sessions (PM) (All Staff attend sessions/No Classes)
  August 9

■ Teacher In-Service (No Classes)
  Aug. 2, Aug. 3, Aug. 4, Aug. 5,
  May 30 (6 hrs. completed prior to May 1)

■ Teacher Workdays
  August 6
  (Two Additional Workdays at Teacher's Discretion and
  documented with building administrator)

■ Parent Conferences (Parent-Teacher Conferences
  conducted after school at the principal's discretion)
  November 22

■ Staff Development (No Classes)

  January 3 (Exchange Day for SafeSchools)
  January 4
  April 17 (Can be flexed for Spring Parent Conferences)
  May 2

■ Holiday (Schools and ESC Closed)
  July 5 (Independence Day Holiday)
  September 6 (Labor Day)
  October 4-8 (Fall Break)
  November 23-26 (Thanksgiving Break)
  December 20-December 31 (Winter Break)
  January 17 (Martin Luther King Day)
  February 21 (President's Day)
  March 6-10 (Spring Break)
  April 14 (Easter Break)
  May 29 (Memorial Day)

Report of Progress Information Periods
*(*Includes Staff Development Days)*
Grading period 1: Aug 10 – Oct 15 (43 days)
Paper Reports issued: October 22
Grading period 2: Oct 18 - Dec 17 (40 Days)
Paper Reports issued: January 14
Grading period 3: Jan 3 - Mar 17 (48 days)
Paper Reports issued: March 24
Grading Period 4: Mar 20 - May 26 (49 Days)
Paper Reports issued: May 26

JULY 2027

Su	M	Tu	W	Th	F	Sa
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2027

Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
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SEPTEMBER 2027

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						21

OCTOBER 2027

Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						16

NOVEMBER 2027

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				17

DECEMBER 2027

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	13

JANUARY 2028

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

FEBRUARY 2028

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				20

MARCH 2028

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	18

APRIL 2028

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						19

MAY 2028

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			20

JUNE 2028

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Honoring those who gave so much
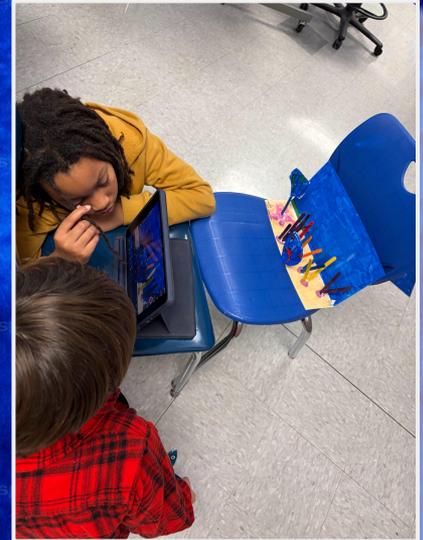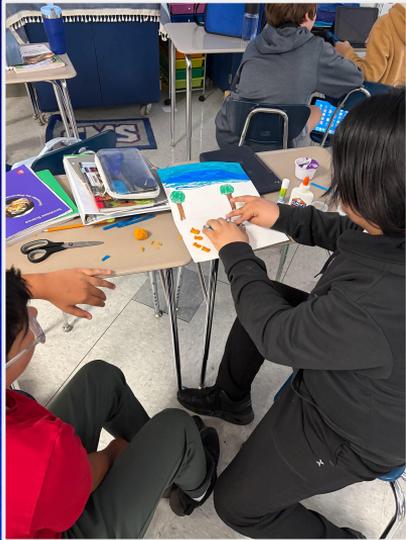
Veterans Day 2025

Multicultural fashion show

Cross-Curricular Biomes Project

8th Grade TCAT & TWU Field Trip

In October, all 8th grade students traveled to Athens, TN to visit Tennessee College of Applied Technology and Tennessee Wesleyan University. The goal was to expose students to post-secondary education opportunities for both college and career. Students were hands on at TCAT, engaging in the programs, and after the TWU tour, students ate in the dining hall to experience life on campus.

8th Grade CHS CTE Field Trip

In November, 8th grade students visited CHS to tour all 12 Career & Technical Education (CTE) classrooms. Our students heard from current CHS students, met CTE teachers, and participated in hands-on learning activities. This visit provided students with valuable insight into course pathways as they prepare for CHS class selection in January.

Archery Team

Our students are having a blast in the new archery program — they're building focus, confidence, and teamwork while learning safety and precision. Week after week I see shy students light up when they hit their first target, small groups cheering each other on, and measurable improvement in concentration and self-discipline. Archery has become a joyful, inclusive activity that complements academics by teaching goal-setting and persistence in a hands-on, engaging way.
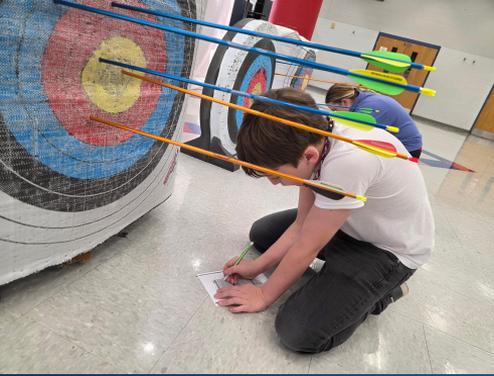
Fall One-Acts

In-season sports

Student Council Turkey/Can Fundraiser

Thank you to everyone that brought in cans and money to help us support our community!

8th Grade took the lead in the can drive collecting 829 cans and over $664 to go to Barbara's Market!
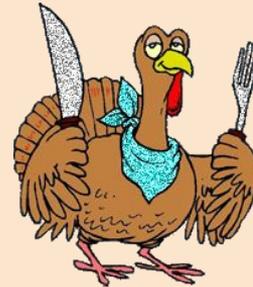
Student Council Can Drive

Mrs. Geyer (6th) and Mrs. Suits (7th) together collected over 657 cans and raised $735 for our community.

THE CULTURE COMMITTEE AIMS TO BUILD COMMUNITY AND SPREAD JOY THROUGHOUT THE FACULTY AND STAFF AT CMS. IN OCTOBER, WE CELEBRATED A SUCCESSFUL FIRST NINE WEEKS WITH OUR SECOND-ANNUAL APPLE BAR; AND IN NOVEMBER, WE HOSTED OUR ANNUAL CHILI COOK OFF & SOUP POTLUCK.

MagicSchool Chatbots

STUDENT TOOLS
with R. Bennett

Here you have countless "Rooms" that you can customize and create for your students.

For Example:

Interview with a Historic Figure, AI Study Buddy, Virtual Escape Rooms, or Writing Workshop

BUILT IN ACCOMODATIONS

- Read Aloud
- Translate
- Voice-to-Text
- Customize level and amount of feedback

Infrastructure Technology
UDT ISP Migration

- Successful Migration and Rock-Solid Performance
- Lower Cost, More Features
  - 10 Gbps Egress at Candy's Creek and Blythe-Bower (Burstable to 20 Gbps Each)
  - 10 Gbps Fiber Ring (Cleveland Utilities Fiber Backhaul)
  - East/West Firewalls and Co-Management of Hardware
  - Out-of-Band Management and Responsive NOC
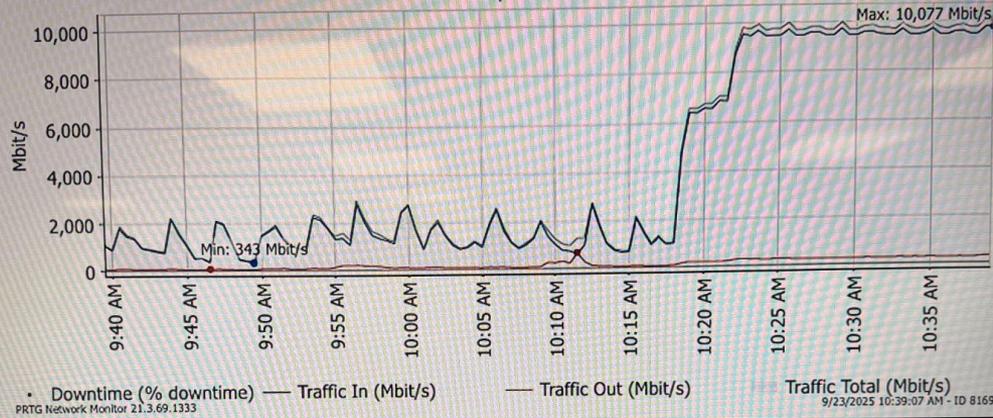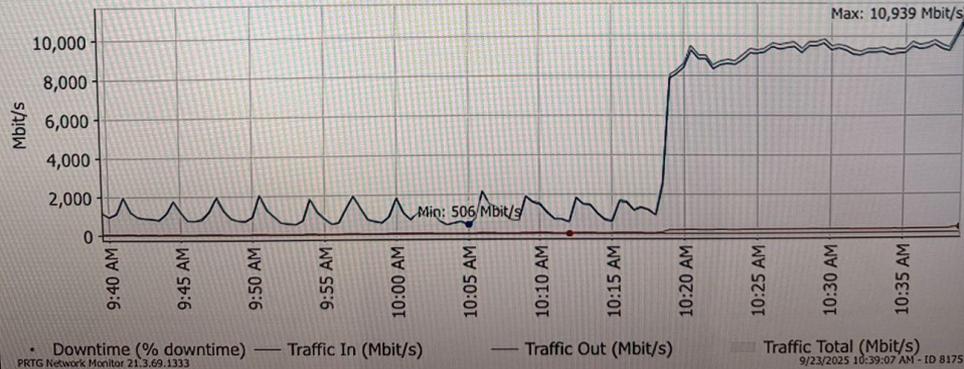 - $65,000 per Year Cost Savings
    - $58,500 Federal E-Rate and $6,500 Local

BB PAN > Blythe-Bower Internet Access: 10,077 Mbit/s ‖

Sensor: Blythe-Bower Internet Access (Live Graph, 1 hour)
Firewalls / BB PAN

Max: 10,077 Mbit/s
Min: 343 Mbit/s

• Downtime (% downtime) —— Traffic In (Mbit/s) —— Traffic Out (Mbit/s) Traffic Total (Mbit/s)
PRTG Network Monitor 21.3.69.1333   9/23/2025 10:39:07 AM - ID 8169

CCC PAN > Candy's Creek Internet Access: 10,939 Mbit/s ‖

Sensor: Candy's Creek Internet Access (Live Graph, 1 hour)
Firewalls / CCC PAN

Max: 10,939 Mbit/s
Min: 506 Mbit/s

• Downtime (% downtime) —— Traffic In (Mbit/s) —— Traffic Out (Mbit/s) Traffic Total (Mbit/s)
PRTG Network Monitor 21.3.69.1333   9/23/2025 10:39:07 AM - ID 8175

Infrastructure Technology
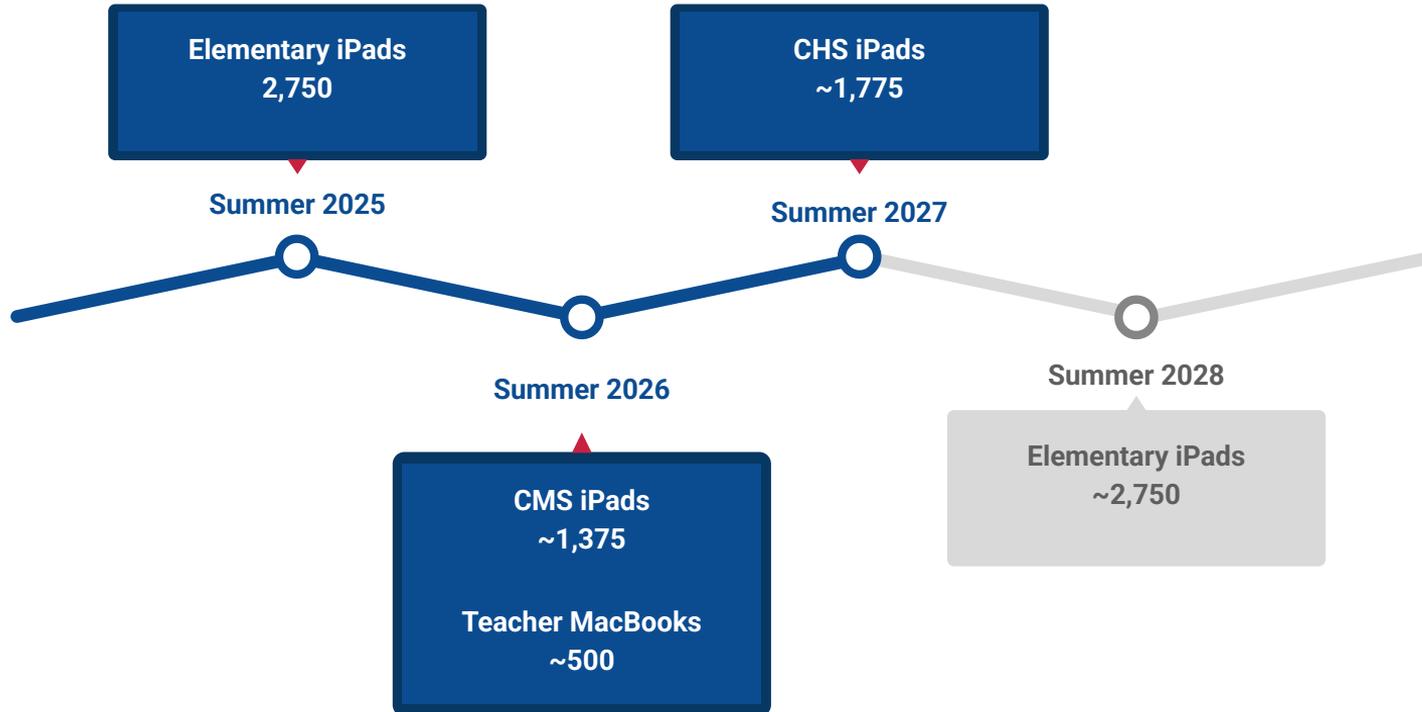## MxDR Implementation

UDT Managed Extended Detection and Response (MxDR)

- 24/7 SOC with Always-On Security Team Monitoring our Network 24/7 so Threats are Caught Immediately—Not Hours or Days Later.

- Unified Monitoring Across Firewall, Network Traffic, Servers, and District Endpoints (e.g., laptops, desktops)

- Protects Student and Staff Data by Monitoring for Suspicious Behavior in Real Time Rather Than Relying on Periodic Checks.

- Enterprise-Level Coverage on a School-District Budget; Escalations Only Come to Us After Investigation and Remediation

- Better-Together Features with UDT ISP and MxDR

Infrastructure Technology
Technology Upgrade Cycle

Elementary iPads
2,750

CHS iPads
~1,775

Summer 2025

Summer 2027

Summer 2026

Summer 2028

CMS iPads
~1,375

Teacher MacBooks
~500

Elementary iPads
~2,750

Instructional Technology
Maryville City Visit

Visited Two Schools Looking at Our iPad Rollouts:

- Cleveland Middle School

- Blythe-Bower Elementary School

My Goal: *Invisible technology through seamless integration to increase student achievement.*

Key Takeaway: Our teachers are impressive educators with amazing pedagogy and skills!

Instructional Technology
MagicSchool AI

Available to Every Teacher and Student in Cleveland City Schools

- In-Use by 404 Teachers

- Helps With Both Academic and "Administrative" Tasks

Lesson Plan: MagicSchool Provides Individualized Essay Feedback

- Students are Put Into a "Room" with Customized AI Bot

- Provides Guidance and Support in Real-Time

- Rachel Bennett (CMS Teacher) Recently Led a PD for the District on This and it was Well Attended
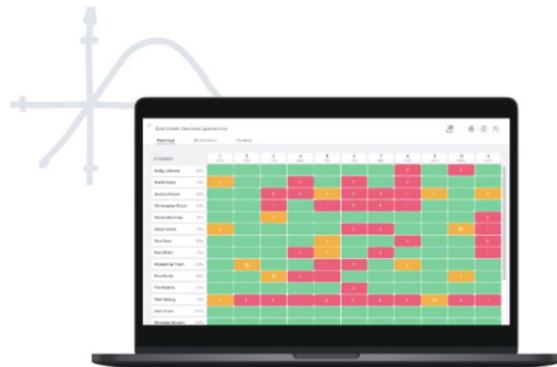
Instructional Technology
Magma Math

Show Your Work

Instant Grading

Real-Time Insights

State-aligned K-12 Content

BLENDED LEARNING AND DIGITAL ENHANCEMENT

The BLADE Project
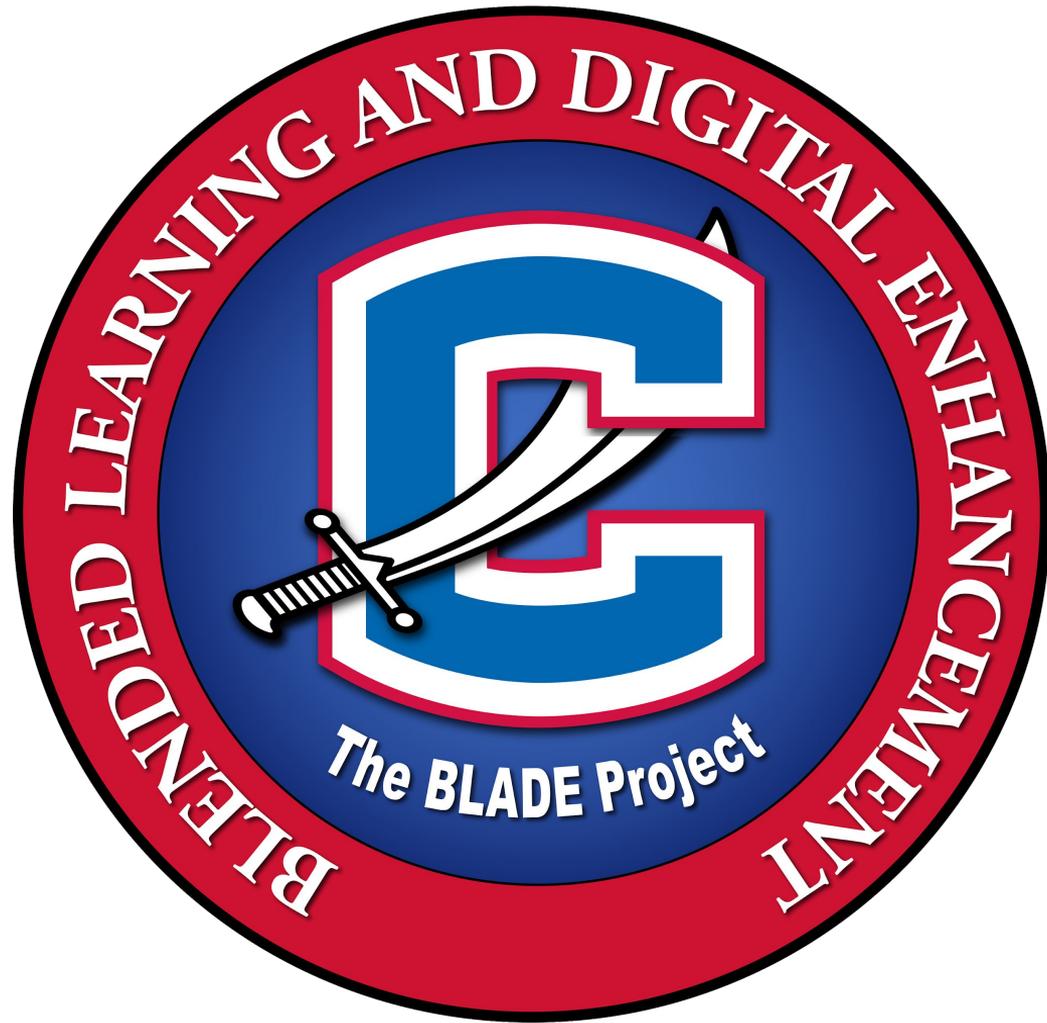
"Good Teaching is Good Teaching"
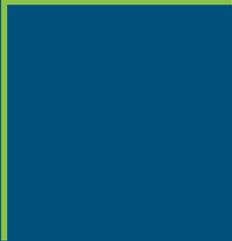
December Update

By: Lily Hakes

Sports

Both Cleveland Cross Country teams participated at the TSSAA state meet in Memphis on November 7th.

Additionally, Owen Clemons won the state meet!

Sports

The basketball, swimming, and wrestling seasons have officially kicked off this year!

Theater

Class Playoffs were held November 13-15th.

Cleveland Theater will hold its annual performance showcase January 12th and 13th.

Band and Choir

On December 6th Cleveland Renaissance will participate in the Christmas Parade.

On December 9th CHS Band will have their Winter Concert at Cleveland Middle School.

CHS Choir Department will have its Christmas Concert on December 18th starting at 7pm.

Additionally, Cleveland High School Choir members performed at All-East Honor Choir Concert.

Veterans Day Parade

Cleveland High School had its annual Veterans Day parade to honor the brave men and women who served our country.

DECA

Cleveland High School's DECA travelled to Knoxville to attend the Regional Conference.

Beta Club

CHS Beta Club members attended the State BETA Convention at Opryland Hotel in Nashville.

Academic Awards

Gracelyn Dauphinais

11th Grade Science – 5th Place

Giulia Constantinescu

11th Grade Language Arts – 2nd Place

Hattie Humphres

Poetry, Division I – 1st Place

Eric Vance

9th Grade Social Studies – 3rd Place

On-Site Awards

Eric Vance

Digitally Enhanced Photography, Division I – 2nd Place

Hattie Humphres

Painting, Division I – 1st Place

Hattie Humphres

On-Site Painting, Division I – 1st Place

Hattie Humphres

Best in Show

Upcoming Events

Dec 4th Senior who ordered extra items with their cap and gown will have a senior celebration with Jostens.

Dec 4th Talent Show

Dec 9th Tennessee Promise meeting

Dec 12th Raider Reward Day

Dec 17-18th Finals for Semester classes

January 24th Winter Formal

CLEVELAND CITY SCHOOLS

TITLE   **Lead Groundskeeper**

QUALIFICATIONS

1. Reads, writes, speaks, and understands English
2. Presents a clean, neat, and proper appearance to students, staff, and the public
3. High school diploma or equivalent
4. One (1) year of job-related experience with increasing levels of responsibility, preferably in a school or institutional setting
5. Possesses valid driver's license and evidence of insurability
6. Meets necessary health and physical qualifications
7. Satisfies criminal justice fingerprint clearance requirements

REPORTS TO   Director of Operations

JOB GOAL   To lead, coordinate, and perform grounds maintenance activities that ensure safe, attractive, and functional school grounds for students, staff, and the community.

ESSENTIAL FUNCTIONS

1. Supervises and coordinates the work of grounds crew members, providing guidance, training, and feedback.
2. Maintains landscaped areas and related items (e.g., storm drains, rain gutters) to prevent hazards and maintain cleanliness.
3. Oversees maintenance and safe operation of groundskeeping equipment.
4. Plans and performs landscaping tasks, including mowing, trimming, planting, irrigation, and seasonal upkeep.
5. Evaluates grounds, sprinkler systems, and outdoor facilities to identify needed repairs or improvements.
6. Coordinates preparation and maintenance of grounds areas.
7. Manages inventory of supplies, materials, and equipment necessary for grounds maintenance.
8. Transports tools, equipment, and supplies to job sites as required.
9. Prepares and maintains documentation, reports, and work logs.
10. Supports other personnel as required to ensure completion of maintenance and groundskeeping tasks.
11. Ensures adherence to safety procedures and promotes best practices among grounds staff.
12. Other duties as assigned by the Director of Schools or Director of Operations.

PHYSICAL DEMANDS

This job may require lifting objects exceeding 50 lbs., with frequent lifting and/or carrying of objects weighing up to 25 lbs. Other physical demands include:

1. Lifting, carrying, pushing, and/or pulling
2. Climbing and/or balancing
3. Stooping, kneeling, and/or crawling
4. Reaching and handling
5. Walking for prolonged periods
6. Talking and hearing conversations
7. Visual acuity at varying distances

VOCATIONAL PREPARATION

8. Vocational education
9. Apprentice or on-the-job training
10. Related experience in grounds maintenance leadership

TEMPERAMENT (Personal Traits)

11. Adaptability to perform a variety of duties without loss of efficiency or composure
12. Ability to work independently with minimal supervision
13. Adaptability to accept responsibility for planning and organizing activities
14. Ability to follow oral and written instructions
15. Adaptability to work effectively with others

CAPACITY AND ABILITY REQUIREMENTS

16. Intelligence: Ability to understand and apply instructions, make judgments, and reason effectively
17. Manual Dexterity: Ability to use hands skillfully in operating tools and equipment
18. Eye-Hand-Foot Coordination: Ability to move and coordinate hands and feet in response to visual cues

WORK CONDITIONS

Some degree of physical discomfort due to exposure to weather, dust, noise, and temperature variations.

GENERAL REQUIREMENTS

The above statements are intended to describe the general nature and level of work performed by individuals assigned to this position. They are not intended to be a complete list of responsibilities, duties, and skills required.

CLEVELAND CITY SCHOOLS

TITLE   **Groundskeeper**

QUALIFICATIONS

    1. Reads, writes, speaks, and understands English
    2. Presents a clean, neat, and proper appearance to students, staff, and the public
    3. High school diploma or equivalent
    4. One (1) year of job-related experience with increasing levels of responsibility, preferably in a school or institutional setting
    5. Possesses valid driver's license and evidence of insurability
    6. Meets necessary health and physical qualifications
    7. Satisfies criminal justice fingerprint clearance requirements

REPORTS TO   Director of Operations

JOB GOAL   To maintain attractive, safe, and functional school grounds and outdoor facilities that provide a pleasant and secure environment for students, staff, and community use.

ESSENTIAL FUNCTIONS

1. Cleans landscaped areas and related items (e.g., storm drains, rain gutters, etc.) to prevent flooding and remove hazards.
2. Maintains groundskeeping equipment in safe operating condition.
3. Maintains landscaping (lawns, shrubbery, planted areas, irrigation systems, fences, playgrounds, etc.) to preserve grounds in a healthy and attractive state.
4. Plants and maintains various landscaping materials (e.g., grass, shrubbery, flowers) to enhance appearance and prevent erosion.
5. Prepares documentation and reports as needed.
6. Prepares and maintains grounds areas for assemblies and recreational activities.
7. Procures equipment, supplies, and materials necessary for grounds maintenance.
8. Transports tools, equipment, and supplies to job sites as required.
9. Evaluates landscaped areas, sprinkler systems, and grounds for needed repairs or maintenance.
10. Assists other personnel as required to support the completion of maintenance and groundskeeping tasks.
11. Requests materials, supplies, and equipment to ensure timely completion of assignments.
12. Other duties as assigned by the Director of Schools or Director of Operations.

PHYSICAL DEMANDS

This job may require lifting objects exceeding 50 lbs., with frequent lifting and/or carrying of objects weighing up to 25 lbs. Other physical demands include:

1. Lifting, carrying, pushing, and/or pulling
2. Climbing and/or balancing
3. Stooping, kneeling, and/or crawling
4. Reaching and handling
5. Walking for prolonged periods
6. Talking and hearing conversations
7. Visual acuity at varying distances

VOCATIONAL PREPARATION

8. Vocational education
9. Apprentice or on-the-job training
10. Related experience in landscaping or grounds maintenance

TEMPERAMENT (Personal Traits)

11. Adaptability to perform a variety of duties without loss of efficiency or composure
12. Ability to work independently with minimal supervision
13. Adaptability to accept responsibility for planning and organizing activities
14. Ability to follow oral and written instructions
15. Adaptability to work effectively with others

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WORK CONDITIONS

Some degree of physical discomfort due to exposure to weather, dust, noise, and temperature variations.

GENERAL REQUIREMENTS

The above statements are intended to describe the general nature and level of work performed by individuals assigned to this position. They are not intended to be a complete list of responsibilities, duties, and skills required.

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	570,499.64	7.74%	566,725.90
40120	Trustee's Collections - Prior Year	182,061.00	47,058.59	25.85%	12,575.34
40130	Cir Clk/Clk & Master Collections-Pr Yr	116,000.00	53,418.22	46.05%	25,535.04
40140	Interest And Penalty	31,369.00	4,297.00	13.70%	1,461.03
40162	Payments In Lieu Of Taxes-Local	3,805.00	1,963.14	51.59%	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	1,623,555.80	16.95%	1,623,555.80
40275	Mixed Drink Tax	204,325.00	64,819.05	31.72%	15,166.64
40320	Bank Excise Tax	28,376.00	0.00	0.00%	0.00
	Total Local Taxes	**18,003,629.00**	**2,365,611.44**	**13.14%**	**2,245,019.75**
41000	**Licenses and Permits**				
41110	Marriage Licenses	2,825.00	1,067.17	37.78%	315.69
	Total Licenses and Permits	**2,825.00**	**1,067.17**	**37.78%**	**315.69**
43000	**Charges for Current Services**				
43511	Tuition - Regular Day Students	101,935.00	9,725.00	9.54%	4,250.00
43583	TBI Criminal Background Fee	150.00	0.00	0.00%	0.00
	Total Charges for Current Services	**102,085.00**	**9,725.00**	**9.53%**	**4,250.00**
44000	**Other Local Revenues**				
44110	Interest Earned	250,000.00	167,816.57	67.13%	36,919.57
44170	Miscellaneous Refunds	98,841.00	15,820.14	16.01%	12,228.06
44530	Sale Of Equipment	6,900.00	14,584.00	211.36%	0.00
44560	Damages Recovered From Individuals	1,800.00	0.00	0.00%	0.00
44570	Contributions & Gifts	129,628.00	30,353.69	23.42%	7,007.00
44990	Other Local Revenues	25,461.00	3,290.76	12.92%	25.28
	Total Other Local Revenues	**512,630.00**	**231,865.16**	**45.23%**	**56,179.91**
46000	**State of Tennessee**				
46510	TN Investment in Student Achievement	44,755,804.00	13,486,760.30	30.13%	4,495,586.77
46513	TISA On-Behalf Payments	0.00	0.00	0.00%	0.00
46515	Early Childhood Education	937,402.00	291,203.84	31.06%	291,203.84
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	13,299.20	49.64%	13,299.20

	Total State of Tennessee	45,902,256.00	14,909,532.74	32.48%	4,800,089.81
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**	**17,517,801.51**	**24.63%**	**7,105,855.16**
	Expenditures				
70000	**Education**				
71100	Regular Instruction Program	36,971,268.00	8,304,025.72	22.46%	3,157,232.87
71200	Special Education Program	6,268,262.00	1,265,839.72	20.19%	523,905.99
71300	Vocational Education Program	2,037,562.00	446,407.75	21.91%	174,885.98
72110	Attendance	166,129.00	52,408.31	31.55%	13,136.59
72120	Health Services	651,180.00	134,472.20	20.65%	50,556.92
72130	Other Student Support	3,758,275.00	955,581.88	25.43%	300,465.43
72210	Regular Instruction Program	2,698,135.00	800,806.01	29.68%	222,838.70
72220	Special Education Program	247,677.00	80,961.40	32.69%	20,761.60
72230	Vocational Education Program	196,624.00	59,981.22	30.51%	16,814.03
72250	Technology	1,112,265.00	425,456.38	38.25%	83,705.47
72310	Board Of Education	696,765.00	523,902.88	75.19%	23,165.00
72320	Office Of The Superintendent	758,181.00	240,602.40	31.73%	60,350.25
72410	Office Of The Principal	4,260,049.00	1,137,251.05	26.70%	341,487.68
72510	Fiscal Services	544,793.00	208,084.31	38.20%	40,364.92
72610	Operation Of Plant	4,778,121.00	2,032,166.35	42.53%	377,207.50
72620	Maintenance Of Plant	2,086,159.00	909,627.75	43.60%	269,240.51
72710	Transportation	1,809,553.00	605,261.54	33.45%	188,812.48
73100	Food Service	191,544.00	48,887.25	25.52%	12,221.81
73300	Community Services	52,140.00	55,726.29	106.88%	3,550.31
73400	Early Childhood Education	937,402.00	390,862.33	41.70%	260,552.02
76100	Regular Capital Outlay	97,180.00	249,744.68	256.99%	82,952.85
	Total Education	**70,319,264.00**	**18,928,057.42**	**26.92%**	**6,224,208.91**
80000	**Debt Service**				
82130	Principal on Bonds	520,696.00	12,595.00	2.42%	5,038.00
82230	Interest on Bonds	95,565.00	1,545.00	1.62%	618.00
82330	Other Debt Service	194,700.00	0.00	0.00%	0.00
	Total Debt Service	**810,961.00**	**14,140.00**	**1.74%**	**5,656.00**
	Total Expenditures	**71,130,225.00**	**18,942,197.42**	**26.63%**	**6,229,864.91**
	Budgeted Use of Fund Balance	**0.00**			

Personnel Items – November 2025

Assignments

Speck, Heather, CMS (Data Operator), Effective November 4, 2025

Bivens, Elizabeth, CMS (School Nurse), Effective November 10, 2025

Cordwell, Tyler, CMS (Assistant), Effective November 6, 2025

Cooper, Heather, CMS (Teacher), Effective November 10, 2025

Shevchuk, Amelia, ESC (Bus Monitor), Effective November 11, 2025

Stine, Grant, ESC (Bus Driver), Effective November

O'Brien, David, CMS (Teacher), Effective November 17, 2025

Milian, Madeline, CMS (Assistant), Effective November 17, 2025

Burton, Nora, ST (PT Int), Effective November 18, 2025

Resignations

Gonzalez, Hilda, ST (PT Int), Effective November 18, 2025

Alvarez, Carol, ESC (Nurse), Effective November 14, 2025

Transfers

Keener, Sharon, ESC (Bus Driver) to ESC (Bus Monitor), Effective November 3, 2025

Retirements

Hattabaugh, Erin, CHS (Teacher), Effective November 3, 2025

Leaves of Absence

Barber, R. Martez, CMS, Effective November 5, 2025

Ricks, David, ESC, Effective October 20, 2025

Murray, Laura, BB, Effective October 23, 2025

CMS *Highlights* NOVEMBER

DETECTIVE DAY!

In Mrs. Rachel Bennett's 8th-grade ELA class, students explored the classic muder mystery, And Then There Were None by Agatha Christie (Amplify edition). To close the unit, Mrs. Bennett teamed up with SRO Brandon Spence and the Cleveland Police Department to bring an authentic investigative perspective into the classroom. A local detective joined the class for a lively, student-led, Q&A about the realities of detective work, then guided the students through a hands-on faux crime-scene exercise!

GIRLS WRESTLING

Recently, the Girls Wrestling team dominated in the Duals meet, but everyone knows Cleveland loves wrestling, so this isn't out of the ordinary! Girls with standout performance are Ester Barrionuevo, Caroline Dew, and Kaliyah Palmer. We are a very young girls team this year, however than hasn't changed anything about the culture!

LIBRARY CHECK IN

- CMS Library has been hopping! We have offered several Book Tasting lessons to help students practice evaluating books to determine if they will like the book. In addition to our scheduled classes, our individual library visitors keep us busy! Way to keep reading, Raiders!
- 23-24 - 2,431 individual visitors to the library
- 24-25 - 4,612 individual visitors to the library
- August 2025 - present - 3,766 individual visitors to the library

Our faculty and staff recently enjoyed a wonderful Family Fun Night, generously hosted at Westwood Baptist's beautiful facilities. Families gathered around the gazebo and bonfire, shared food, and enjoyed an evening of fun, fellowship, and connection. It was a great opportunity for everyone to relax, spend time together, and meet one another's families outside the school setting.

FAMILY FUN NIGHT

Sixth grade ELA classes wrapped up their Yellow Fever unit with an immersive hospital-themed simulation. Students took on the roles of real historical individuals, investigated the cause of the disease, and followed their character's fate as they either survived or contracted yellow fever. It was a memorable and engaging way to bring the unit to life.

YELLOW FEVER

The girls' soccer team hosted a Princess Tea Party fundraiser, where team members dressed as beloved princesses and welcomed students and community members for an afternoon of fun. With over 120 tickets sold, the event was a tremendous success. All funds raised will support the program by helping cover uniforms, field paint, referees, and other team needs.

PRINCESS TEA PARTY