

Cleveland City Schools
Board of Education Regular Meeting
February 2, 2026 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 January 12, 2026, Board Meeting**
 - C. **Approval of Overnight Field Trips**
 - 2784
 - 2787
 - 2810
 - 2811
 - D. **Approval of Second Reading of Policies**
 - 1.901
 - 2.804
 - Section 2 Date Change Only
 - E. **Approval of 2026 Annual Agenda**
6. **Regular Agenda**
 - A. ***Director's Evaluation**
 - The Board will review and discuss Dr. Jeff Elliott's evaluation
 - B. **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
 - C. **Spotlight**

1. **Unified Bowling Team State Champions Recognition**
 - Cleveland High School's Unified Bowling Team will be recognized for winning the State Championship title. The team members include: Eli Bolin, Jacob Jones, Cam Garcia, Coaches: Archie Crossland and Seth LaMagna
2. **Board of Education Appreciation**
 - The Board of Education members will be recognized for their service and dedication to Cleveland City Schools
3. **School Spotlight- Stuart Elementary School**
 - Principal, Kim Bradford, will present an update to the Board showcasing Stuart Elementary School
- D. ***First Reading of Policies**
 - 5.100
 - 5.118
- E. **BCPEF Mid-Year Update**
 - BCPEF Executive Director, Lynn Voelz, will present a mid-year update to the Board. BCPEF Vice President, Laurie McNulty, and the 4th LEAD Fellowship cohort will also be in attendance
- F. **iReady Mid-Year Update**
 - Dr. Leneda Laing and Mrs. Kellye Bender will present an iReady update to the Board
- G. **Strategic Plan Focus- Transportation**
 - Director of Operations, Mr. Hal Taylor, will present a Transportation update to the Board
- H. **Student Representative's Update**
 - Student Representative, Lily Hakes, will present a Cleveland High School update to the Board
7. **Facilities Update**
 - Director of Operations, Mr. Hal Taylor, will present an update to the Board
8. **Legislative Updates**
 - Carolyn Ingram will give a TSBA update to the Board
9. **Appoint Board Committee Assignments for 2026-2027**
 - A. **Tennessee Legislative Network Representative for TSBA**
 - B. **Facilities Committee**
 - C. **Policy Committee**

10. **"B" Agenda**

- A. **Financial Report**
- B. **Personnel Report**
- C. **CMS Highlights**
- D. **Dates to Remember**

February-

- 2- Board of Education Retreat
- 2- Board of Education Meeting
- 3- Breakfast with the Board- Stuart
- 3- BOE Facilities Meeting
- 16-17- TSBA Legal and Legislative Conference
- 16- President's Day- District Closed
- 17- Staff Development Day- No School for Students
- 24- Breakfast with the Board- Yates
- 24- BOE Facilities Meeting

March-

- 2- Board of Education Meeting
- 9-13- Spring Break- District Closed
- 24- Breakfast with the Board- Candy's Creek
- 24- BOE Facilities Meeting
- 27- BOE Spring Retreat

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-

- 15- Board of Education Meeting

11. **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 **2784**
* Category Travel With Students
* Type of Trip Field Trip
* Field Trip Event
Standard Field Trip

Trip Leave

* Date 10/4/26 Sunday
* Time 6:00 AM

Trip Return

* Date 10/8/26
* Time 7:00 PM

Trip Year/Week 2026-41

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

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

Dr. Ed Fickley, Casey O'Connor, Jeremiah Burkey, Presly Turner, and ot attending with their child. Typically, we have around 30 adults on the trip

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

\$725 paid by 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.

This is the annual 8th grade DC trip. We will use motorcoaches.

* Your School/Dept ⓘ

018 Cleveland Middle School
3635 Georgetown Rd., 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)
Washington, DC 20004, USA

Destination Not Listed

U.S. Capitol

Destination Name Washington, DC

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

1400.00

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

Ed Fickley

* Teacher / Advisor / Staff Phone #

4232408304

Teacher / Advisor / Staff Email

efickley@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

Ed Fickley

* Emergency Contact Phone #

4232408304

* Grade Level(s) Making Trip

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

* Educational Objective for Field Trip

To visit historical and government sites that are studied in the 8th grade social classes.

Number of Individuals Making Trip

* Male Adult/Chaperone	15	* Female Adult/Chaperone	15	Total Adult/Chaperone	30
* Male Students	35	* Female Students	35	Total Students	70

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

Additional Information

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

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 Re
* Date 10/4/26	* Date 10/4/26	* Date 10/8/26	* Date
* Time 6:00 AM	* Time 6:00 PM	* Time 7:00 AM	* Time

Total Trip Hours 109.00

* Type of vehicles needed to reserve Approved Charter

* Approved Charter

Eagle Christian Tours

Email

Phone 706-314-8684

Contact

Address PO Box 512
Rome GA

* 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 Hours: 109.00
Total Number of Vehicles Needed: 2

Trip Year/Week:

Number w/ Lift:

Person Submitting Request: efickley@clevelandschools.org
Date Submitted: Jan 13, 2026, 1:16:16 PM

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

Level 01 Approval - Location Approval

Comment
Decision: Approved
Name: nakiona@clevelandschools.org
Decision Date: Jan 13, 2026, 3:02:04 PM

Level 02 Approval - Second Level Location Approval

Comment
Decision: Approved
Name: llaing@clevelandschools.org
Decision Date: Jan 13, 2026, 4:48:25 PM

Level 07 Approval - Overnight Trip Approval

Comment
Decision: Approved
Name: jelliott@clevelandschools.org
Decision Date: Jan 14, 2026, 7:53:30 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: application/pdf Size: 53 KB File Name: Washington Trip - 2026 Board Request Letter.docx.pdf Created: 1/13/26

Request Status: Trip: 2784 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
1/14/26, 7:53:30 AM	jelliott@clevelandschools.org	Central Office Level Approved
1/13/26, 4:48:25 PM	llaing@clevelandschools.org	Second Level Location Level Approved
1/13/26, 3:02:04 PM	nakiona@clevelandschools.org	Location Level Approved
1/13/26, 1:16:57 PM	efickley@clevelandschools.org	Save and Close Trip (Submit Page Determines Return)

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 **2787**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Baseball - Varsity

Trip Leave

* Date 3/11/26 Wednesday
* Time 2:00 PM

Trip Return

* Date 3/13/26
* Time 10:15 PM

Trip Year/Week 2026-11

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.

Brent Tucker
Janorie Davis
Camden Sewell
Samuel Felton

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

Booster club will pay for one meal for the boys.
Parents are responsible for the other meals.

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

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

* Main Destination

Other (Type Below)
802 Warrior Dr, Murfreesboro, TN 37128, USA

Destination Not Listed

Riverdale High School, Warrior Drive, Murfreesboro, TN, USA

Destination Name

Riverdale High Sch

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

263.33

CALCULATE MILES

* Funding Source #1

School

Budget Code

Funding Source Desc

Budget Code Desc

Funding Approver

* Teacher / Advisor / Staff Name

Brent Tucker

* Teacher / Advisor / Staff Phone #

4236674000

Teacher / Advisor / Staff Email

btucker@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

Brent Tucker

* Emergency Contact Phone # 4236674000

Number of Individuals Making Trip

* Male Adult/Chaperone	5	* Female Adult/Chaperone	0	Total Adult/Chaperone	5
* Male Students	25	* Female Students	0	Total Students	25

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.

Students will be transported by their parents.
Each parent is responsible for taking and being present for the duration of the trip.

Vehicles Needed

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

Person Submitting Request jdavis@clevelandschools.org
Date Submitted Jan 14, 2026, 9:28:32 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 Jan 29, 2026, 12:02:23 PM

Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org
Decision Date Jan 29, 2026, 5:13:43 PM

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
-----------	------	-----------	------------

Request Status Trip: 2787 Pending School Board Approval

Final Approval Date

Email Audit Log:

Date	User	Action
1/29/26, 5:13:43 PM	jelliott@clevelandschools.org	Central Office Level Approved
1/29/26, 12:02:23 PM	bpritchard@clevelandschools.org	Location Level Approved



Version 4.6.154

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 **2811**
* Category Travel With Students
* Type of Trip Athletic
* Athletic Event (you may check more than one)
Football - Varsity

Trip Leave

* Date 3/9/26 Monday
* Time 9:45 AM

Trip Return

* Date 3/13/26
* Time 6:00 PM

Trip Year/Week 2026-11

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.

Paola Navas – Administrative Assistant, Blythe Bower Elementary
Maria Herrero – Cleveland Central Office

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

Cost & Funding
Cost Per Person: \$370 (housing and basic food expenses)
Funding Source: Flag Football Account
Funding Details: Funds were raised through team fundraising activities, and Mrs. Smith #4 Support and District. No district funds will be used.

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.

Lady Raiders Flag Football. Parking will be free at the resident

* Your School/Dept

019 CHS Athletics
850 Raider Dr, Cleveland, TN 37312

* Main Destination

Other (Type Below)

Miramar Beach, FL, USA

Destination Not Listed

Miramar Beach, FL, USA

Destination Name

Miramar

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

848.00

CALCULATE MILES

* Funding Source #1

Other

Budget Code

016

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

Christopher Reynolds

* Teacher / Advisor / Staff Phone #

(334) 221 - 5899

Teacher / Advisor / Staff Email

chreynolds@clevelandschool.org

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

Emergency Contact Info

Same as Teacher / Advisor / Staff

* Emergency Contact Name

Christopher Reynolds

* Emergency Contact Phone #

(334) 221 - 5899

Number of Individuals Making Trip

* Male Adult/Chaperone	2	* Female Adult/Chaperone	4	Total Adult/Chaperone	6
* Male Students	0	* Female Students	21	Total Students	21

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.

Rental Vehicle (1) SUV from Enterprise
Parents are also Carpooling to help
Lady Raiders Flag Football Overnight Trip Request --

Vehicles Needed

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

Person Submitting Request chreynolds@clevelandschools.org

Date Submitted Feb 1, 2026, 6:11:58 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 Feb 1, 2026, 8:07:06 PM

Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org

Decision Date Feb 1, 2026, 9:13:59 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	Cl
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --2.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --3.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --4.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --5.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --6.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --7.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --8.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --9.pdf	2/
application/pdf	81 KB	Lady Raiders Flag Football Overnight Trip Request --10.pdf	2/

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 **2810**

* Category Travel With Students

* Type of Trip Field Trip

* Field Trip Event
Standard Field Trip

Trip Leave

* Date 3/2/26 Monday

* Time 4:00 PM

Trip Return

* Date 3/3/26

* Time 8:00 PM

Trip Year/Week 2026-10

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

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

Bob Pritchard
Amanda Pritchard
Athena Davis
Julie Phillips

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

District- Hotel, Gas, Per Diem, Registration

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.

Students will be attending the SCOPE conference at Belmont University on Tuesday,

* 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)

1900 Belmont Blvd, Nashville, TN 37212, USA

Destination Not Listed

Belmont University

Destination Name

SCOPE Conference

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip

329.43

CALCULATE MILES

* Funding Source #1

District 

Budget Code

Funding Source Desc

Budget Code Desc

Funding Approver

Are funds payable to a third party?

Yes No

(Does venue require payment prior to trip?)

Amount of Payment

Payment Option

Mail Check

Will Pick Up Check

Purchase Order/Requisition Nbr

Payment Due To

Name
Address
City / State / ZIP

Comments Concerning Payment

* Teacher / Advisor / Staff Name

Julie Phillips

* Teacher / Advisor / Staff Phone #

4237150256

Teacher / Advisor / Staff Email

jphillips@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

Julie Phillips

* Emergency Contact Phone #

4237150256

* 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 attend the SCOPE conference at Belmont University in Nashville, TN

Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	3	Total Adult/Chaperone	4
* Male Students	2	* Female Students	2	Total Students	4

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

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

Nbr Students 4 Teacher Julie Phillips

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.

Athena Davis and Bob Pritchard will be driving their personal vehicles. Students will ride with Athena Davis

Vehicles Needed

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

Person Submitting Request

jphillips@clevelandschools.org

Date Submitted

Jan 30, 2026, 1:40:40 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

Feb 1, 2026, 6:57:49 PM

Level 02 Approval - Second Level Location Approval

Comment
 Decision: Approved
 Name: llaing@clevelandschools.org
 Decision Date: Feb 1, 2026, 9:08:20 PM

Level 07 Approval - Overnight Trip Approval

Comment
 Decision: Approved
 Name: jelliott@clevelandschools.org
 Decision Date: Feb 2, 2026, 8:36:06 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
<input type="button" value="Add"/>	<input type="button" value="Info"/>	<input type="button" value="Remove"/>	<input type="button" value="New"/>
<input type="button" value="New"/>	<input type="button" value="New"/>	<input type="button" value="New"/>	<input type="button" value="New"/>
<input type="button" value="New"/>	<input type="button" value="New"/>	<input type="button" value="New"/>	<input type="button" value="New"/>

Request Status Trip: **2810** 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	
2/2/26, 8:36:06 AM	jelliott@clevelandschools.org	Central Office Level Approved	
2/1/26, 9:08:20 PM	llaing@clevelandschools.org	Second Level Location Level Approved	
2/1/26, 6:57:49 PM	bpritchard@clevelandschools.org	Location Level Approved	
1/30/26, 1:41:19 PM	jphillips@clevelandschools.org	Save and Close Trip (Submit Page Determines Return)	



Section 2 Fiscal Management Policies of the Board Policy Manual were reviewed and considered for updates in accordance with the [Cleveland City Schools Board Policy Review Schedule](#). These policies may be found in the [CCS Board Policy Manual Section 2](#). After the review, the following board policies do not need to change with the exception of the annual date of review.

- 2.100 Fiscal Management Goals
- 2.200 Annual Operating Budget
 - 2.201 Line Item Transfer Authority
- 2.300 State and Federal Aid Eligibility Determination
- 2.400 Revenues
 - 2.401 Gifts and Bequests
 - 2.402 Investment Earnings
 - 2.403 Surplus Property Sales
 - 2.404 School Support Organizations
- 2.500 Deposit of Funds
- 2.600 Bonded Employees
 - 2.601 Fundraising Activities
- 2.700 Accounting System
 - 2.701 Financial Reports and Records
 - 2.702 Inventories
 - 2.703 Audits
- 2.800 Expenditure of Funds
 - 2.801 Petty Cash Accounts



2.802 Payroll Procedures

2.803 Salary Deductions

2.805 Purchasing

2.8051 Debit Cards/ Credit Cards/ Credit Lines

2.806 Bids and Quotations

2.807 Requisitions

2.808 Purchase Orders and Contracts

2.809 Vendor Relations

2.810 Payment Procedures

2.900 Student Activity Funds Management

Cleveland City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Expenses and Reimbursements	Descriptor Code: 2.804	Issued Date: 02/02/26
		Rescinds: 2.804	Issued: 01/08/24

1 *Central Office*¹

2 The Board shall review expense allowances and reimbursement guidelines on an annual basis. Travel
3 reimbursement shall be set at the U.S. General Services Administration approved travel rate.

4 Requests for reimbursements shall be submitted to the Director of Schools' office within thirty (30) days
5 of the date of the completion of such travel.

6 The Director of Schools shall develop procedures and forms to ensure consistency and transparency with
7 the implementation of this policy.

8 **SCHOOL PERSONNEL**

9 School personnel who incur expenses in carrying out their authorized duties will be reimbursed upon
10 submission of an approved ~~voucher~~ **travel expense claim** and supporting receipts.

11 Expenses for travel will be reimbursed when the travel has the advance authorization of the Director of
12 Schools. The Director of Schools may grant this authorization without prior board action when the travel
13 expense has been anticipated and incorporated into the operational budget of the particular program
14 involved.

15 The Board shall be responsible for all expenses pertaining to staff development. Student activity funds
16 shall not be used for this purpose.¹

17 Reimbursement guidelines shall be determined by the Board.¹

18 **BOARD MEMBERS**

19 The Board of Education will receive monthly pay at the same rate as City Council members with an
20 additional 1/3 more compensation for the chairman to be paid on the twentieth (20th) of each month —
21 paid concurrently with Cleveland City Schools' payroll. Raises will be concurrent with any amounts or
22 timing for City Council members' raises.

23 The members of the board shall be paid for transportation, lodging, meals and other pertinent expenses
24 when traveling on business for the Board. Attendance at conventions or other educational meetings or
25 travel for other school purposes shall be authorized in advance by the Board.²

26 Expenses shall be submitted to the Director of Schools' office within thirty (30) days of the date of
27 completion of such travel. The rate of payment shall be the same as the rate for members of the
28 professional staff.

1 **REIMBURSEMENT FOR SALES TAX³**

2 Reimbursement for sales tax is permissible in limited circumstances when sales tax is charged on small
3 purchases and proper documentation is submitted.

4 The Director of Schools/designee shall ensure compliance with state law and guidance from the
5 Comptroller of the Treasury.

Legal References

1. [Internal School Funds Manual, Section 5-17](#)
2. [TCA 49-2-2001\(c\)](#)
3. [Internal School Funds Manual, Frequently Asked Questions, no.10](#)

Cleveland City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 02/02/26
		Rescinds: 1.901	Issued: 10/02/23

1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to
3 charter schools converting from existing public schools. Proposals from existing charter school
4 operators or replicators and applicants proposing to contract with educational service providers shall be
5 in accordance with state law.¹

6 **APPLICATION PROCESS²**

7 A prospective charter school sponsor shall send **notice** to the Director of Schools/~~designee~~ ~~notice~~ of its
8 intent sixty (60) **calendar** days prior to February 1st of the year preceding the year in which the
9 proposed charter school plans to begin operation as a charter school. The Director of Schools/designee
10 shall **confirm the receipt of the letter and provide the sponsor with current state and federal per pupil**
11 **funding estimates within five (5) business days.** ~~determine whether the sponsor has selected the correct~~
12 ~~application category within ten (10) business days of receiving the letter of intent and notify the~~
13 ~~sponsor within five (5) business days of a determination that the incorrect application category has~~
14 ~~been selected.~~²

15 A sponsor seeking board approval of an initial charter school application shall complete the forms
16 developed by the State Board of Education in coordination with the Tennessee Public Charter School
17 Commission (“the Commission”). The application shall provide all the information required by state
18 law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed by
19 state law for the formation of a charter school, and the proposed charter school will be able to
20 implement a viable program of quality education for its students.

21 Electronic copies of applications shall be submitted to the Board and the Commission on or before
22 11:59 p.m. Central Time on February 1st of the year preceding the year in which the proposed charter
23 school plans to begin operation as a charter school. If the 1st of February falls on a Saturday, Sunday,
24 or holiday on which the school district offices are closed, applications will be accepted on the next
25 business day on or before 11:59 p.m. Central Time. Late applications will not be accepted, without
26 exception. The sponsor shall pay an application fee of \$2,500.00. The Director of Schools/designee
27 shall report each **completed initial** application received to the Commission no later than ten (10)
28 **calendar** days after receipt.²³

29
30 ~~The Board shall determine whether an application is complete within ten (10) business days of~~
31 ~~receiving the application and shall notify the sponsor within five (5) business days of the determination~~
32 ~~if the application is determined to be incomplete.~~³

33

1 REVIEW TEAM¹

2 If necessary, the Director of Schools/designee shall appoint a review team to assist in reviewing and
3 evaluating charter school applications. The team shall be composed of members of the administrative
4 staff for the district, **and** community members, with relevant educational, organizational, financial, and
5 legal experience. At the board meeting in December of each year, the Director of Schools/designee
6 shall make a recommendation to the Board on which members of his/her administrative staff should be
7 appointed to the team. The Board shall name the members of the team at its meeting in January of each
8 year. The Board shall designate a Chair of the review team as the contact person for answering
9 questions about the application process and receiving applications. The Director of Schools/designee
10 shall develop an orientation for the team to ensure consistent evaluation standards and the elimination
11 of real or perceived conflicts of interest.

12 The Board shall require the Director of Schools/designee to develop a procedure for receiving,
13 reviewing, and ruling on applications for the establishment of charter schools by the review team. The
14 procedure shall include a timeline for the application and review process. A copy of the procedure,
15 including the review criteria, shall be available on the district's website.

16 The review team shall:

- 17 1) Evaluate all charter school applications based on the review established by state law; and
 - 18 2) Recommend one of the following options to the Board for each application: approve, **or** reject,
19 ~~or reject with stipulations for reconsideration.~~⁴
- 20
21

22 APPROVAL/DENIAL OF APPLICATION⁵

23 The Board shall rule by resolution on the approval or denial of an **initial** charter **school** application
24 within ninety (90) **calendar** days of receipt of the completed application, or the application shall be
25 deemed approved by **state** law. The Director of Schools/designee shall report the action taken by the
26 Board to the **Department of Education** and the Commission **no later than ten (10) calendar days after**
27 **approval or denial. If an application is denied, the report shall also include the reason for denial.**

28 *Approval*

29 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
30 the Board, which shall be binding on the charter school's governing body. ~~This~~ **The charter school**
31 ~~agreement, known as the charter agreement,~~ shall be in writing and signed by the sponsor and the
32 Board.

33 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
34 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶

35 Charter schools approved by the Board are expected to implement the application as submitted and
36 approved. Material variations in operations from the approved application require amendment pursuant
37 to state law and the charter school agreement.⁷

1 The Board shall not be expected to provide services to charter schools that are not requested during the
2 application process except for those services that are required under state or federal laws. Services
3 agreed to be provided to the charter school by the Board shall be provided at Board's actual cost. The
4 Board and charter school shall execute a service contract for any additional services.

5 New charter school agreements are approved for a ten (10) year period.⁸ The Board may revoke or
6 deny renewal of a charter school agreement for any of the reasons enumerated in state law.⁹

7 *Denial*

8 If the initial charter school application is denied, the Board shall notify the sponsor in writing within
9 ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the
10 sponsor may submit an amended application. Upon written receipt of the grounds for denial, the
11 sponsor shall have thirty (30) calendar days within which to submit an amended application to correct
12 the deficiencies. The Board shall have sixty (60) calendar days either to deny or to approve the
13 amended application, or the application shall be deemed approved by state law.⁵

14 If the amended charter school application is denied, the Board shall notify the sponsor in writing
15 within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an
16 appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Public
17 Charter School Commission.¹⁰

Legal References

1. [TCA 49-13-106; State Board of Education Policy 6.111](#)
2. [TCA 49-13-107; Public Acts of 2025, Chapter No. 275; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01-.01\(1\)\(b\)](#)
3. [TRR/MS 0520-14-01-.01\(1\)\(d\), \(e\)](#)
4. [TRR/MS 0520-14-01](#)
5. [TCA 49-13-108; Public Acts of 2025, Chapter No. 275; TRR/MSS 0520-14-01](#)
6. [TCA 49-13-128](#)
7. [TCA 49-13-110\(d\); TRR/MSS 0520-14-01-.01](#)
8. [TCA 49-13-110\(c\)](#)
9. [TCA 49-13-122](#)
10. [TCA 49-13-108\(b\)\(5\)](#)

2026 Annual Agenda

January:

Elect BOE Officers: Chair/Vice Chair
FY Budget Calendar
Strategic Plan Initiatives- ESL
School Spotlight
Facilities Committee Report
Recognize Employees of the Year

February:

Appointed Committees:
Tennessee Legislative Network Representative to TSBA - one member (sent to TSBA)
Facilities Committee
Policies Committee
Recognize BOE Members
Director of Schools- Evaluation
iReady Mid-year Update (present at BOE Retreat)
Strategic Plan Initiatives- Transportation
School Spotlight
Appoint Review Team for Charter School Policy (if necessary)
BCPEF Mid-year Update
Review and Approve Revised Annual Agenda

March:

School Safety Resource Update
Strategic Plan Initiatives- Communications
Budget Meeting
School Spotlight
Facilities Committee Report
Recognize SROs
Adopt Textbooks
CCS Summer Program Overview
Review Director of Schools' Contract (when necessary)
Approve CHS Course Guide Handbook
Curriculum Changes for following school year

April:

Report from SCOPE Participants (if applicable)
Approval of School Fees
Plan and Schedule Recognition of Teachers for National Teacher Appreciation Week
Strategic Plan Initiatives- Student Information Systems
Announce End-of-Year Dates: Graduation, Honors Programs, Baccalaureate, etc.

School Spotlight
Facilities Committee Report

May:

Budget Approval
Honor Newly Tenured Teachers
Recognize Participants in Model United Nations
Set Tuition Rates (if changed)
Strategic Plan Initiatives- Coordinated Child Health
School Spotlight
Facilities Committee Report
Notes: Print Student Rep certificate and have check ready

June/July:

Approve Consolidated Plan
Amend Budget (if necessary)
Report on Strategic Plan by DOS
Approval of DHA Committee – first and second semester
Cell Phone Policy Annual Review
Recognition of Retirees
Prepare BOE Meeting Schedule
Strategic Plan Initiatives - Child Nutrition
School Spotlight
Facilities Committee Report
BCPEF Joint Meeting with Bradley County Board of Education

August:

Introduction of Student Board Representative
Recognize Teachers and Board Members with years of service
Make TSBA Fall District Meeting Plans
Strategic Plan Initiatives- Human Resources
Spotlight- Family Resource Center Update
Facilities Committee Report

September:

Plan and Appoint Delegates to TSBA Annual Conference
Director of Schools' Annual Report
Recognize New Certified Teachers
Report on School Attendance and Enrollment
Strategic Plan Initiatives- Student Services
School Spotlight
Facilities Committee Report

October:

Recognize National Merit Scholars
Recognize AP Scholars
Approval of Fees for Use of Facilities
Report on Facilities' Needs
Finalize Plans for TSBA Annual Conference
Report on TSBA Fall District Meeting
Strategic Plan Initiatives- Academics
TISA Plan Presentation
School Spotlight
Facilities Committee Report

November:

Report on State LEA Compliance
Energy Program and Safety Update (present at BOE Fall Retreat)
Strategic Plan Initiatives- Special Populations
School Spotlight
Facilities Committee Report

December:

Present Proposed School Calendar
Report from TSBA Annual Conference
Strategic Plan Initiatives - Innovation & Technology
School Spotlight
Facilities Committee Report

Agenda Items to be Addressed as Needed:

Accountability of Student Achievement Reports
Budget Amendments
Special Budget Requests
Policy Reviews
Overnight Field Trips
New Instructional Initiatives Report
Committee Reports
Transportation Department

DIRECTOR'S UPDATE



February 2, 2026

Highlights

- **January: One-on-One Meetings with Board Members**
- **January: Received Grants for Aviation, Story Book Trail, Tutoring**
- **January 21: Administrators Meeting - Schools Shared Successful Strategies**
- **January 23: Met with Legislators to discuss TISA and other Bills**
- **January 26 and 27: Two Inclement Weather Days taken in January**
- **February 2: One Inclement Weather Day taken today**
- **February 2: Board Mini Retreat**
- **Rescheduled a few January events for this week**

Upcoming Events

- **Feb. 3: Breakfast with the Board at Stuart at 8:00 a.m.**
- **Feb. 3: Facilities Committee Meeting at Stuart at 9:30 a.m.**
- **Feb. 3: Mildred Maupin Annual Spelling Bee at CMS at 4 p.m.**
- **Feb. 5: CCS hosts SE TN District Teams at the ESC for LEA Plan Training**
- **Feb. 9: CMS Wrestlers will be honored at City Council Meeting**
- **Feb. 16: President's Day Holiday - Schools Closed**
- **Feb. 17: Staff Development Day**
- **Feb. 16-17: TSBA Legislative Conference**
- **Feb. 24: Breakfast with the Board at Yates at 8:00 a.m.**
- **Feb. 24: Facilities Committee Meeting at 9:30 a.m.**
- **Feb. 25-27: BCPEF LEAD Fellows in Nashville**

STATE CHAMPIONS from CHS



Girls Wrestling



Unified Bowling

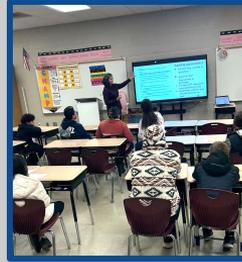


Boys Wrestling

Highlights

Upcoming Events

Champions



Highlights

Upcoming Events

Champions



Thank You

CCS Board of Education

We extend our deepest appreciation for your tireless dedication, visionary leadership, and unwavering commitment to the success of every student in Cleveland City Schools. Your service makes a difference.

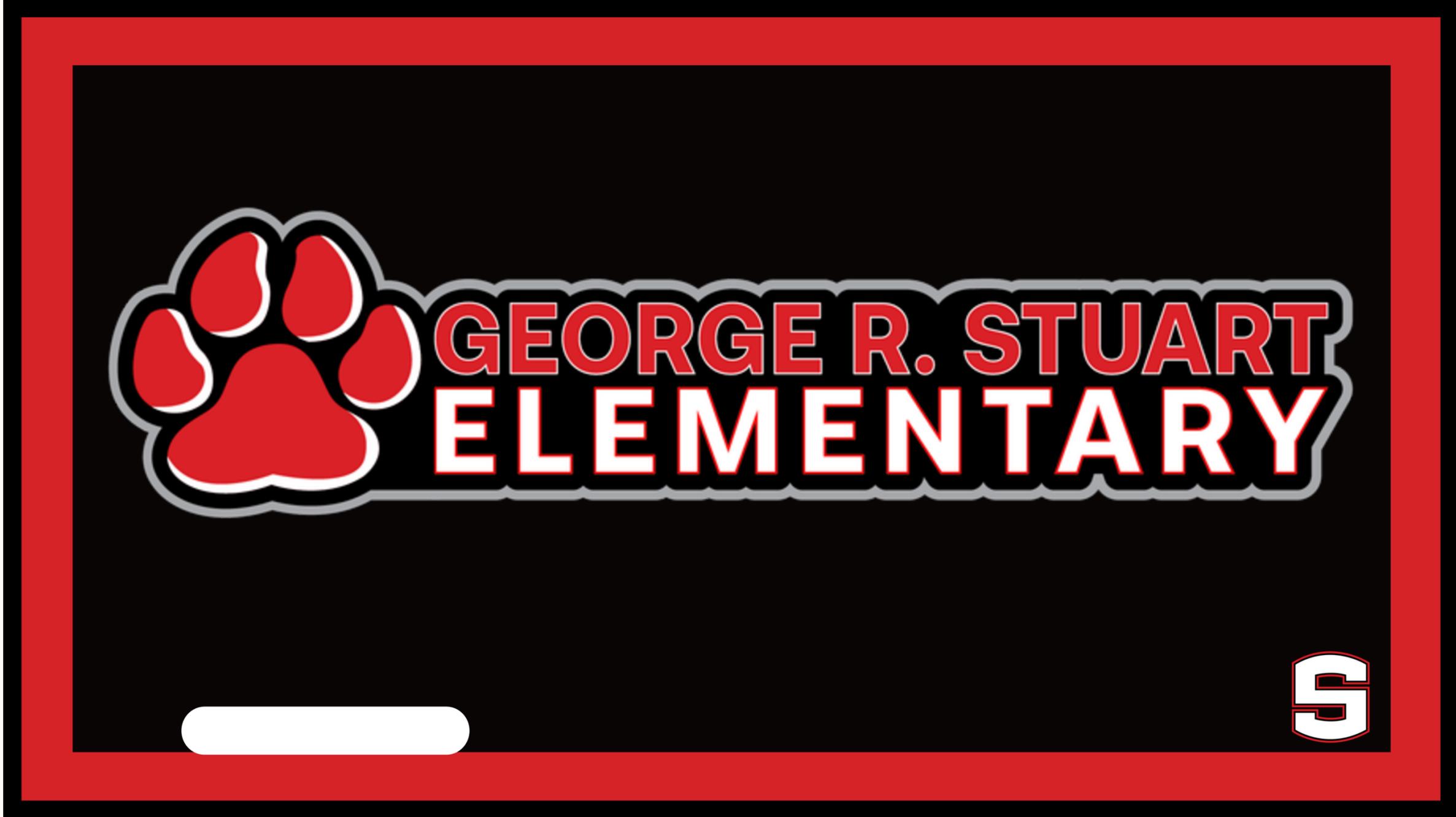
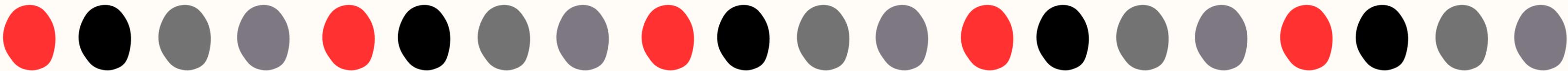
February 2, 2026



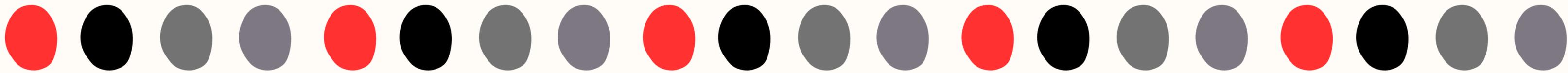
DIRECTOR'S UPDATE



February 2, 2026



ENGAGE.INSPIRE.EMPOWER



ADMIN TEAM



Kim Bradford - Principal

Mindy Kiser - Assistant Principal

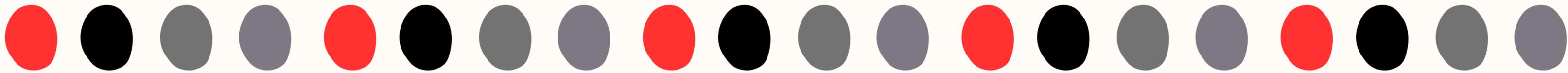
Lauren Lastoria - School Counselor

Lisa Montgomery - Instructional Coach

Julie Turner - RTI Faciliatator

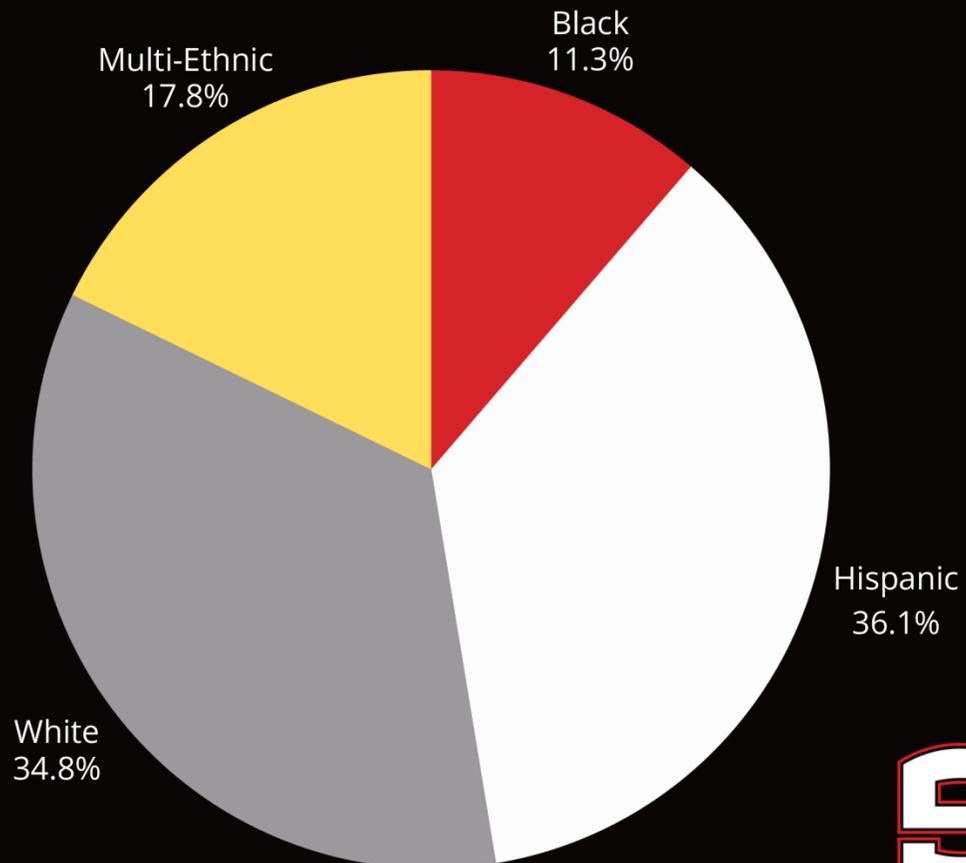


ENGAGE.INSPIRE.EMPOWER

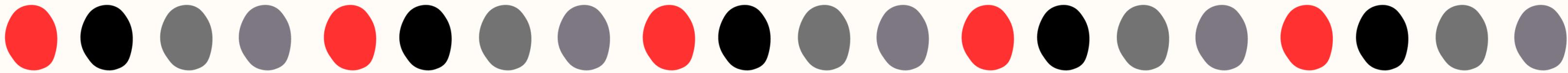


DEMOGRAPHICS

16 countries
4 Native Languages
30% ESL



ENGAGE.INSPIRE.EMPOWER



ENGAGE

When we engage students in the right work, we don't just fill time. The right work shapes direction, purpose, and outcomes.



ENGAGE.INSPIRE.EMPOWER

ENGAGE in the RIGHT WORK



Human Body - 1st Grade



Animal Habitats - 3rd Grade



Science - 5th Grade



Kings & Queens - K



Mistletoe Market - 4th Grade



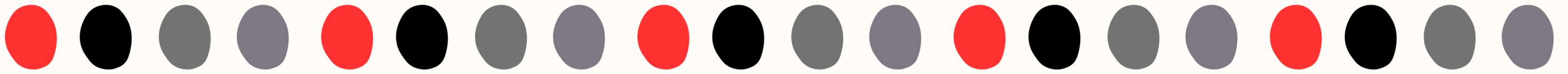
ENGAGE.INSPIRE.EMPOWER

ENGAGE in the RIGHT WORK

TVAAS	Classroom Instruction	IReady Data
Level 5 Status	Explore days to build background knowledge	Fall to Winter ELA Data - 25 more students moved to grade level
ESL - Level 5	Teachers are using data to meet instruction	Fall to Winter Math Data - 37 more students moved to grade level
BHN - Level 5	Teachers are using data to meet instruction	See a trend in decreasing the gaps among students



ENGAGE.INSPIRE.EMPOWER



INSPIRE

When students, parents, and families choose courage over comfort, they unlock the power to do more, be more, and become more—together.



ENGAGE.INSPIRE.EMPOWER

INSPIRE them to BE MORE, DO MORE

Service Saturday



Students and families volunteer their time to beautify our school.



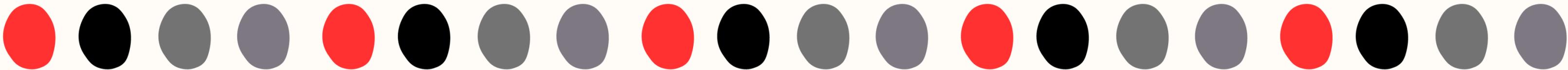
Veterans' Day



The do more, be more attitude is displayed as students honor Veterans and their service.



ENGAGE.INSPIRE.EMPOWER

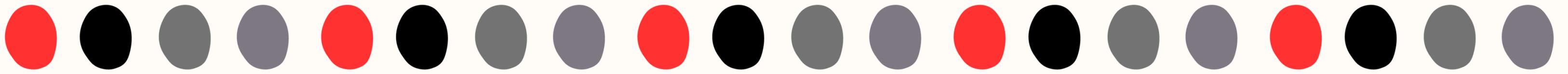


INSPIRE them to BE MORE, DO MORE

Meet the Teacher Night 240 in attendance	Grandparents Breakfast 90 in attendance	Open House 105 families in attendance
Veteran's Program 105 families in attendance	Service Saturday 30 in attendance	Christmas Breakfast 270 in attendance
Winter Workshop 360 in attendance	Progress Assembly 115 parents attended	STEM Night 75 families attended



ENGAGE.INSPIRE.EMPOWER



EMPOWER

Empowering is the belief you
can do more and be more!



ENGAGE.INSPIRE.EMPOWER

EMPOWER them to live LEADWORTHY



Taking the courage to make new friends and support each other



Lee University athletes speaking wisdom and truth to our students.



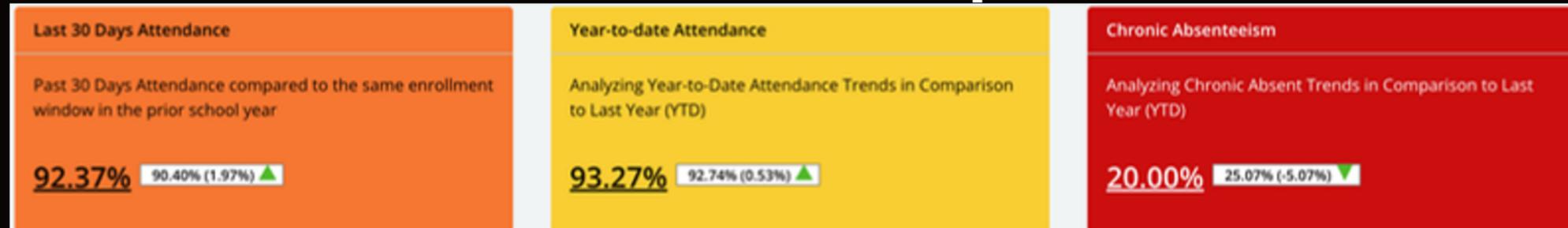
Students visit Lee University to catch a glimpse of what their future could hold.



ENGAGE.INSPIRE.EMPOWER

EMPOWER them to live LEADWORTHY

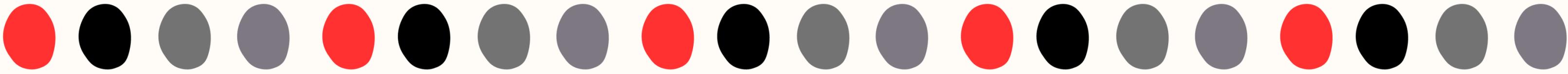
Attendance Update



Behavior Updates



ENGAGE.INSPIRE.EMPOWER



What's Next @ GRS?

Multicultural Night - February

Creative Discovery - March

Student Appreciation Week - April

Field Day & Water Day - May

Progress Parade - May



ENGAGE.INSPIRE.EMPOWER

Cleveland City Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: 5.100	Issued Date: 03/02/26
		Rescinds: 5.100	Issued: 02/06/23

1 The Board's personnel goals are **as follows**:

- 2 1. To ensure that the **Director of Schools recruits and employs the** best qualified **individuals**
3 ~~personnel are recruited and employed~~ to staff the school **district system**;
- 4
- 5 2. To provide ~~staff~~ compensation, benefits and working environments sufficient to attract and
6 retain qualified employees;
- 7 3. ~~To set goals for educator diversity that take into consideration the diversity of the student~~
8 ~~population;~~¹
- 9
- 10 4. **3.** To provide an in-service training program for all employees to improve their performance;
- 11
- 12 5. **4.** To conduct an evaluation program that will contribute to the continuous improvement of
13 staff performance; ~~and~~
- 14
- 15 6. ~~To ensure that personnel are assigned so that they are utilized as effectively as possible.~~

Legal References

1. [State Board of Education Policy 5.700; TCA 49-1-302\(g\); Public Acts of 2025, Chapter No.494](#)

Cross References

School District Goals 1.700

Cleveland City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Background Investigations	Descriptor Code: 5.118	Issued Date: 03/02/26
		Rescinds: 5.118	Issued: 02/06/23

1 *General*

2 Background checks shall be required for applicants, employees, contract workers, and volunteers.¹

3 ~~The Director of Schools/designee shall develop any necessary corresponding procedures.~~

4 ~~**APPLICANTS AND EMPLOYEES**~~

5 ~~To ensure the safety and welfare of students and staff, the district shall require criminal history~~
6 ~~background checks and fingerprinting of applicants for teaching positions and any other positions that~~
7 ~~require proximity to children. Further, applicants **Individuals** who (1) have been identified by the~~
8 ~~Department of Children's Services as perpetrators of child abuse, severe child abuse, child sexual~~
9 ~~abuse, or child neglect, or who pose an immediate threat to the health, safety, or welfare of children; or~~
10 ~~(2) who are listed on the state's abuse of vulnerable persons registry maintained by the Department of~~
11 ~~Health shall not be employed.²~~

12 The Director of Schools/designee shall develop any necessary corresponding procedures.

13 **Applicants and current employees shall be entered into the federal RAP back program³. Notice of the**
14 **following shall be provided:**

- 15 **1. Possible fees charged by the Tennessee Bureau of Investigation; and**
16
17 **2. Fingerprints will be retained by the Tennessee Bureau of Investigation and the Federal Bureau**
18 **of Investigation for all purposes and uses authorized for fingerprint submission.**

19 Any costs incurred to perform these background checks and fingerprinting for staff positions shall be
20 paid by the school system.

21 ~~Background checks shall be required of these employees at least once every five (5) years after the date~~
22 ~~of hire.¹~~

23 **CONTRACTORS & VOLUNTEERS**

24 **To ensure the safety and welfare of students and staff, the district shall require criminal history**
25 **background checks and fingerprinting of contractors, and volunteers and any other positions that**
26 **require proximity to children. Any costs incurred to perform contractor background checks and**
27 **fingerprinting shall be paid by the applicant. The Board shall not reimburse applicants if the contractor**
28 **position is offered and accepted.⁴ Any costs incurred to perform volunteer background checks and**
29 **fingerprinting shall be paid by the school system.**

1 Substitute teachers and substitute cafeteria workers shall be reimbursed for the costs of the background
2 check after a completion of a minimum of four (4) teaching days.

3 **Background checks shall be required of the individuals listed above at least once every five (5) years**
4 **after the initial background check.¹**

5 **USE AND DISSEMINATION**

6 Fingerprints or other approved forms of positive identification shall be submitted with all requests for
7 criminal history record checks for non-criminal justice purposes.⁴⁵ The Director of Schools shall
8 ensure the Originating Agency Identifier number is on file at all times.

9 Tennessee and FBI Criminal History Record Information (“CHRI”) obtained by the district shall be
10 solely used to verify criminal violation(s) and shall not be disseminated. Results shall be considered
11 confidential and only accessible to district personnel identified by the Director of Schools. CHRI shall
12 only be accessed by authorized personnel in the performance of their duties and shall never be released
13 to the public.

14 All persons directly associated with the accessing, maintaining, processing, dissemination, or
15 destruction of CHRI shall sign an awareness statement and shall indicate that they have been specially
16 trained on the subject. The training shall provide those with access to CHRI with a working knowledge
17 of federal and state regulations and laws governing the security and processing of criminal history
18 information. The Director of Schools is responsible for ensuring that authorized personnel receive such
19 training within sixty (60) days of employment or job assignment and every three (3) years.

20 **RETENTION AND SECURITY**

21 The Director of Schools shall develop procedures to ensure CHRI is stored in a secure location. Areas
22 in which CHRI is processed and handled shall be restricted to authorized personnel identified by the
23 Director of Schools. The area shall be out of the view of the public and unauthorized personnel. The
24 Director of Schools shall maintain a list of all employees who have access to, can process, disseminate,
25 and/or destroy CHRI.

26 **DISPOSAL OF CHRI**

27 When CHRI is no longer needed, it shall be destroyed by burning, shredding, or other methods
28 rendering the information unreadable. Record destruction shall be conducted under the supervision of
29 the Director of Schools.

30 **MISUSE**

31 Employees who misuse CHRI or violate this policy shall be subject to disciplinary action up to and
32 including termination. Any employee with knowledge of misuse shall immediately report a violation to
33 the Director of Schools.

Legal References

1. [TCA 49-5-413](#)
2. [TCA 49-5-406\(a\)\(1\)](#); [TCA 49-5-403](#);
3. [TCA 49-5-413\(a\)\(2\), \(e\)](#)
4. [TCA 49-5-413\(f\)](#)
5. [TCA 49-5-413\(c\)](#)
6. [34 USCA § 40316](#)

Cross References

School Volunteers 4.501
Application and Employment 5.106
Substitute Teachers 5.701

BRADLEY CLEVELAND
PUBLIC EDUCATION
FOUNDATION

22 YEARS

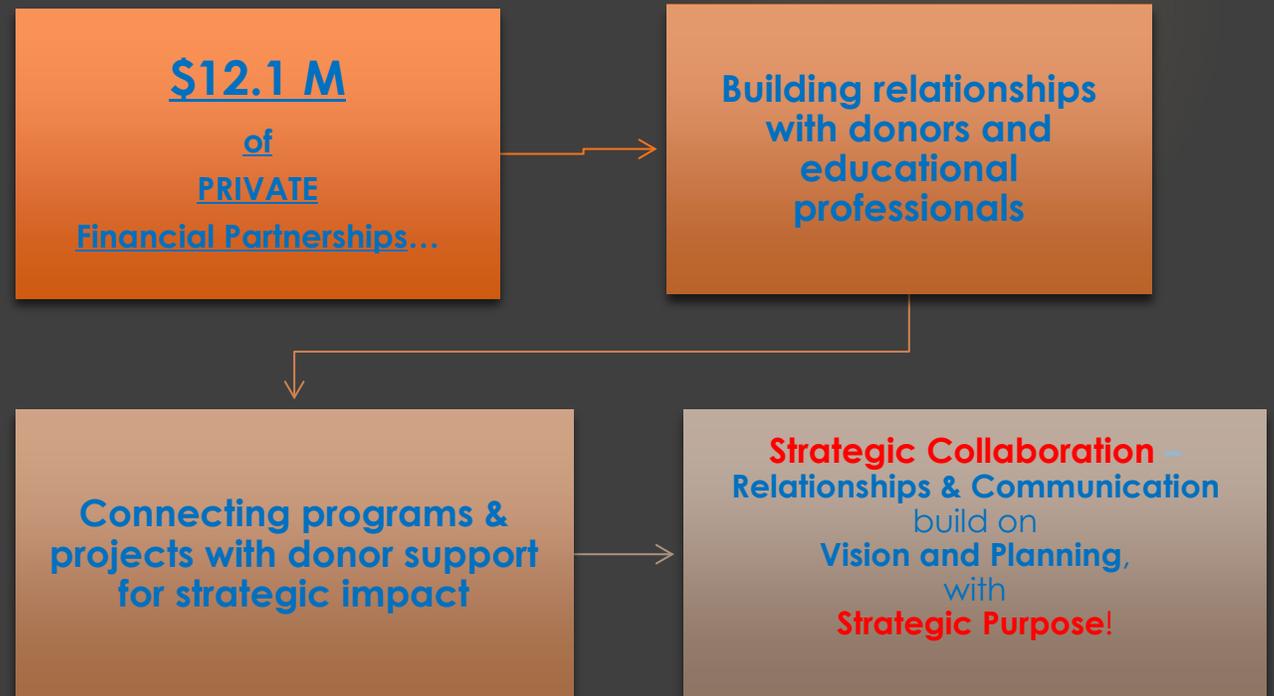
PARTNERING WITH
BRADLEY COUNTY
&
CLEVELAND CITY
SCHOOLS

2025-26 Mid-year BOE Report

22 YEARS of Mission

Raising Community Awareness
Gaining Financial Support
Enhancing Teaching & Learning

STRATEGIC, COLLABORATIVE PARTNERSHIP supporting
innovative teaching and student learning



Strategic Program & Project Support 2025-2026

Teacher Grants
\$66,000
14 schools

LEAD Fellowship
Cohort 4
\$90,000

Telemedicine
\$68,000

Teacher Awards
(LFF & Goff)
\$16,500

Scholarships (6)
\$ 10,850

Grants/Funding
for add'l targeted
programs
\$240,288

Targeted
Professional
Development
\$2000

**TOTAL YTD
Program Support
\$493,638**

YTD Grants/Funding

CCS Targeted Programs
\$277,506

CHS Welding

Elem. Literacy

Tango Flight

Arnold Playground

LEAD Fellowship

Telemedicine

10 Teacher Grants

LEAD – Leadership, Education, and Development

Year-long professional development fellowship designed for emerging school leaders to develop skills and knowledge creating exceptional professionals who transform schools

2025-2026 Cohort

11 Schools represented
CCS – 5 Fellows
BCS – 7 Fellows



LEAD – Leadership, Education, and Development

Year-long professional development fellowship designed for emerging school leaders to develop skills and knowledge creating exceptional professionals who transform schools



Facilitators:
Terri Murray
Debby Torres



Learning from past fellows and exceptional professionals

39 Past Fellows + 12 Current Fellows = 51 Educational Leaders

IN SUMMARY...

- ▶ Strategic Collaboration with System Leadership
- ▶ Cultivation and Solicitation of **Donors** –Relationships
 - Vision 100
 - Gifts, Grants & Gratitude
 - Impact of Project/Program support
- ▶ BCPEF Facility – Johnston Tucker Center
 - Serving the Education Family & Donors
 - (55 mtgs hosted YTD)
- ▶ BCPEF Executive Committee & Staff
- ▶ THANK YOU!



ACADEMIC PROGRESS UPDATE

Strategic Plan

Alignment

Why This Matters

Today's update connects instructional strategy to student outcomes. We are measuring both growth progress as measured by our Fall and Winter iReady benchmarks and movement toward long-term proficiency goals.

The data shows positive momentum, while also identifying priority areas for acceleration.

Early Literacy & 3rd Grade Reading

Strategic Priority

Improve third grade reading proficiency through early intervention and strong Tier One instruction.

- Primary grade reading growth is outpacing upper grades.
- Foundational skills instruction is yielding measurable gains.
- Continued early literacy focus is key to long-term goals with emphasis on 1st grade Reading.

Takeaway: Early intervention strategies are working and must remain a district priority.



ELA Proficiency Growth Progress

Strategic Priority: Increase district-wide ELA proficiency through intervention expansion and data-driven instruction.



Strong Growth

Students who began below grade level are demonstrating strong academic growth patterns. 8th grade is showing significant growth.



The Challenge

Despite growth, overall proficiency remains below state and national benchmarks. Special emphasis is on 1st, 6th and 7th grade ELA.



Next Focus

Transitioning students from "approaching" to full on-grade-level performance.

Takeaway: Growth systems are effective, but continued focus on grade-level mastery is required.

Math Achievement Progress

± Growth & Intervention

District math growth shows steady improvement from fall to winter. Intervention efforts are successfully helping struggling learners accelerate their understanding of core concepts.

! Middle School Focus

Middle school math, especially 6th grade math, continues to present persistent challenges. This area requires stronger Tier One instruction and targeted supports to close the proficiency gap.

Takeaway: Progress is occurring, but middle grades math remains a key improvement focus. Emphasis to be placed on 4th grade math as well.

Impact of Coaching & Professional Learning



Targeted Support

Schools starting with lower performance levels are showing strong growth patterns, reflecting the effectiveness of coaching cycles and PLC structures.

Takeaway: Coaching investments are delivering positive returns and should continue.

Equity and Subgroup Performance

English Learners

EL students are demonstrating growth rates comparable to district averages, validating our current language support strategies.

Special Education

Special Education students continue to show progress, but at slower acceleration rates. Additional differentiation is required.

Takeaway: Language supports are effective; Special Education acceleration requires further focus.

Data-Driven Instruction

From Data to Action

Students receiving consistent personalized instruction in iReady demonstrate stronger growth outcomes. We are using diagnostic data and formative assessments to drive daily instructional adjustments.

Data has become a daily instructional leadership tool, not just a reporting measure. We are utilizing Magma Math, plus the Innovative Tutoring Grant with 1:3 and 1:4 ratios for intensive tutoring.

Takeaway: Strategic use of data is producing measurable gains across classrooms.



Strategic Plan Alignment Summary

✔ What's Working Well

- ✔ Early literacy acceleration
- ✔ Intervention effectiveness
- ✔ Coaching and PLC implementation
- ✔ Targeted student growth support

🔗 Areas for Continued Focus

- ELA performance in grades 1, 6, 7.
- Math performance in grades 4 and 6.
- Stretch growth for high-performers
- Special Education acceleration

In Summary

CCS is seeing steady academic improvement with clear momentum. Strategic investments are producing measurable instructional impact.

Continued focus on instructional coherence , coaching, and PLCs will be critical to achieving long-term goals.

Cleveland City Schools Transportation Update 2025-2026

Safety Through Technology



General Statistics

37 Bus Drivers, 3 Van Drivers for Homeless & Foster Care Students (2021-2022, 28 Bus Drivers, No Van Drivers)

8 Bus Monitors, 2 needed, 2 Teacher/Monitors (2021-2022, 10 Monitors, 2 Teacher Monitors)

34 Bus Routes, 6 of which are SpEd., No Split Runs (2021-2022, 28 Bus Routes, 5 of which were SpEd, 4 Split Runs)

3,089 Students with Transportation Plans (2021-2022, 2,948 Students with Transportation Plans)

2,200 to 2,300 Daily Riders (2021-2022, 1800 to 1,900 Daily Riders)

1,737 Miles Driven Per Day (2021-2022, 1,212 Miles Driven Per Day)

Basics

State and federal laws require public school systems to transport Special Needs students to and from school. Transportation must adapt to the students needs.

Regular transportation is not required, however, Cleveland City Schools has always provided this service as a courtesy to our parents and students. Our school buses have always been owned and operated by the school district.

Our homeless and foster care population has grown dramatically causing challenges that we are meeting with vans for this specific population. We are required by federal law to transport these students out of zone or even to other districts if required. The Department of Safety has changed their stance on the use of vans for this purpose.

Bus Cameras

Each school bus have 4 cameras and most of the newer buses have a dash camera which has already been proven to be valuable.

Several hours a day is spent reviewing video to support our administrators with our conduct reports, incident reports, investigations and driver reviews.

Conduct Reports

We have moved to a paperless conduct reporting system which also includes bus incidents and resolution for the occurrence.



TransAct is being replaced with Transfinder. The new provider will provide our routing, field trip request, parent notification and work order programs. In addition we will be switching to them for our GPS services which will now be integrated with our routing program.



Notifications

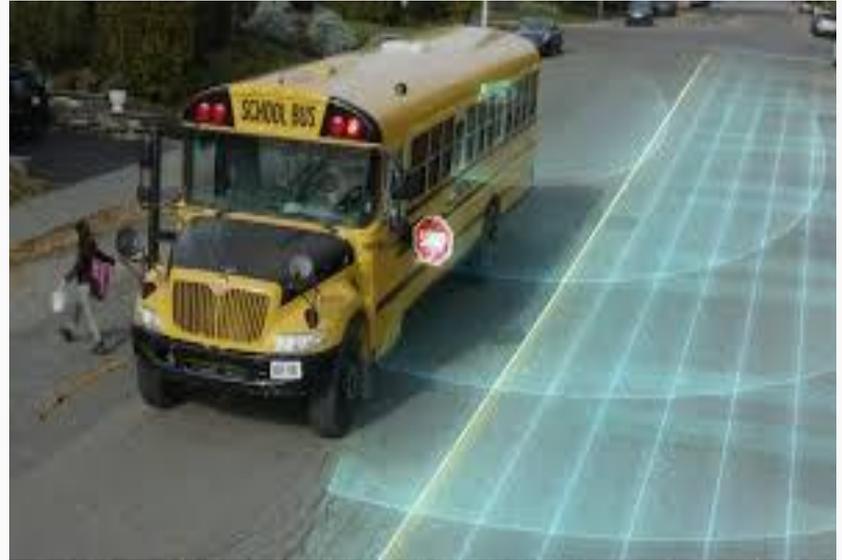
Our routing software allows us to notify parents and school administrators of any bus issues causing delays in scheduling.

Last year, the Transportation Department sent out 180,000 texts/emails to parents notifying them of cancelled routes, late buses and/or other delays.

“This message is from Cleveland City Schools Transportation Department. Your students bus is running 15 minutes behind this morning. Please have your student remain at their bus stop for pickup.”

Bus Patrol

Soft launch of Bus Patrol started on January 20, 2026. As of January 28 a total of 48 possible violations hit the law enforcement queue for review. 39 of the reviewed incidents qualified as actual violations. That will be 39 warnings sent out for just six (6) school days on 10 school buses.



State and Federal Requirements

- . State Reporting every 30 days
- . Bus Safety Complaint Investigation (24 hours)
- . Utilization Inspection request every six months
- . Yearly state monitoring
- . Drug and Alcohol Clearinghouse Report
- . Four random drug test per year (50% of drivers)
- . Yearly D.O.T. Certifications
- . Yearly S class training
- . Department of Safety Bus Reporting
- . Department of Safety Driver Reporting

Mental Evaluation for Drivers

Two years ago a state law was passed requiring school boards to provide a certificate to each school bus driver annually that stated the driver has passed an acceptable physical and mental evaluation. Transportation Directors initially protested this new law but we were told by the TN Department of Education in presentations at our annual conference that the DOT physical would cover the mental evaluation and that we did not have to worry about any additional examination. This year the TN Department of Education has notified us that we do have to have a mental evaluation. TNRMT is working on legislation to get the law amended and have the mental evaluation requirement removed.

Hiring New School Bus Drivers, New Challenges

In 2017 the State of Tennessee enacted new laws pertaining to school bus driver qualifications and training. The laws were in response to the tragic school bus accident that occurred in Hamilton County which killed 6 children and injured over a dozen more from Woodmore Elementary School in 2016.

The new laws required all school bus drivers to be at least 25 years of age and complete a more extensive, supervised licensing education process. The new process also required a bus driving trainer be used and for every school system to have a Transportation Supervisor. Both the Trainer and Supervisor of Transportation must now certify that the new school bus driver has been properly trained.

Prior to 2018, most school bus drivers studied on their own for the written license exam and had only enough skills training to pass the driving license exam. Most of the drivers education happened once they began driving the bus, OJT.

Starting this month new federal regulations have been enacted for the training of all new CDL license holders. The Federal Motor Carrier Safety Administration (FMCSA) has implemented Entry Level Driver Training (ELDT). The new requirements are more extensive and formalized. New drivers will have to go through classroom training, driving range training, road training, required examinations and a review at the state level of the curriculum and exam scores before being able to even take the CDL exam. We expect the new requirements will take potential school bus drivers 2 to 4 months to complete.

WE LOVE THE BUS



February Update

By: Lily Hakes

Winter Court

This last month we celebrated our 2026 Winter Court, and every one of our attendants looked amazing.

Huge congratulations to our newly crowned King and Queen, Collin Stuart and Kaylie Mejia



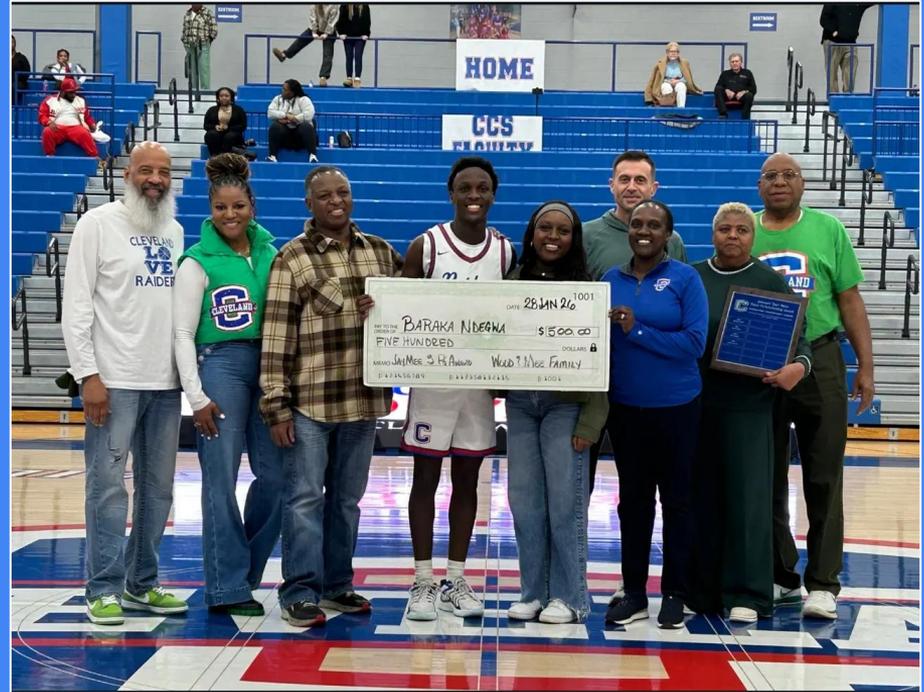
Sports

Wrestling defended its state titles, with the boys winning their ninth consecutive title and the girls securing their third consecutive state title. In a remarkable achievement, Cleveland's Unified Bowling Team won its first-ever state title in its inaugural year.



Sports Cont.

Additionally, Baraka Ndegwa, a senior at CHS, was awarded a scholarship from the Jacobi Woods Foundation



Arts

Musical Auditions for the spring musical Seussical are Feb 3 and 4.

Renaissance show choir will compete this month in the Three Rivers Competition in Rome, Georgia and the Music City Show Choir Competition in Nashville, Tennessee.



Band

The Cleveland High School Band was featured with the Lee University Wind Ensemble during today's celebration as the City of Cleveland honored the 120th Anniversary of John Philip Sousa's Historic Cleveland Concert



Upcoming Events

The Winter Dance will be February 28th from 6-9pm

The CHS Football Cheer Team is hosting a tryout clinic on February 28th open to all 6th graders to seniors.

Raiderpalooza for incoming freshman will be February 5th from 5-7pm.

Cleveland City Schools					
Summary Financial Statement					
December 2025					
141 General Purpose School					
Account	Description	Original Budget	Year-to-Date Actual	% of Budget	Month-to-Date Actual
Revenues					
40000	Local Taxes				
40110	Current Property Tax	7,374,752.00	3,714,455.76	50.37%	2,779,450.45
40120	Trustee's Collections - Prior Year	182,061.00	94,356.36	51.83%	36,398.05
40130	Cir Clk/Clk & Master Collections-Pr Yr	116,000.00	65,060.97	56.09%	11,057.96
40140	Interest And Penalty	31,369.00	11,144.01	35.53%	5,461.27
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	139,821.67	28.71%	139,821.67
40210	Local Option Sales Tax	9,575,941.00	3,230,972.13	33.74%	1,607,416.33
40275	Mixed Drink Tax	204,325.00	93,150.73	45.59%	14,014.68
40320	Bank Excise Tax	28,376.00	0.00	0.00%	0.00
	Total Local Taxes	18,003,629.00	7,350,924.77	40.83%	4,593,620.41
41000	Licenses and Permits				
41110	Marriage Licenses	2,825.00	1,705.41	60.37%	199.02
	Total Licenses and Permits	2,825.00	1,705.41	60.37%	199.02
43000	Charges for Current Services				
43511	Tuition - Regular Day Students	101,935.00	18,725.00	18.37%	4,500.00
43583	TBI Criminal Background Fee	150.00	0.00	0.00%	0.00
	Total Charges for Current Services	102,085.00	18,725.00	18.34%	4,500.00
44000	Other Local Revenues				
44110	Interest Earned	250,000.00	233,147.84	93.26%	30,360.18
44170	Miscellaneous Refunds	98,841.00	23,195.52	23.47%	1,029.83
44530	Sale Of Equipment	6,900.00	14,584.00	211.36%	0.00
44560	Damages Recovered From Individuals	1,800.00	150.00	8.33%	150.00
44570	Contributions & Gifts	129,628.00	65,722.37	50.70%	23,049.63
44990	Other Local Revenues	25,461.00	3,290.76	12.92%	0.00
	Total Other Local Revenues	512,630.00	340,090.49	66.34%	54,589.64
46000	State of Tennessee				
46510	TN Investment in Student Achievement	44,755,804.00	22,931,682.83	51.24%	4,949,335.77
46513	TISA On-Behalf Payments	0.00	0.00	0.00%	0.00
46515	Early Childhood Education	937,402.00	537,580.77	57.35%	117,170.61
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%	0.00

	Total State of Tennessee	45,902,256.00	24,600,832.20	53.59%	5,066,506.38
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	32,312,277.87	45.43%	9,719,415.45
	Expenditures				
70000	Education				
71100	Regular Instruction Program	36,971,268.00	14,649,319.72	39.62%	3,123,167.01
71200	Special Education Program	6,268,262.00	2,362,629.89	37.69%	522,456.63
71300	Vocational Education Program	2,037,562.00	778,566.40	38.21%	151,952.00
72110	Attendance	166,129.00	80,954.71	48.73%	13,628.67
72120	Health Services	651,180.00	259,331.88	39.82%	64,881.89
72130	Other Student Support	3,758,275.00	1,548,334.16	41.20%	289,357.71
72210	Regular Instruction Program	2,698,135.00	1,252,220.98	46.41%	222,032.55
72220	Special Education Program	247,677.00	123,748.80	49.96%	21,172.21
72230	Vocational Education Program	196,624.00	95,229.21	48.43%	16,753.55
72250	Technology	1,112,265.00	600,276.02	53.97%	71,882.30
72310	Board Of Education	696,765.00	590,762.35	84.79%	40,325.84
72320	Office Of The Superintendent	758,181.00	365,980.91	48.27%	67,145.86
72410	Office Of The Principal	4,260,049.00	1,862,333.47	43.72%	343,731.07
72510	Fiscal Services	544,793.00	293,001.49	53.78%	40,503.23
72610	Operation Of Plant	4,778,121.00	2,713,816.35	56.80%	363,791.26
72620	Maintenance Of Plant	2,086,159.00	1,303,046.94	62.46%	212,304.89
72710	Transportation	1,809,553.00	925,808.53	51.16%	140,435.65
73100	Food Service	191,544.00	127,013.06	66.31%	65,016.75
73300	Community Services	52,140.00	71,787.72	137.68%	6,305.57
73400	Early Childhood Education	937,402.00	611,125.20	65.19%	91,056.55
76100	Regular Capital Outlay	97,180.00	712,997.12	733.69%	(39,627.96)
	Total Education	70,319,264.00	31,328,284.91	44.55%	5,828,273.23
80000	Debt Service				
82130	Principal on Bonds	520,696.00	17,633.00	3.39%	5,038.00
82230	Interest on Bonds	95,565.00	2,163.00	2.26%	618.00
82330	Other Debt Service	194,700.00	0.00	0.00%	0.00
	Total Debt Service	810,961.00	19,796.00	2.44%	5,656.00
	Total Expenditures	71,130,225.00	31,348,080.91	44.07%	5,833,929.23
	Budgeted Use of Fund Balance	0.00			

Personnel Items – January 2026

Assignments

Estrada, Kalani, ST (PT Interventionist), Effective January 7, 2026
Mulcahy, Kelly, BB (PT Interventionist), Effective January 7, 2026
Smith, Alexandar, BB (Assistant), Effective January 7, 2026
Griffitts, Addison, CCC (Assistant), Effective January 8, 2026
Borden, Ralph, ESC (Bus Monitor), Effective January 8, 2026
Powell, Alex, ESC (Bus Monitor), Effective January 8, 2026
Black, E. Suzanne, CMS (Assistant), Effective January 8, 2026
Sacharaczyk, Brooks, CMS (Interim Teacher), Effective January 6, 2026
Belew, Christopher, MAY (Assistant), Effective January 14, 2026
Buckelew, Justin, ELR (Assistant), Effective January 13, 2026
Jenkins, Monica, YA (PT Int), Effective January 22, 2026

Resignations

Bivens, Elizabeth, CMS (Nurse), Effective January 16, 2026
Kalilainen, Gloria, YA (PT Int), Effective January 23, 2026
Brown, Dana, CHS (Teacher), Effective January 30, 2026
Powell, Alex, ESC (Bus Monitor), Effective January 30, 2026
Jones, Keshia, ESC (Bus Driver), Effective December 19, 2025

Transfers

Retirements

Leaves of Absence

Holloway, Taylor, MAY, Effective January 6, 2026
Swartzentruber, Ryan, CCC, Effective January 23, 2026
Mullins, Andrew, CHS, Effective January 5, 2026
Sena, Dedra, CHS, Effective January 26, 2026



LATINOS UNIDOS GLOW DANCE

Latinos Unidos recently hosted a Glow Dance after school, giving students a fun and energetic space to "Glow Out" together. Students, and even teachers, enjoyed dancing, connecting, and celebrating in a positive environment. Thank you to the Latinos Unidos club for sponsoring this memorable and inclusive event for our school community.



6TH GRADE ROCKIN' RAIDERS

Sixth grade teams recently held their Rockin' Raider Celebration to recognize students who exemplify the school's ROCK mantra. Each team selected two students to be honored with a certificate, photo, and special treat. This celebration has had a positive impact on school culture by highlighting character, leadership, and positive behavior.



SPEED LEARNING PD

Our school recently hosted the 3rd annual Speed Learning PD during the January professional development day. Teachers selected five sessions from 16 peer-led offerings covering topics such as classroom technology, behavior management, communication strategies, and more. This collaborative model continues to be a favorite, receiving consistently positive feedback from both presenters and participants.

CMS Highlights JANUARY

Students in Ms. Pickett's classroom participated in an engaging, hands-on lesson centered on the Amplify Titanic unit. Each student was assigned a real passenger and studied their background, social class, and survival outcome. The lesson concluded with a collaborative class map that visually highlighted where different social classes lived on the ship, helping students better understand history through an interactive and meaningful experience.

TITANIC IN THE CLASSROOM



Our winter sports pep rally was held in January after being rescheduled due to bleacher replacement in December. Students and staff enjoyed coming together to celebrate the accomplishments of our winter athletic teams. The event was full of school spirit and excitement as we recognized our athletes' hard work and successes.

PEP RALLY!



Beta Club recently hosted the Snowflake Social, an after-school event that brought together nearly 100 students for fun and connection. Students enjoyed board games, treats, karaoke, and time to simply be together in a positive environment. One student called it "the most fun I've ever had at a school event," highlighting the meaningful impact of this special event. A huge thank you to the Beta Club members and sponsors!

SNOWFLAKE SOCIAL

