

Cleveland City Schools
Board of Education Regular Meeting
February 3, 2020 5:30 PM
Administrative Office Building, Board Room

1. Welcome and Pledge of Allegiance
2. *Consent Agenda
 - A. *Approval of Regular Agenda
 - B. *Approval of Minutes from January 6, 2020 Board Meeting
 - C. *Approval of Overnight Field Trips
 - D. *Approval of Second Reading of Policy 6.300
3. Regular Agenda
 - A. Director's Update
 - B. *Director's Evaluation Results
 - C. *First Reading of Policy 6.313 Discipline Procedures
 - D. *Approval to advance to final negotiations with Sodexo for school nutrition services at Cleveland Middle School and Cleveland High School
 - E. Student Representative's Update
 - F. Transportation Update
 - G. Strategic Planning Update
 - H. Site Committee
 - I. Schedule Board Retreat on Strategic Planning - Thursday, February 27, 9am - 12noon?
 - J. April Board Meeting date change - Tuesday April 7, 2020?
 - K. 2020 Board Committees
4. "B" Agenda

- A. Financial Report
- B. Personnel Report
- C. School Highlights
- D. 2019-2020 Board Visit Schedule revised
- E. Dates to Remember

Board of Education Regular Meeting

January 6, 2020 5:30 PM

Administrative Office Building, Board Room

Attendance Taken at 5:30 PM.

Present Board Members:

Mr. Tom Cloud
Mr. Charlie Cogdill
Ms. Carolyn Ingram
Ms. Krista McKay
Ms. Peggy Pesterfield
Ms. Dawn Robinson

Absent Board Members:

Mr. Steve Morgan

1. Welcome and Pledge of Allegiance

Student Representative Hayes Martin opened the meeting and led the Pledge of Allegiance.

2. *Consent Agenda

- 2.A. *Approval of Regular Agenda
- 2.B. *Approval of Minutes from December 2, 2019 Regular Board Meeting
- 2.C. *Approval of Overnight Field Trips
- 2.D. *Approval of 2020 Board Annual Agenda
- 2.E. *Approval of Revised 2020-2021 Calendar

Motion to approve Consent Agenda passed with a motion by Ms. Carolyn Ingram and a second by Mr. Tom Cloud.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Absent
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 6, No: 0

3. Regular Agenda

3.A. Director's Update

Dr. Dyer provided an update:

- He welcomed everyone back after the holiday break.
- The school choirs and bands did a great job during all the concerts in December.
- Dr. Cody Raper is the new Director of Innovation; he is transferring from his BLADE Facilitator position at Cleveland Middle School.
- Schools will be closed on Monday, January 20 for Martin Luther King, Jr. Day.
- Two Director's Roadshow events are scheduled for January at CMS and Mayfield.
- Food Service bids are being reviewed by the state for privatizing meals. Governor Bill Lee will be visiting Cleveland High School tomorrow to see our CTE programs.

3.B. Spotlight

3.B.1. Board of Education Appreciation

Dr. Dyer announced that the Tennessee School Board Appreciation Week is in January. We appreciate all the work that each Board Member does for our school system. Renny Whittenbarger explained that there was a design challenge to create a gift for the Board. CHS teacher Ben Williams recognized the sophomore students that designed and created the wall plaque for Board Members. Southern Powder Coating donated the coating on the plaque. Students were introduced, and they presented the Board with the plaques.

3.B.2. Ben Williams, CTE Teacher of the Year

Renny Whittenbarger recognized Ben Williams as the 2019 Tennessee CTE Teacher of the Year for Secondary/Post-Secondary Education. Mr. Williams has a heart of service and humanity. His accomplishments include leading a class Malachi Project for special needs individuals, leading humanitarian trips to Nicaragua and Argentina, and starting the FIRST Robotics Team at CHS. Ben Williams thanked the Board for the support he's received from the top down.

3.C. Bradley Cleveland Public Education Foundation Report

Vanessa Hammond provided an update on the Bradley Cleveland Public Education Foundation.

- 2018 BCPEF Strategic Plan focuses on funding, staff development & succession planning, board membership, system & BOE relationships, program/project support, and BCPEF internal governance.
- In 2019 BCPEF provided support for programs including GAPP, Telemedicine, Fitzgerald Innovation Award, and Lillie Frank Fitzgerald Excellence in Teaching Award. There were \$70,000 in Teacher Grants awarded.
- BCPEF supported specific projects for CCS such as the Lucy Calkins Writing Institute, CMS Summer Academy, and CHS STEM & CTE program.
- The total investment for 2019 was \$310,707, which is a 521% Return of Investment.
- The greatest challenges for BCPEF are staffing and operational funding, She is grateful for the support of the Board of Education.

Lynn Voelz provide a BCPEF operational update.

- She described the state of the foundation in 2009 when she assumed the director leadership role.
- All academic support aligns to each system's strategic objectives. Over the last 15 years, \$2.6 million have been contributed to the two school systems, and \$750,000 has been contributed over last 2.5 years.
- Over the last 10 years, BCPEF has awarded 315 teacher grants; 55 grants were from 22 major grantors.
- BCPEF operates as a 501(c)(3) for both school systems.
- The Executive Committee is a non-paid volunteer board; committee members are also personal donors.
- The staff includes a full-time executive director, three part-time employees, and an accountant working approximately two hours a week. They have never exceeded 2.5 FTE.

- Sources of BCPEF operational funding and expenses were reviewed.
- Challenges continue to be staffing and operational funding.
- She praised her outstanding staff and Executive Committee.
- She complimented the two school system administrators and principals for focusing on education.

Board members thanked Lynn Voelz for her work, professionalism, and leadership.

3.D. Site Committee

3.D.1. *CHS Chiller

Brian Templeton provided a snapshot on the CHS Chiller project. Pre-Bid meeting is tomorrow afternoon. Bids will be opened on January 16, 2:00 pm. They want the chiller operational by March 15. The bid alternate is replacing the cooling tower, which is 30 years old. Hal Taylor reported that the chiller needs to be replaced. They have contacted the TDOE Energy Efficient School Initiatives Department. They estimate the project at \$400,000. EESI has a \$400,000 loan at 1.5% interest for 12 years; the payments are gained from energy savings. Because this is a loan, City Council will need to approve it. Board members asked questions about the project and loan.

Motion to apply for the TDOE Energy Efficient School Initiatives loan for CHS chiller and cooler and present the loan to City Council passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Tom Cloud.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Absent
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 6, No: 0

3.D.2. *CMS Lease Agreement

Hal Taylor presented the lease agreement for CMS Theater. CMS Principal Dr. Leneda Laing reported that the contract is for six months and includes replacing the carpet. The sound booth would not be changed in this six-month contract. If they are all pleased then another contract can be created that will include the sound booth. Dr. Laing showed carpet samples. Board members discussed lighting the steps in the theater and voiced support for the carpet samples.

Motion to approve the CMS Lease Agreement passed with a motion by Ms. Carolyn Ingram and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Absent
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 6, No: 0

3.D.3. Candy's Creek Cherokee Grounds Update

Hal Taylor reported that the City does not need the dirt pile at Candy's Creek Cherokee Elementary. The City will install a separate drive into the dirt pile so that trucks will not be on the school's asphalt drive. Since the dirt has a value, we need to bid the dirt to find out if anyone wants to purchase it. Hal Taylor stated that we have 500-600 cubic yards of dirt or 100 truckloads. Board members asked questions and discussed options.

Motion to approve sale of the dirt at Candy's Creek Cherokee Elementary School passed with a motion by Mr. Tom Cloud and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Absent
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes
Yes: 6, No: 0

3.E. *First Reading of Policy 6.300

Dr. Dyer reported that the Student Discipline & Culture Committee revised this policy. The updates allow us to use the best practices for student discipline and follow state laws and regulations. Krista McKay questioned an error on page 3; Dr. Dyer stated that this would be corrected on second reading.

Motion to approve First Reading of Policy 6.300 Code of Conduct passed with a motion by Mr. Tom Cloud and a second by Ms. Peggy Pesterfield.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Absent
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes
Yes: 6, No: 0

3.F. Student Representative's Update

Hayes Martin provided an update:

- The Leadership program *Do Good December* was a huge success raising school supplies for local elementary schools.
- Boys and girls basketball teams are having a great season; boys are undefeated.
- Theater has a production on January 13 and 14.
- JROTC, Dance Team, and Marching Band participated in the Cleveland Christmas Parade.
- JROTC served food at the Three Kings Feast and helped with the Empty Stocking Fund along with other school groups.
- Wrestling is doing well this year; they are the Cleveland Dual Champs.
- Band and Color Guard held their Winter Showcase; he recommends watching the video for 20 carols in 2 minutes.

3.G. Strategic Plan Update

Dr. Dyer reported that the first Strategic Plan Steering Committee met this afternoon. He provided an overview of the process.

Based on the Capturing Kids Hearts EXCEL model:

- **E**ngage in Fall 2019
- **eX**pire in January/February
- **C**ommunicate ongoing

- Empower in February to April
- Launch in May to July

3.H. *Officer Elections: Chairman, Vice-Chairman, Chairman Pro-Tem

Dr. Dyer asked for nominations for Chairman of the Board. Carolyn Ingram nominated Dawn Robinson and Peggy Pesterfield seconded. With no further nominations, the Board unanimously elected Dawn Robinson. Mrs. Robinson voiced her appreciation to the Board.

Dr. Dyer asked for nominations for Vice-Chairman. Tom Cloud nominated Charlie Cogdill. Krista McKay seconded. With no further nominations, the Board unanimously elected Charlie Cogdill.

Dr. Dyer asked for nominations for Chairman Pro-Tem. Dawn Robinson nominated Krista McKay. Peggy Pesterfield seconded. With no further nominations, the Board unanimously elected Krista McKay.

Dawn Robinson adjourned by general consent.

4. "B" Agenda

- 4.A. Financial Report
- 4.B. Personnel Report
- 4.C. School Highlights
- 4.D. Dates to Remember

Chairperson

Date

Director of Schools

Trip ID 1226



Booked By

Booked By Turner, Heather

Email hturner@clevelandschools.org

Phone 4233317456

Pager

Cellular

Booking Details

Trip Name CHS Softball - Gulf Shores Classic Tournament

Status Submitted

Trip State Inactive

Created Date 1/24/2020 1:54:00 PM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Orange Beach, AL - Rental home 23344 Perdido

Trip Type Round Trip

Trip Package

Trip Departure Date Time 3/11/2020 7:00:00 AM

Trip Return Date Time 3/15/2020 8:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Turner, Heather

Email hturner@clevelandschools.org

Phone 4233317456

Pager

Cellular 4233317456

Attendees

Faculty KJ Harris, Heather Turner, Erica Parker, Anita Brown, Mark Miles, Jo Miles

Supervising Adults

Number of students 17

Cost per student \$350.00

Number of adults 6

Cost per adult \$0.00

Totals Attendees 23

Categorization

Budget Code 100

Budget Code Description School

Recommended Min Age 0

Recommended Max Age 0

Educational Objective Preparation for Spring softball season.

Notes

Special Needs and/or

Trip Requirements

Driving Directions

Required Services

Transportation Type Car

Number Of Vehicles 15

Print Trip Report

Trip ID 1208



Booked By

Booked By Tucker, Reggie

Email rtucker@clevelandschools.org

Phone 4234578264

Pager

Cellular

Booking Details

Trip Name CHS Boys Basketball - TSSAA State Tournament

Status Approved

Trip State Inactive

Created Date 1/24/2020 11:56:00 AM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Doubletree, 1850 Old Fort Parkway, Murfreesboro,

Trip Type Round Trip

Trip Package

Trip Departure Date Time 3/16/2020 12:00:00 PM

Trip Return Date Time 3/20/2020 8:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Tucker,

Reggie

Email rtucker@clevelandschools.org

Pager

Phone 4234578264

Cellular

Attendees

Faculty Reggie Tucker, Keith Elliot

Supervising Adults Chuck Condo, Jahmel Johnson

Number of students 15

Cost per student \$0.00

Number of adults 4

Cost per adult \$0.00

Totals Attendees 19

Categorization

Budget Code 100

Budget Code Description School

Recommended Min Age 0

Recommended Max Age 0

Educational Objective

Notes

Special Needs and/or

Trip Requirements

Driving Directions

Required Services

Transportation Type School Bus

Number Of Vehicles 1

Trip ID 1238



Booked By

Booked By Phillips, Julie

Email jphillips@clevelandschools.org

Phone 4237150256

Pager

Cellular

Booking Details

Trip Name CHS Model UN Conference - Washington DC

Status Submitted

Trip State Inactive

Created Date 1/28/2020 10:40:00 AM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Crystal Gateway Marriott, Arlington, VA

Trip Type Round Trip

Trip Package

Trip Departure Date Time 3/31/2020 11:30:00 PM

Trip Return Date Time 4/5/2020 8:00:00 AM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Phillips, Julie

Email jphillips@clevelandschools.org

Phone 4237150256

Pager

Cellular

Attendees

Faculty Zach Riggins, Loes Riggins, Athena Davis, Julie Phillips, Bob Pritchard

Supervising Adults Amanda Pritchard

Number of students 41

Cost per student \$650.00

Number of adults 6

Cost per adult \$650.00

Totals Attendees 47

Categorization

Budget Code 500

Budget Code Description Other

Recommended Min Age 0

Recommended Max Age 0

Educational Objective Students will attend the George Washington University WAMUNC in Washington D.C. Students will be participating in a simulation of the United Nations tackling issues from hunger to nuclear weapons

Notes

Special Needs and/or

Trip Requirements

Driving Directions

Required Services

Transportation Type Charter Bus

Number Of Vehicles 1

Trip ID 1205



Booked By

Booked By Burton, Jim
Email jburton@clevelandschools.org **Pager**
Phone 423-503-5987 **Cellular**

Booking Details

Trip Name CHS Band - TN Music Ed PD Conference and All *State Band*
Status Approved
Trip State Inactive
Created Date 1/23/2020 10:39:00 AM

Departing Location Cleveland High School
Organization Overnight
Trip Destination Nashville, TN - Gaylord Opryland
Trip Type Round Trip
Trip Package

Trip Departure Date Time 4/15/2020 8:00:00 AM **Trip Return Date Time** 4/18/2020 6:00:00 PM
Driver Departure Time **Driver Return Time**
Participant Drop Off Time **Participant Pick Up Time**
Destination Arrival Date Time **Destination Departure Date Time**

Driver Start Location **Driver End Location**
Participant Drop Off Location **Participant Pick Up Location**
Estimated Round Trip Mileage 0

Trip Contact

Name Burton, Jim
Email jburton@clevelandschools.org **Pager**
Phone 423-503-5987 **Cellular**

Attendees

Faculty Jim Burton and Alex Denton
Supervising Adults No females on trip
Number of students 2 **Cost per student** \$0.00
Number of adults 2 **Cost per adult** \$0.00
Totals Attendees 4

Categorization

Budget Code 100
Budget Code Description School
Recommended Min Age 0 **Recommended Max Age** 0
Educational Objective Student participation in the highest honor band in the state. Teachers participating in numerous professional development experiences and observing rehearsals and performances

Notes

Special Needs and/or Trip Requirements
Driving Directions

Required Services

Transportation Type Car
Number Of Vehicles 1

Trip ID **1174** 

Booked By

Booked By Ingle, Jacquelynn
Email jingle@clevelandschools.org **Pager**
Phone 4235950848 **Cellular**

Booking Details

Trip Name Cheerleaders/Football Varsity - UCACheer Camp
Status Approved
Trip State Inactive
Created Date 1/13/2020 1:57:00 PM

Departing Location Cleveland High School
Organization Overnight
Trip Destination Laketown Wharf Resort, Panama City Beach FL
Trip Type Round Trip
Trip Package

Trip Departure Date Time 6/15/2020 5:00:00 AM **Trip Return Date Time** 6/20/2020 7:00:00 PM
Driver Departure Time **Driver Return Time**
Participant Drop Off Time **Participant Pick Up Time**
Destination Arrival Date Time **Destination Departure Date Time**

Driver Start Location **Driver End Location**
Participant Drop Off Location **Participant Pick Up Location**
Estimated Round Trip Mileage 0

Trip Contact

Name Ingle,
Email jingle@clevelandschools.org **Pager**
Phone 4235950848 **Cellular**

Attendees

Faculty Jacquelynn Ingle, Holly Dunn, Nicole Hargis, Kenitha Droke, Casey Brown
Supervising Adults Chris Ingle, Sara Tentler, Jennifer Kimball
Number of students 24 **Cost per student** \$550.00
Number of adults 8 **Cost per adult** \$550.00
Totals Attendees 32

Categorization

Budget Code 500
Budget Code Description Other
Recommended Min Age 0 **Recommended Max Age** 0
Educational Objective Promote team unity, school spirit, and compete

Notes

Special Needs and/or Trip Requirements none
Driving Directions Team will drive in car caravan.

Required Services

Transportation Type Car
Number Of Vehicles 5

Trip ID 1175 

Booked By

Booked By Ingle, Jacquelynn
Email jingle@clevelandschools.org
Phone 4235950848
Pager
Cellular

Booking Details

Trip Name Cheerleaders/Basketball Varsity - UCA Cheer *Camp*
Status Approved
Trip State Inactive
Created Date 1/13/2020 2:04:00 PM

Departing Location Cleveland High School
Organization Overnight
Trip Destination Laketown Wharf Resort, Panama City Beach FL
Trip Type Round Trip
Trip Package

Trip Departure Date Time 6/15/2020 5:00:00 AM
Driver Departure Time
Participant Drop Off Time
Destination Arrival Date Time
Trip Return Date Time 6/20/2020 7:00:00 PM
Driver Return Time
Participant Pick Up Time
Destination Departure Date Time

Driver Start Location
Participant Drop Off Location
Estimated Round Trip Mileage 0
Driver End Location
Participant Pick Up Location

Trip Contact

Name Droke, Kenitha
Email kdroke@clevelandschools.org
Phone 4235950848
Pager
Cellular

Attendees

Faculty Jacquelynn Ingle, Kenitha Droke, Holly Dunn, Nicole Hargis
Supervising Adults Chris Ingle, Amy Owenby, Buffy Fraizer, Dvette Carter
Number of students 18
Number of adults 7
Totals Attendees 25
Cost per student \$550.00
Cost per adult \$550.00

Categorization

Budget Code 500
Budget Code Description Other
Recommended Min Age 0
Educational Objective Develop team unity, school spirit, and compete
Recommended Max Age 0

Notes

Special Needs and/or Trip Requirements
Driving Directions Team will drive in car caravan.

Required Services

Transportation Type Car
Number Of Vehicles 5

Trip ID

1179



Booked By

Booked By rush, clyde

Email crush@clevelandschools.org

Phone 4233361246

Pager

Cellular

Booking Details

Trip Name SkillsUSANationals

Status Approved

Trip State Inactive

Created Date 1/14/2020 7:10:00 AM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Louisville KY/AC Hotel (Marriott)

Trip Type Round Trip

Trip Package

Trip Departure Date Time 6/22/2020 8:00:00 AM

Trip Return Date Time 6/27/2020 6:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name rush,

clyde

Email crush@clevelandschools.org

Pager

Phone 4233361246

Cellular

Attendees

Faculty Clyde Rush

Supervising Adults Jeanie Maxwell

Number of students 2

Cost per student \$600.00

Number of adults 2

Cost per adult \$400.00

Totals Attendees 4

Categorization

Budget Code 500

Budget Code Description Other

Recommended Min Age 0

Recommended Max Age 0

Educational Objective Students demo the skills for scholarships and network with schools and students from all states in the USA & Territories.

Notes

Special Needs and/or none

Trip Requirements

Driving Directions

Required Services

Transportation Type Car

Number Of Vehicles 1

Cleveland City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Code of Conduct	Descriptor Code: 6.300	Issued Date: 02/03/20
		Rescinds:	Issued:

1 The Board delegates to the Director of Schools the responsibility of developing specific codes of
2 conduct which are appropriate for each level of school. Codes of conduct for students in pre-
3 kindergarten or kindergarten shall utilize alternative disciplinary practices such as restorative practices,
4 RTI²B, multi-tier systems of supports, and behavior intervention plans. Exclusionary discipline shall
5 only be used as a measure of last resort. The development of each code shall involve principals and
6 staff members of each level and shall be consistent with the relevant policies as adopted by the Board.¹

7 The following levels of misbehavior and disciplinary procedures and options are standards designed to
8 protect all members of the educational community in the exercise of their rights and duties and to
9 maintain a safe learning environment where orderly learning is possible and encouraged.² These
10 misbehaviors apply to student conduct on school buses, on school property, and while students are on
11 school-sponsored outings. Staff members shall ensure that disciplinary measures are implemented in a
12 manner that:³

- 13 1. Balances accountability with an understanding of traumatic behavior;
- 14
- 15 2. Teaches school and classroom rules while reinforcing that violent or abusive behavior is not
16 allowed at school;
- 17
- 18 3. Minimizes disruptions to education with an emphasis on positive behavioral supports and
19 behavioral intervention plans;
- 20
- 21 4. Creates consistent rules and consequences; and
- 22
- 23 5. Models respectful, non-violent relationships.

24 In order to ensure that these goals are accomplished, the school district shall utilize the following
25 trauma-informed discipline practices: restorative practices, RTI²B, multi-tier systems of supports,
26 and/or behavior intervention plans.

27 MISBEHAVIORS: LEVEL I

28 This level includes minor misbehavior on the part of the student which impedes orderly classroom
29 guidelines or interferes with the orderly operation of the school but which can usually be handled by an
30 individual staff member.

31 *Examples (not an exclusive listing)*

- 32 • Classroom disturbances

- 1 • Classroom tardiness
- 2 • Cheating and lying
- 3 • Abusive language
- 4 • ~~Non-defiant~~ Failure to do assignments or carry out directions
- 5 • Wearing, while on the grounds of a public school during the regular school day,
- 6 clothing that exposes underwear or body parts in an indecent manner that disrupts the
- 7 learning environment⁴
- 8 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 9 cyber-bullying, and/or hazing)

10 *Disciplinary Procedures*

- 11 • The staff member intervenes immediately.
- 12 • The staff member determines what offense was committed and its severity.
- 13 • The staff member determines who committed the offense and if he/she understands the
- 14 nature of the offense.
- 15 • The staff member employs appropriate disciplinary options.
- 16 • The record of the offense and disciplinary action shall be maintained by the staff
- 17 member.

18 *Disciplinary Options*

- 19 • Verbal reprimand
- 20 • Special assignment
- 21 • Restricting activities
- 22 • Assigning work details
- 23 • Counseling
- 24 • Withdrawal of privileges
- 25 • Issuance of demerits
- 26 • Strict supervised study
- 27 • Detention
- 28 • Corporal punishment
- 29 • In-school suspension
- 30 • Restorative practices, RTI²B, multi-tier systems of supports, and/or behavior
- 31 intervention plans

32 **MISBEHAVIORS: LEVEL II**

33 This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of
34 the school. These misbehaviors do not represent a direct threat to the health and safety of others but
35 have educational consequences serious enough to require corrective action on the part of
36 administrative personnel.

37 *Examples (not an exclusive listing)*

- 38 • Continuation of unmodified Level I misbehaviors

- 1 • Using forged notes or excuses
- 2 • Disruptive classroom behavior

3 *Disciplinary Procedures*

- 4 • The student is referred to the principal for appropriate disciplinary action.
- 5 • The principal meets with the student and the staff member.
- 6 • The principal hears the accusation made by the staff member and allows the student the
- 7 opportunity to explain his/her conduct.
- 8 • The principal takes appropriate disciplinary action and notifies the staff member of the
- 9 action.
- 10 • The record of offense and disciplinary action shall be maintained by the principal.

11 *Disciplinary Options*

- 12 • Required parent/guardian contact
- 13 • Assignment to no more than five (5) hours detention or in-school suspension
- 14 • Suggested referral to school counselor
- 15 • Teacher/schedule change
- 16 • Modified probation
- 17 • Behavior modification
- 18 • Social probation
- 19 • Peer counseling
- 20 • Referral to outside agency
- 21 • In-school suspension
- 22 • Transfer
- 23 • Detention
- 24 • Suspension from school-sponsored activities or from riding school bus
- 25 • Restricting school related honors student is otherwise due
- 26 • Out-of-school suspension (not to exceed ten (10) days).
- 27 • Restorative practices, RTI²B, multi-tier systems of supports, and/or behavior
- 28 intervention plans

29 **MISBEHAVIORS: LEVEL III**

30 This level includes acts directly against persons or property but whose consequences do not seriously
31 endanger the health or safety of others in the school.

32 *Examples (not an exclusive listing)*

- 33 • Continuation of unmodified Level I and II misbehaviors
- 34 • Fighting
- 35 • Vandalism (minor)
- 36 • Use, possession, sale, distribution, and/or being under the influence of tobacco or
- 37 alcohol
- 38 • Use, possession, sale, or distribution of drug paraphernalia

- 1 • Use, sale, distribution, and/or being under the influence of drugs
- 2 • Stealing
- 3 • Threats to others
- 4 • Inciting a riot/disturbance, or encouraging others to disrupt school
- 5 • Gambling
- 6 • Failure to report to after-school suspension
- 7 • Possession and/or use of disabling defense substances such as mace, tear gas, pepper
- 8 spray and others
- 9 • Indecent exposure
- 10 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 11 cyber-bullying, and/or hazing)

12 *Disciplinary Procedures*

- 13 • The student is referred to the principal for appropriate disciplinary action.
- 14 • The principal meets with the student and the staff member.
- 15 • The principal hears the accusation and allows the student the opportunity to explain
- 16 his/her conduct.
- 17 • The principal takes appropriate disciplinary action.
- 18 • The principal may refer the incident to the Director of Schools and make
- 19 recommendations for consequences.
- 20 • The record of offense and disciplinary action shall be maintained by the principal.
- 21 • If student's program is to be changed, adequate notice shall be given to the student and
- 22 his/her parents of the charges against him, his/her right to appear at a hearing and to be
- 23 represented by a person of his/her choosing.
- 24 • Any change in school assignment is appealable to the Board.
- 25 • Record of offense and disciplinary action maintained by principal/designee or Director
- 26 of Schools.

27 *Disciplinary Options*

- 28 • Required parent/guardian conference
- 29 • Required school counseling referral
- 30 • In-school suspension
- 31 • Detention
- 32 • Restitution from loss, damage, or stolen property
- 33 • Out-of-school suspension
- 34 • Social adjustment classes
- 35 • Transfer
- 36 • Expulsion
- 37 • Restorative practices, RTI²B, multi-tier systems of supports, and/or behavior
- 38 intervention plans

39 **MISBEHAVIORS: LEVEL IV**

1 This level of misbehavior includes acts which result in violence to another's person or property or
2 which pose a threat to the safety of others in the school. These acts are so serious that they usually
3 require administrative actions which result in the immediate removal of the student from the school,
4 the intervention of law enforcement authorities, and/or action by the Board.

5 If a student's action poses a threat to the safety of others in the school, a teacher, principal, school
6 employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or
7 death to another person.⁵

8 *Examples (not an exclusive listing)*

- 9 • Continuation of unmodified Level I, II, and III misbehaviors
- 10 • Death threat
- 11 • Extortion
- 12 • Bomb threat
- 13 • Possession, use, and/or transfer of dangerous weapons
- 14 • Assault that results in bodily injury upon any teacher, principal, administrator, any other
15 employee of the school, or a school resource officer*
- 16 • Aggravated assault*
- 17 • Vandalism
- 18 • Theft, possession, and/or sale of stolen property
- 19 • Arson
- 20 • Possession of unauthorized substances (e.g. any controlled substance, controlled
21 substance analogue, or legend drug)*
- 22 • Use or transfer of unauthorized substances
- 23 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
24 cyber-bullying, and/or hazing)
- 25 • Electronic threat to cause bodily injury or death to another student or school employee

26 *Disciplinary Procedures*

- 27 • The principal confers with appropriate staff members and with the student.
- 28 • The principal hears the accusations and allows the student the opportunity to explain
29 his/her conduct.
- 30 • The parent(s)/guardian(s) are notified.
- 31 • Law enforcement officials are contacted and principal/designee is notified.
- 32 • The incident is reported, and recommendations are made to the Director of Schools.
- 33 • If the student's placement is to be changed, adequate notice of the charges shall be
34 given to the student and his/her parent(s)/guardian(s) and his/her right to appear at a
35 hearing.

36 *Disciplinary Options*

- 37 • Ten (10) days Out-of-School Suspension or long-term suspension
- 38 • Required parent/guardian involvement
- 39 • Expulsion

- 1 • Alternative schools
2 • Other hearing authority or Board action which results in appropriate placement
3 • Restorative practices, RTI²B, multi-tier systems of supports, and/or behavior
4 intervention plans

5 * Designates zero tolerance offenses (Expulsion/Remand for a period of not less than one (1)
6 calendar year subject to modification by the Director of Schools on a case-by-case basis.)

7 ~~The Director of Schools shall be responsible for the overall implementation and supervision of the~~
8 ~~Board's Code of Behavior and Discipline and shall ensure that students at all schools are subject to a~~
9 ~~uniform and fair application of the Code, which includes policies 6.301–6.319, but is summarized~~
10 ~~below. The complete Code can be found on the web at www.clevelandschools.org.~~

11 ~~The principal of each school shall be responsible for implementation and administration in his/her~~
12 ~~school and shall apply the Code uniformly and fairly to each student at the school without partiality~~
13 ~~and discrimination.~~

14 ~~The Board delegates to the Director of Schools the responsibility of developing more specific codes of~~
15 ~~behavior and discipline which are appropriate for each level of school, namely, elementary, middle,~~
16 ~~and senior high. The development of each code shall involve principals and faculty members of each~~
17 ~~level of school and shall be consistent with the content of the Board's Code.~~

18 ~~Copies of the Code shall be posted on the district website and guidance counselors may be supplied~~
19 ~~copies for discussion with students. The code shall be referenced in all school handbooks. All teachers,~~
20 ~~administrative staff and parents shall be provided copies of the following summary and have access to~~
21 ~~the complete Code on the website:¹~~

22 ~~The Board expects all school staff, students and parents to assume responsibility for appropriate~~
23 ~~behaviors in the schools.~~

24 ~~Staff, students and parents have the right to expect safety, non-discrimination and a focus on learning~~
25 ~~in the schools.~~

26 ~~Staff, students and parents have the responsibility to:~~

- 27 ~~• follow the rules of the school and the laws of the country.~~
28 ~~• treat themselves and others with respect.~~
29 ~~• handle personal and school property carefully.~~
30 ~~• behave at all times in a manner that encourages learning.~~

31

Legal References

1. TCA 49-6-4005
2. TCA 49-6-4002 to 4005; 20 USCA § 7114, 7118
3. Public Acts of 2019, Chapter No. 421
4. TCA 49-6-4009
5. TCA 49-6-4008

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Detention 6.315
Suspension 6.316
Safe Relocation of Students 6.4081

Cleveland City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center; color: red;">Discipline Procedures</h2>	Descriptor Code: 6.313	Issued Date: 11/07/16
		Rescinds: 6.313	Issued: 06/11/07

~~1 The following levels of misbehavior and disciplinary procedures and options are designed to protect all
2 members of the educational community in the exercise of their rights and duties.¹ Special education
3 students may be suspended up to a cumulative total of ten (10) days. After ten days, the IEP team must
4 meet to determine placement and services.~~

~~5 MISBEHAVIORS: Level I~~

~~6 Minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes
7 with the orderly operation of the school, but which can usually be handled by an individual staff
8 member.~~

~~9 Examples (not an exclusive listing):~~

- ~~10 • Classroom disturbances~~
- ~~11 • Classroom tardiness~~
- ~~12 • Cheating and lying~~
- ~~13 • Abusive language~~
- ~~14 • Non-defiant failure to do assignments or carry out directions~~
- ~~15 • Wearing while on the grounds of a public school during the regular school day, clothing
16 that exposes underwear or body parts in an indecent manner that disrupts the learning
17 environment²~~
- ~~18 • Harassment (Sexual, Racial, Ethnic, Religious or Other)~~

~~19 Disciplinary Procedures:~~

- ~~20 • Immediate intervention by the staff member.~~
- ~~21 • Determine what offense was committed and its severity.~~
- ~~22 • Determine offender and that he/she understands the nature of the offense.~~
- ~~23 • Employ appropriate disciplinary options.~~
- ~~24 • Record of the offense and disciplinary action maintained by staff member.~~

~~25 Disciplinary Options:~~

- ~~26 • Verbal reprimand~~
- ~~27 • Special Assignment~~
- ~~28 • Restricting activities~~
- ~~29 • Assigning work details~~
- ~~30 • Counseling~~

- 1 • Withdrawal of privileges
- 2 • Issuance of demerits which might affect citizenship or department grades
- 3 • Strict supervised study
- 4 • Detention
- 5 • Corporal punishment
- 6 • In school suspension

7 **MISBEHAVIORS: Level II**

- 8 Misbehavior whose *frequency* or *seriousness* tends to disrupt the learning climate of the school.
- 9 Included in this level are misbehaviors which do not represent a direct threat to the health and safety of
- 10 others but whose educational consequences are serious enough to require corrective action on the part
- 11 of administrative personnel.

12 *Examples (not an exclusive listing):*

- 13 • Continuation of unmodified Level I behaviors
- 14 • School or class tardiness
- 15 • School or class truancy
- 16 • Violation of dress code
- 17 • Using forged notes or excuses
- 18 • Disruptive classroom behavior
- 19 • Harassment (Sexual, Racial, Ethnic, Religious, or Other)

20 *Disciplinary Procedures:*

- 21 • Student is referred to principal for appropriate disciplinary action.
- 22 • Principal meets with student and teacher.
- 23 • Principal hears accusation made by teacher, permits student the opportunity of
- 24 explaining his/her conduct, denying it or explaining any mitigating circumstances.
- 25 • Principal takes appropriate disciplinary action and notifies teacher of action.
- 26 • Record of offense and disciplinary action maintained by principal.

27 *Disciplinary Options:*

- 28 • Required parent/guardian contact
- 29 • Assignment to no more than five (5) hours detention or in school suspension
- 30 • Suggested referral to school counselor
- 31 • Teacher/schedule change
- 32 • Modified probation
- 33 • Behavior modification
- 34 • Social probation
- 35 • Peer counseling
- 36 • Referral to outside agency
- 37 • In school suspension
- 38 • Transfer

- 1 • Detention
- 2 • Suspension from school-sponsored activities or from riding school bus
- 3 • Corporal punishment
- 4 • Restricting school-related honors student is otherwise due
- 5 • Out-of-school suspension (not to exceed ten (10) days).

6 MISBEHAVIORS: Level III

- 7 Acts directly against persons or property but whose consequences do not seriously endanger the health
- 8 or safety of others in the school.

9 *Examples (not an exclusive listing):*

- 10 • Continuation of unmodified Level I and II behaviors
- 11 • Fighting (simple)
- 12 • Vandalism (minor)
- 13 • Use, possession, sale, and/or distribution of tobacco, drugs, and alcohol
- 14 • Stealing
- 15 • Threats to others
- 16 • Inciting a riot/disturbance, or encouraging others to disrupt school
- 17 • Gambling
- 18 • Failure to report to after-school suspension
- 19 • Possession and/or use of disabling defense substances such as mace, tear gas, pepper
- 20 spray and others
- 21 • Indecent exposure
- 22 • Harassment (Sexual, Racial, Ethnic, Religious, or Other)

23 *Disciplinary Procedures:*

- 24 • Student is referred to principal for appropriate disciplinary action.
- 25 • Principal meets with student and teacher.
- 26 • Principal hears accusation by accusing party and permits offender the opportunity of
- 27 explaining conduct.
- 28 • Principal takes appropriate disciplinary action.
- 29 • Principal may refer incident to Director of Schools and make recommendations for
- 30 consequences.
- 31 • If student's program is to be changed, adequate notice shall be given to the student and
- 32 his/her parents of the charges against him, his/her right to appear at a hearing and to be
- 33 represented by a person of his/her choosing.
- 34 • Any change in school assignment is appealable to the Board.
- 35 • Record of offense and disciplinary action maintained by principal/designee or Director
- 36 of Schools.

1 ~~Disciplinary Options:~~

- 2 ~~• Required parent/guardian conference~~
- 3 ~~• Required school counseling referral~~
- 4 ~~• Assignment to a minimum of Out-of-School Suspension (OSS)~~
- 5 ~~• In-school suspension~~
- 6 ~~• Detention~~
- 7 ~~• Restitution from loss, damage or stolen property~~
- 8 ~~• Out-of-school suspension not to exceed ten (10) days~~
- 9 ~~• Social adjustment classes~~
- 10 ~~• Transfer~~
- 11 ~~• Expulsion~~

12 ~~MISBEHAVIORS: Level IV~~

13 ~~Acts which result in violence to another's person or property or which pose a threat to the safety of~~
 14 ~~others in the school. These acts are so serious that they usually require administrative actions which~~
 15 ~~result in the immediate removal of the student from the school, the intervention of law enforcement~~
 16 ~~authorities and/or action by the Board.~~

17 ~~Examples (not an exclusive listing):~~

- 18 ~~• Unmodified Level I, II and III behaviors~~
- 19 ~~• Death threat (hit list)~~
- 20 ~~• Extortion~~
- 21 ~~• Bomb threat~~
- 22 ~~• Assault/Battery*~~
- 23 ~~• Possession and/or Use of Alcohol~~
- 24 ~~• Vandalism~~
- 25 ~~• Theft/possession/sale of stolen property~~
- 26 ~~• Arson/Possession of unauthorized substances*~~
- 27 ~~• Use/transfer of unauthorized substances~~
- 28 ~~• Possession/use/transfer of dangerous weapons*~~
- 29 ~~• Possession and/or use of illegal substances~~
- 30 ~~• Harassment (Sexual, Racial, Ethnic, Religious, or Other)~~

31 ~~Disciplinary Procedures:~~

- 32 ~~• Principal confers with appropriate staff members and with the student.~~
- 33 ~~• Principal hears accusations and permits offender opportunity to explain conduct.~~
- 34 ~~• Parents are notified.~~
- 35 ~~• Law enforcement officials are contacted and principal/designee is notified.~~
- 36 ~~• Incident is reported and recommendations made to the Director of Schools.~~
- 37 ~~• Complete and accurate reports are submitted to the Director of Schools.~~
- 38 ~~• Student is given hearing before disciplinary hearing authority.~~

~~1~~ ~~Disciplinary Options~~

- ~~2~~ • Ten (10) days Out-of-School-Suspension or long term suspension
~~3~~ • Required parent/guardian involvement
~~4~~ • Expulsion
~~5~~ • Alternative schools
~~6~~ • Other hearing authority or Board action which results in appropriate placement

~~7~~ * Expulsion/Remand for a period of not less than one (1) calendar year subject to modification
~~8~~ by the Director of Schools on a case-by-case basis.

~~9~~~~10~~ ~~ADDITIONAL GUIDELINES:~~~~11~~

- ~~12~~ 1. Students shall be prohibited from attending or participating in any school activities on or off the
~~13~~ school campus at any time during the school suspension or expulsion period.
~~14~~ 2. A student shall not be suspended solely because charges are pending against him/her in juvenile
~~15~~ or other court.
~~16~~ 3. A principal shall not impose successive short term suspensions that cumulatively exceed ten
~~17~~ (10) days for the same offense.³
~~18~~ 4. A teacher or other school official shall not reduce or authorize the reduction of a student's
~~19~~ grade because of discipline problems except in deportment or citizenship.
~~20~~ 5. A student shall not be denied the passing of a course or grade promotion solely on the basis of
~~21~~ absences except as provided by board policy.
~~22~~ 6. A student shall not be denied the passing of a course or grade promotion solely on the basis of
~~23~~ failure to:
~~24~~ a. pay any activity fee;
~~25~~ b. pay a library or other school fine; or
~~26~~ c. make restitution for lost or damaged school property.

~~Legal References~~

- ~~1.~~ TCA 49-6-4002 to 4005
~~2.~~ TCA 49-6-4009
~~3.~~ TCA 49-6-3007(h)(3)

~~Cross-References~~

~~Zero Tolerance offenses are covered by Policy 6.309~~



CLEVELAND CITY SCHOOLS

FOOD SERVICE MANAGEMENT CONTRACT PROGRAM FSMC 2020

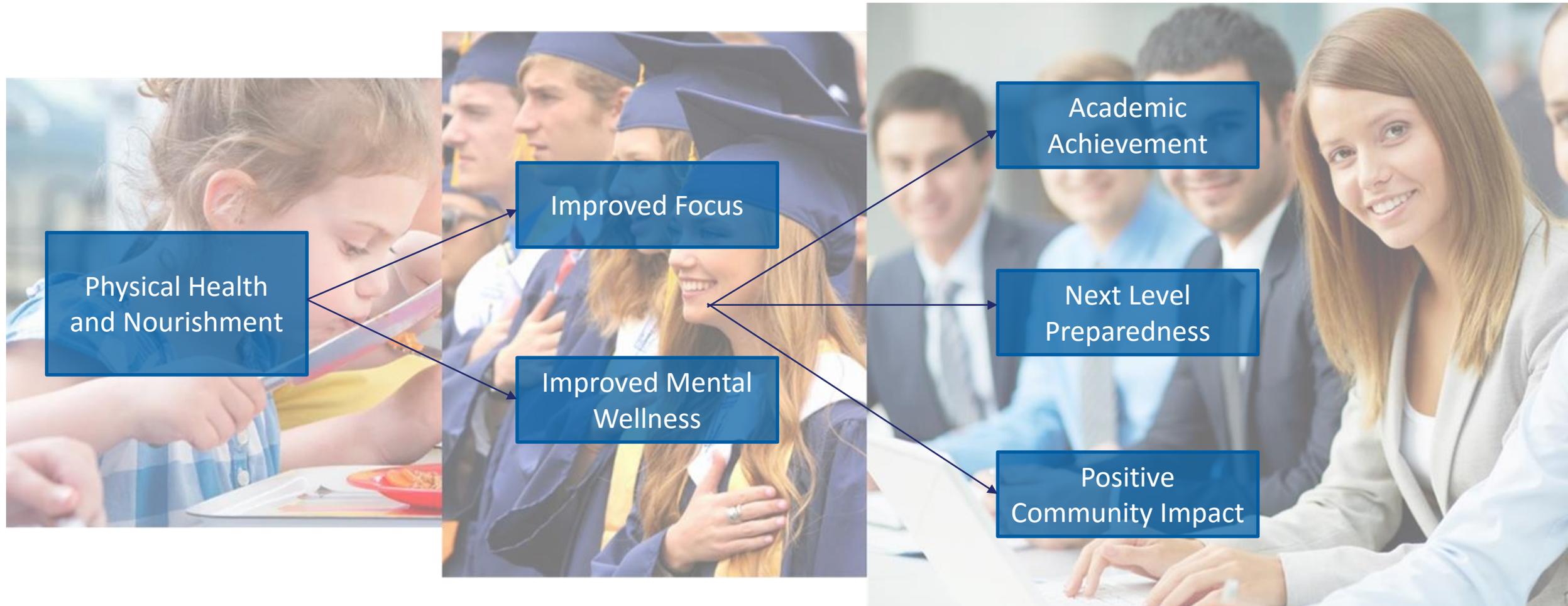
DECEMBER 2019


QUALITY OF LIFE SERVICES



CLEVELAND CITY SCHOOLS
EVERY CHILD, EVERY DAY

What We Believe



We Are Doing Our Part to Prepare the Leaders of Tomorrow!

Cleveland City Schools Food Service Vision



Amazing Food

Great Programs

Engaged Students

Skillful Employees

Upgraded Spaces

Financial Results

**For the Good of the
Students, the District and
the Community!**

Did You Know Cafe at CLEVELAND MIDDLE SCHOOL



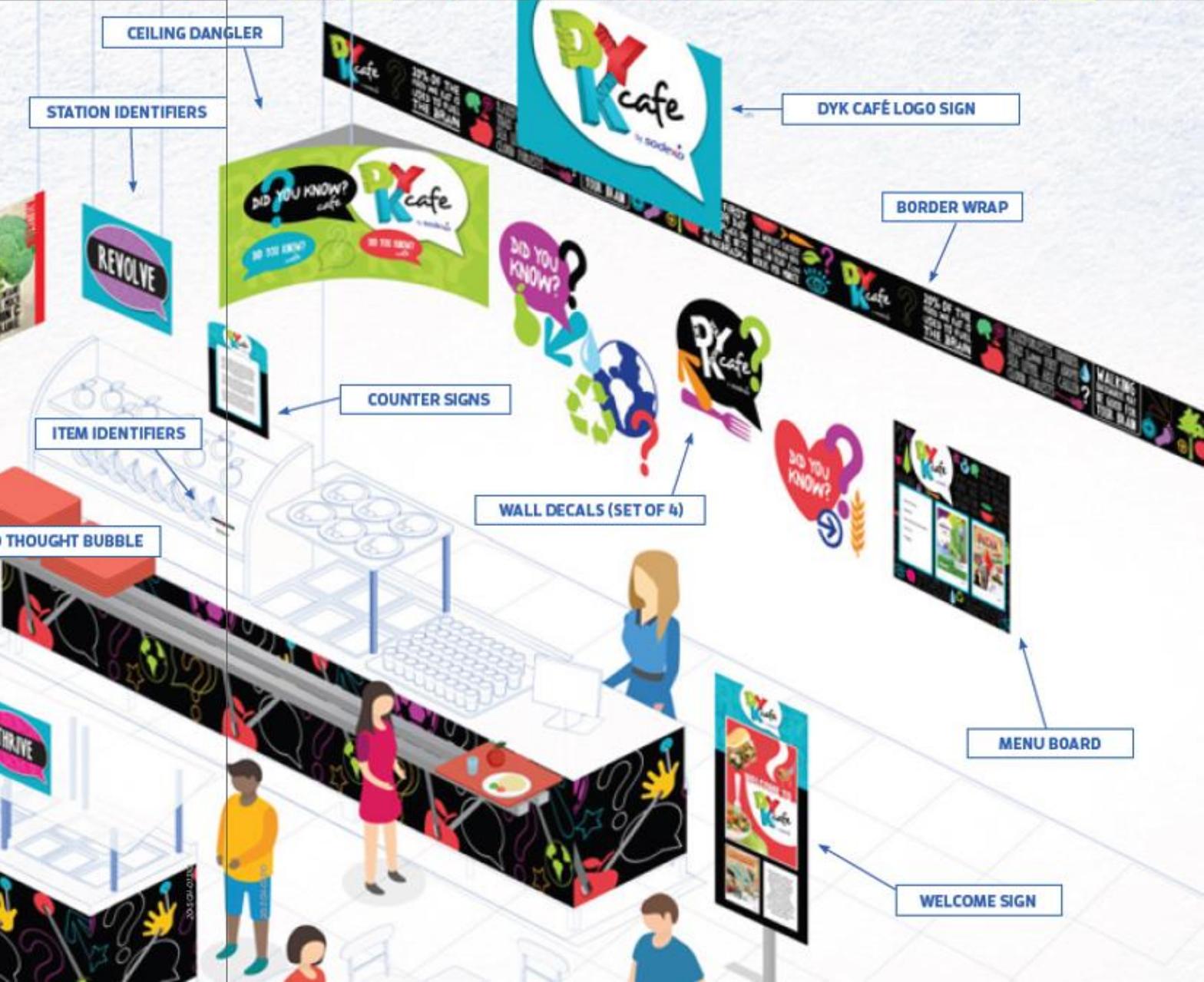
LAYOUT



CURRENT



FUTURE



TASTE4 CHEESE-
SRIRACHA ZESTY
SANDWICH JALAPENO
BBQ SAUCE
ROLL
ADVENTURE



TASTE4 MOZZARELLA
PIZZA HUNG
MUSHROOMS TO
MARRINARA MANTO
VEGGIES GARLIC
DOUGH

TASTE4 GRILL
BURGER
CHEESE
LETTUCE
PICKLES
CHICKEN

TASTE4 FAST
CILANTRO
VEGETABLES
SALAD
DRESSING
PEPPER
ZESTY CHICKEN
CAESAR
LIME
CHEESE
ITALIAN

TASTE4 TURKEY
DELI
HAM TUNA
WRAP
NON
MAYO
CHEDDAR
PICKLES
SALAD

TASTE4

by *sodexo*

at CLEVELAND HIGH SCHOOL



CURRENT



FUTURE

CCS Food Service Vision - Student Experience

2017-2018 Secondary Promotion Series Year At A Glance

	AUG '17	SEPT '17	OCT '17	NOV '17	DEC '17	JAN '18	FEB '18	MAR '18	APR '18	MAY '18	JUN '18
LIMITED TIME OFFERS	International Burgers	New To The Menu	Eat The Meat	Sandwiches With A Twist	Mac In A Box	Major Flavor Meat Dishes	Nacho Usual Nachos	Delicious Grilled Cheese	Lunch Love Give A Shake Up Cafe	Big Time BBQ	International Burgers
PERFORMANCE ZONE	Including Nutrition Tip of the Week										
MINDFUL	Including Nutrition Tip of the Week										
WORLD OF FLAVORS	CARIBBEAN	MEXICO	ITALY	INDIA	GREECE	NORTH AMERICA	SOUTH AMERICA	KOREAN	VIETNAM	THAILAND	CARIBBEAN
HEALTHY HIGH SCHOOL CHALLENGE		Produce	Lean								
FRESH PICK	Check with your local menu team for the recommended Fresh Pick for your area										
OPTIONAL											
HOLIDAY CELEBRATIONS											
CAUSE MARKETING											
HERITAGE MONTH OBSERVANCES											
CATERING	School Spirit	Halloween	Autism	Holiday	Winter	Individual's	Spring	Earth Day			
FREE & REDUCED CAMPAIGN	MVP					MVP					



HELP OUR SCHOOL WIN THE **HEALTHY HIGH SCHOOL CHALLENGE**

ENCOURAGE YOUR STUDENT TO HELP OUR SCHOOL WIN THE HEALTHY HIGH SCHOOL CHALLENGE. **TOP PRIZE OF \$5,000!**

103 CASH PRIZES AWARDED EQUALLING \$80,000 IN TOTAL PRIZE MONEY!

See who's winning the Challenge at: [SodexoHSC](#)



Capture (d)

What we've done well	Opportunity for improvement
Opportunity for improvement	Opportunity for improvement
Opportunity for improvement	Opportunity for improvement



NATIONAL CHALLENGE

FUTURE CHEFS

by **sodexo**

Fine Dining

Employee Value Proposition



employees to be grandfathered with the district
access to all Sodexo training and incentive programs



Utilize Outdoor Space for Grill for a Change of Pace!

Financial Offer and Return

Sodexo's Investment in the Foodservice Program At Cleveland City Schools

\$200,000

Equipment Upgrades and Enhancements

Fixed Price Offer of \$1.773/meal equivalent

	Projected Equivalent Meals	Fixed Price Per Meal Equivalent	Cost
Breakfast	219,077	\$1.773	\$388,424
Lunch	405,784	\$1.773	\$719,455
Ala Carte	24,717	\$1.773	\$43,824
Subtotal	649,578		\$1,151,703
Less Commodity Credit			-\$101,175
Total	649,578		\$1,050,528

Fully Guaranteed Return

\$70,044

ATTACHMENT G

Attachment G (Cost Proposal Format)

Projected Operating Statement for Cleveland City Schools Food Service Contract
2019-2020 School Year (Based on 180 Operating Days) for secondary locations.

Revenue Income- Annual Projection

Cash Sale Income:	
Paid Breakfasts	\$ 0
Paid Lunches	\$ 0
Reduced Price Breakfasts	\$ 0
Reduced Price Lunches	\$ 0
All Ala Carte Sales Including Milk	\$ 89,724
Adult Lunch	\$ 7,314
TOTAL CASH INCOME	\$ 97,038

Reimbursement Income:

Paid Breakfasts	\$ 22,444
Paid Lunches	\$ 39,132
Reduced Price Breakfasts	\$ 0
Reduced Price Lunches	\$ 0
Free Breakfasts	\$ 586,746
Free Lunches	\$ 1,125,407
State Reimbursement	\$ 35,970
Total Reimbursement Income:	\$ 1,809,699

TOTAL ANNUAL REVENUE INCOME:

\$ 1,906,737

Program Costs- Annual Projection:

Food for All Sales	\$ 1,050,528
School System Labor Costs	\$ 507,822
School System Fringe Benefit Costs	\$ 278,343
FSMC Labor Cost	\$ Included Above
Direct Expenses (soap, paper, plastics, etc.)	\$ Included Above
School System Direct Expenses	\$ Included Above
Administrative Expense	\$ Included Above
Management Fee	\$ Included Above

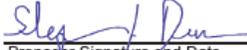
TOTAL ANNUAL PROGRAM COST: \$ 1,836,693

Difference Between Revenue and Costs \$ 70,044

Adjusted Profit or Loss \$ 70,044

Amount to be Returned to the School System \$ 70,044

The proposed cost contained herein and the submitted technical proposal associated with this cost shall remain valid for at least **Ninety (90)** days subsequent to the date of the Cost Proposal opening and thereafter in accordance with any resulting contract between the Proposer and the School System.


Proposer Signature and Date

Stephen Dunmore
Chief Executive Officer
Schools, Sodexo, North America

December 3, 2019

Supporting Community Engagement in Cleveland

GREAT STRIDES

CYSTIC FIBROSIS FOUNDATION



Why We Do What We Do



Cleveland City Schools
Financial Report
December 2019

Balance on hand December 1, 2019	3,344,341.69
RECEIPTS	
City Clerk's Monthly Report	4,369,825.54
Contributions & Gifts #44570	6,356.90
Retiree Ins #44160	0.00
Misc. Refund #44170	-9,797.26
Interest Earned	<u>4,726.44</u>
	<u>7,715,453.31</u>
DISBURSEMENTS	
Instruction	2,198,891.82
Special Education	335,316.94
Vocational Education	121,612.11
Attendance	8,854.87
Health Services	40,066.77
Other Student Support	138,465.32
Regular Instruction Support	143,302.60
Special Education Support	11,103.18
Vocational Education Support	19,967.15
Technology Support	25,933.12
Board of Education	7,700.97
Office of the Superintendent	53,877.12
Office of the Principal	266,868.64
Fiscal Services	28,578.15
Operation of Plant	182,125.60
Maintenance of Plant	119,732.69
Transportation	90,142.93
Food Service	7,206.73
Community Services	0.00
Early Childhood Education	80,837.91
Regular Capital Outlay	24,656.69
Education Debt Service	<u>0.00</u>
	3,905,241.31
Retirement paid	357,118.48
Retirement withheld not paid	-364,593.28
Balance January 1, 2020	<u>3,817,686.80</u>
	<u>7,715,453.31</u>

Respectfully submitted,



Russell Dyer
Director of Schools

Personnel Items – January 2020

Appointments

Aponte, Karla. CCC, Assistant, eff. 1-17-20
Bain, Bonnie. BB, PT Librarian Assistant. eff. 1-17-20
Dowdy, Alison. AR, PT Interventionist, eff. 1-10-20
Johnson, Jennifer. CMS, Assistant, eff. 1-29-20
Langstaff, Jessica. BB, PT Interventionist, eff. 1-15-20
Lemons, Catherine. YA-Ro-AR, Speech Asst., eff. 1-6-20
Mullins, Kelsea. CHS, Admin. Asst., eff. 1-19-19
Murphy, Danny. CHS, Track Head Coach, eff. 1-17-20
Reffner, Maranda. CHS, CTE Admin. Asst., eff. 1-6-20
Storey, Megan. CHS, Teacher. Eff. 1-14-20
Turner, Presly. CMS, Assistant, eff. 1-8-20
Winkless, Joni. AR, Assistant, eff. 1-13-20

Resignations

Byerly, Andrea. AOB, Admin. Asst. 1-31-20
Farmer, Kelley. BB, PT Interventionist, eff. 12-19-19
Langstaff, Jessica. BB, PT Reading Interventionist. 1-22-20
Maxwell, Amanda. CCC, Assistant, eff. 1-23-20
Murray, Marissa. AR, Assistant, eff. 1-10-20
Renshaw, Adam. CHS, Teacher/Coach, eff. 1-17-20
Williams, Ben. CHS, Teacher, eff. 2-7-20
Worley, Lee Ann. ST, Cafeteria Monitor, eff. 12-20-19

Retirements

Lemons, Linda. CHS, Teacher. eff 5-25-20
Roberts, Norma. CHS, Assistant. eff. 5-22-20
Smith, Roy. Maint., Electrician, eff. 4-30-20

Transfers

Smith, Julie. HR Assistant to Admin. Assist./Public Relations. AOB eff. 2-3-20
Smith, Tim. Electrician to Teacher, CHS, eff. 2-3-20
Weeks, Rhonda. Admin Asst. to HR Assistant. AOB, eff. 2-3-20

Leaves of Absence

Brown, Rebecca. (Maternity). MA, Teacher, eff. 3-16-20 to 5-22-20
Grubb, Amelia. (Maternity). MA, Teacher, eff. 1-21-20 to 5-1-20
Lord, Jacquelyn. (FMLA). Nutrition. Eff. 1-22-20 to 3-15-20
Morgan, Kristen. (Maternity). CCC, Teacher, eff. 3-16-20 to 5-22-20

Blythe-Bower Elementary School Highlights

Blythe-Bower ESL

The English learners (ELs) at Blythe-Bower are making great strides towards accomplishing their goal of academic English proficiency. We have nearly 90 ELs who come each day to work on everything from letter blends to analyzing literature to understanding how hibernation works. We are so thankful for our incredibly hard-working students, their wonderfully supportive families, and the incredible faculty and staff of Blythe-Bower who treat our ELs like they were their own children.



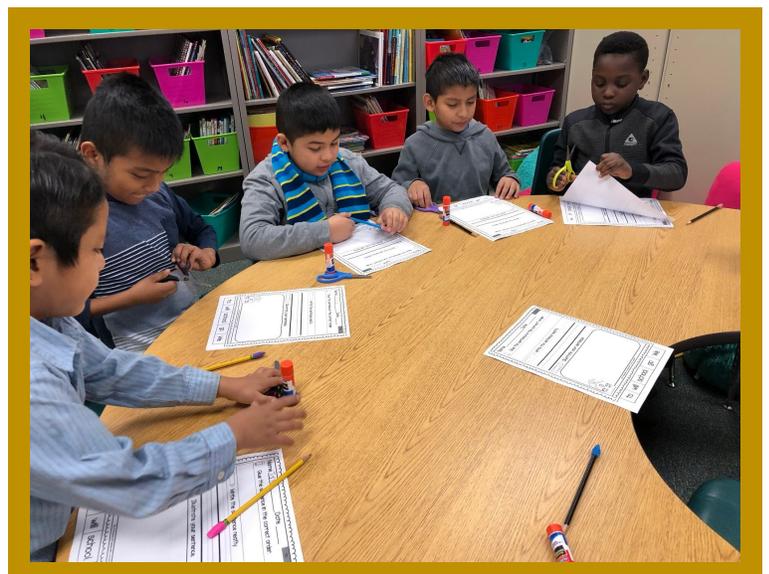
A student sharing information about his pet ladybug.

Blythe-Bower Elementary School Highlights



Each morning, around 20 ELs come to our English computer lab before school.

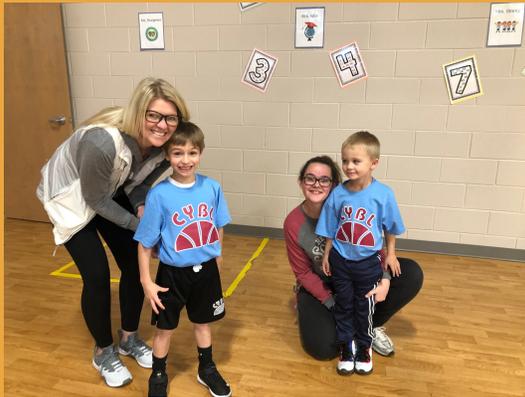
ELs working hard together.



Candy's Creek Cherokee Elementary School

Board Highlights February 2020

Mother-Son Ultimate Game Night



We hosted our first big family event, Mother-Son Ultimate Game Night, and we had a big crowd of boys and their moms. Leigh Ann Pesterfield, our Family Engagement Coordinator, planned and set up laser tag, cornhole, obstacle courses, Hungry Hippo, and many other fun activities. Many of our staff members volunteered for the event, and everyone had a great time!



Krystal Foundation STEAM Grant



CCCES is excited to be the recipient of a \$4800 Krystal Foundation Grant. The grant proposal included non-fiction library books and STEAM equipment for hands-on learning.

Teacher of the Year



Ann Collins has been selected as the very first CCCES Teacher of the Year. She has worked hard to make our library a great place for our students and staff. The students call her Dr. Booklove, and that's the perfect name for her! She loves books, reading, and learning! Congrats, Dr. Booklove!

Cleveland High School School Highlights

E



Engage

Athen Davis

English 4

English 4 at CHS is the only place I would want to teach. I love being part of the legacy of Blue that is shared by my mom (first ever graduating class of CHS in '67), myself ('96), and my kids ('19, '21, '22, and two in '23). Also, our students find a place here where they are challenged, loved, and equipped. I can't think of a better mission to share than that one.

X



eXplore

Jeremy Finch

Social Studies

I love teaching at CHS because of the family environment. Our faculty and staff truly care about each other. Not to mention our students are second to none!

C



Communicate

Brian DeLoach

English - Dual Enrollment

Every student deserves a quality teacher, and here at CHS every teacher is truly a master of his or her discipline. I know that at this school, I can go to any classroom during my planning period and receive expert instruction in mathematics, science, history, or languages. I feel fortunate to be surrounded by this community of brilliant scholars who push me to pursue higher and higher levels of competency for myself and for the benefit of my students.

E



Empower

Leai Talley

Health Science

My absolute favorite part of being a teacher at CHS is the ability to build relationships with students. The high school students at CHS are phenomenal- they give me energy everyday and keep me excited to be teaching! I love being able to talk with them and share a part of their high school memories.

L



Launch

Brad Benefield

Social Studies

I enjoy teaching at CHS because the entire school encourages the Blue Raiders toward greatness. We do not simply encourage them to achieve this or that goal. Instead, we as a faculty and staff push the students to know their "why" and their purpose, and seek to instill an intrinsic motivation to be their most perfect selves.

Raider Norms

Work Hard. Get Smart. Be Nice.

Class of 2020



Anna Bell Pelley

SGA, NHS, FCA, HOSA, and Model UN.

*I love being a student at CHS because I love the environment, all the ways to get involved, and I always feel supported by my peers and teachers.

Class of 2021



Michelle Wang

Beta Club, EAA, Spanish Honors Society, and Science Honor Society.

*The teachers in this school and the diversity of students is the reason why I like CHS.

Class of 2022



Leah Hargis

Football/Wrestling cheerleader, Jr. Civilian, Student Government, National Honors Society, and CHSLive.

*My favorite part about being at CHS is the bond between students and faculty, because every teacher I have had while being here has bonded with their students and it has made all the difference in my success.

Class of 2023



Jake Pelley

Theatre program and after school activities for JROTC

*The fun thing about being a student here is that you have limitless possibilities.

▶ **MISS TENNESSEE**

In This Issue: Brianna Mason visits Cleveland Middle School emphasizing the importance of education.

▶ **RAIDER CUP**

In This Issue: A new annual tradition begins as the first-ever Raider Cup Dodgeball Tournament is held at CMS.

▶ **BLADE FACILITATOR**

In This Issue: Emily Raper will be the new BLADE Facilitator for CMS providing leadership for instructional technology.

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FEBRUARY 2020

CLEVELAND MIDDLE SCHOOL



● **Dance Team**

The CMS Dance Team takes home awards in jazz and hip-hop.

● **7th Grade Science**

Students learn genetics with a fun, theme-based spin.



Miss Tennessee Visits Cleveland

On Friday, January 17, 2020 Cleveland Middle School was privileged to host Miss Tennessee, Brianna Mason, during a morning assembly. Brianna Mason was crowned Miss Tennessee 2019 after competing multiple times to win the title. This was her third attempt in the scholarship pageant, and she uses this to relate to students through failure and perseverance. She is also the first African-American to be crowned Miss Tennessee.

Sponsored in part by The 100 Black Men organization, Miss Tennessee began her morning at their weekly Friday meeting. She spoke to club members, posed for a few pictures, and enjoyed time with CMS staff as well.

After the 100 Black Men meeting, Brianna moved to the gym where she spoke to all Cleveland Middle students. Students were respectful and listened intently as she spoke about leadership and persistence. To begin the assembly, Avery Johnson, vice-mayor of Cleveland welcomed Miss Tennessee and presented her with a key to the city. During her speech, Brianna emphasized education and the importance of taking school seriously. She is an elementary school teacher, and was a great

presenter to the students. She touched on perseverance and that failure is not a reason to give up. She used personal examples of disappointments in her life and how she overcame them. Her greatest message was a call for the students to step up within their sphere of influence and be a leader. She challenged students to lead in the classroom, in their extra-curricular areas, and within their friend groups.

Students and teachers were captivated by her words as well as her talent. Miss Tennessee finished her presentation with a piano piece which ended in an eruption of cheers from everyone in the assembly. As students returned to class, they were inspired by her words, talents, and actions, ready to seize the day as Miss Tennessee encouraged them to do.

Following the gathering in the gym, community members, administration, and others enjoyed a catered breakfast in the cafeteria. The breakfast was provided by Cleveland Middle's own art teacher and 100 Black Men sponsor, Mr. Rodney Broadnax. Cleveland Middle School was honored to have been selected as a host school for Miss Tennessee, Brianna Mason, and the students will remember her visit for years to come!

Red Carpet Roll-Out

CMS Students were given the royal treatment as they returned from the holiday break in January. Complete with a red carpet, confetti, music, high-5's, and smiling teachers, students were celebrated as they arrived for school. There was even a guest appearance from the Chick-Fil-A cow and the Hardees Star!

While the event is all fun and games for the staff, it sends an important message to our students. We want the students to know we are excited for them to be back at school. We want them to know they have been missed and that they are cared for. The cheers, balloons, and smiles all let the students know that we are excited to see them as they enter the school for a fresh start in 2020.

This is not the first time CMS students have received a red carpet welcome, and it will not be the last. If this event does one thing, it brings a smile to the faces of our students, and that's what it's all about!



Raider Cup Dodgeball Tournament

Cheers could be heard ringing outside of the gym at Cleveland Middle as students and teachers alike dodged yellow balls whirling across the court. Students could be seen jumping, crawling, spinning, and rolling all in an attempt to stay in the game. "The tournament was a great way to hang out with my friends, and it was really exciting! My team got second, and we had a great time," said Asher Easley, one of the students who participated in the dodgeball games.

After school on January 24th, Cleveland Middle School's gym was filled with students, teachers, and parent volunteers for the first annual Raider Cup Dodgeball tournament. The PTO sponsored a dodgeball tournament as a fundraiser, and hundreds of students came out for the event. There were student teams, a teacher team, and even a team from the local Army Recruiting Center! Spectators were treated to multiple games of dodgeball, treats from the concession stand, and fun with their friends. Student participants were given the chance to compete for the coveted Raider Cup, a pizza party, and the winning student team played the winning adult team. The CMS teachers beat the Army team, and went on to play the "Dodge Daddys" student team. Sadly for the students, they were crushed by the teacher team, however, fun was had by all! Sarah Thomas, 7th grade science teacher and dodgeball team member said, "It was really awesome to see students, teachers and parents all come together for a wonderful event that ultimately benefits the school. Everyone who participated had such a good time!"



The Cleveland community and CMS staff also stepped up to help with this event. The Army Recruiters were instrumental in helping set up and tear down for

the event. They also provided expertise in refereeing the games. Parents provided supervision, donations for the concessions, and helped put on the event. First Baptist Cleveland supported the event, and the CMS administration and teachers helped everything run smoothly.

The PTO was excited about the participation from the CMS students, and they felt the event was successful. "We were thrilled with the turnout from the students and the staff. The students had a great time, and we were able to raise money to put back into CMS to continue to make it the best school around," said Jeani Featherngill, CMS PTO member. The PTO has recently purchased all new gym wall pads for the school, security cameras, and three water bottle fillers for student and teacher use. The PTO also funds teacher grants for CMS teachers.

This event will now be an annual PTO fundraiser at CMS, and students are already talking about next year's competition!

Meet the New BLADE Facilitator

Emily Raper is stepping out of her role as 7th grade language arts teacher and into the role of BLADE Facilitator at Cleveland Middle School. Emily has been at Cleveland Middle since 2011, and she has taught 6th grade science and social studies and 7th grade language arts. Mrs. Raper graduated from Lee University with a degree in middle level education and a minor in TESOL. She has completed her Master of Education degree and is in her 9th year at Cleveland Middle School. Emily has served as the Cleveland City district teacher-leader for middle school ELA since the program's inception in 2015. Emily has been recognized by her peers receiving "Teacher of the Year" for Cleveland Middle School twice, district teacher of the year for Cleveland City Schools, and last year she was named the Southeast Middle Level Teacher of the Year for the State of Tennessee.



Mrs. Raper just completed her second term on the Board of Trustees for the Association for Middle Level Education (AMLE), and she is an active member of the Tennessee Association of Middle Schools (TAMS). Emily is a frequent conference presenter whose sessions cover topics ranging from co-teaching and pedagogical strategies for the ELA classroom to educational technology. Emily is a Google Certified Educator and Apple Teacher who utilizes 21st century tools to engage students at their level of need.

"I am excited to transition to this new role at CMS. Working with teachers to implement best practices around technology has always been a passion of mine. While I am sad to leave my students in room 712, I look forward to the impact that I will be able to have on the whole population of CMS students through my work as the BLADE Facilitator," said Raper.

Mrs. Raper is married to Cody Raper, the CCS Director of Innovation. They have one son, Zachary, who is 8 months old. She also has two dogs, Bartlet and Charlie, who keep life interesting.

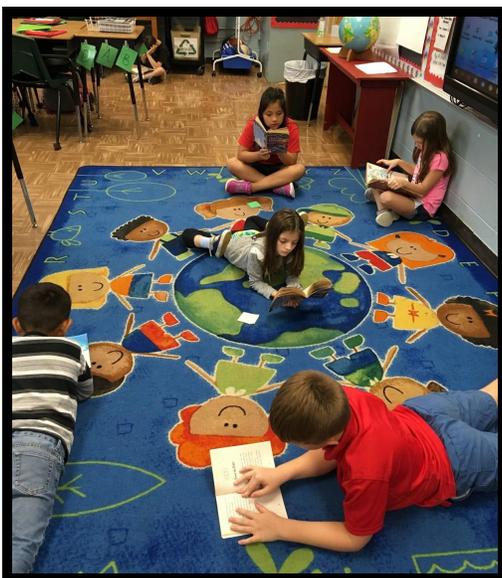


STUART ELEMENTARY

Love • Learn • Lead

January 2020 Highlights

Second grade has been hard at work learning about our nation and the different systems that help it operate. Since beginning the interdependence unit starter, students have learned about the structure of the United States government, how a bill becomes a law, what our rights and responsibilities are as citizens, and how producers and consumers impact our economy. Students are loving the empowering knowledge that they are gaining!

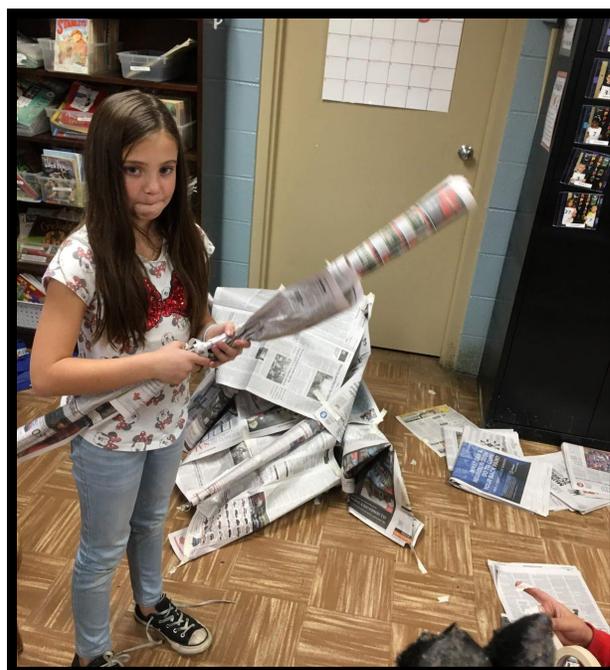


Endurance reading is very popular in third grade. Our students always have a book with them and can't wait until time to spread out and read. After finishing a book, they are excited to tell me about it and enter it into their Reading Notebooks. Then, smiling, off they go in search of the next book. Learning how to choose 'just right' books in different genres has helped to grow a love for independent reading and has fostered a spark for becoming authors.



Second grader, Eduany Velasquez, was named January's Student of the Month from Miss Lauder milk's classroom. Exemplifying determination, the character trait being highlighted in January, Eduany strives to do his very best work in and out of the classroom. When assignments are challenging Eduany has proven to be determined by working tirelessly, all while keeping a smile on his face. Congratulations, Eduany! Keep leading by example!

Rebecca Cannon is our third grade student highlight this month. It is such a joy to see her smiling face each day. Her respectful attitude is refreshing. Not only is she willing to try any task put before her, she puts 100% effort into everything she attempts. Rebecca is an active member of STEM club where she is a leader. Her 'can do' attitude will carry her far. We expect great things from her in the future.





Sandra McClintock (aka Mrs. Mack) has been a proud member of our Stuart family since 2007. She started teaching in 1977 as a kindergarten teacher. One of her many accomplishments is that she has worked for Tex Education as an Autism/Specialist before moving to Tennessee. As a graduate from Texas A&M, she is a very passionate Aggie.

Sandra has been married 45 years to Ed McClintock. They are the proud parents of one 4 legged daughter, Daisy.

Andi Donaldson and Lindsey Laudermilk make up the second grade team at Stuart this year. Though it is their first year working together, they are striving, along with other SLT members, to meet the needs of each individual student in their growing classes. Donaldson has been teaching for over twenty years, while Laudermilk is in her third year. Experience, insight, and collaboration is making for a wonderful second grade year!



**Board of Education School Visits (revised)
2019-2020**

Date	School	
Wednesday, August 21	Yates	
Wednesday, September 18	Stuart	
Thursday, October 24	E. L. Ross	
Wednesday, November 20	Arnold	
Wednesday, December 11	Mayfield	
Wednesday, January 22	Candy's Creek Cherokee	
Wednesday, February 19	Cleveland Middle	
Wednesday, March 25	Cleveland High	
Wednesday, April 8	Blythe-Bower	
Wednesday, May 13	Opearations Department	



February 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
						1
2	3 5:30 – BOE Meeting @ AOB	4	5	6	7	8
9	10	11	12	13	14	15
16	17 <i>Presidents Day – Holiday</i>	18 <i>Staff Development – No Classes</i>	19 11:30 – Board Visit @ CMS	20	21	22
23	24	25	26	27	28	29



March 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
1	2 5:30 – BOE Meeting	3	4	5	6	7
8	9 <i>Spring Break</i>	10 <i>Spring Break</i>	11 <i>Spring Break</i>	12 <i>Spring Break</i>	13 <i>Spring Break</i>	14
15	16	17	18	19	20	21
22	23	24	25 11:30 – Board Visit @ CHS	26	27	28
29	30	31				



April 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
			1	2	3	4
5	6 5:30 – BOE Meeting @ AOB	7	8 11:30 – Board Visit @ Blythe-Bower 6:00 – Graduates of Distinction @ CHS	9	10 <i>Good Friday – Holiday</i>	11
12	13 <i>Staff Development – No Classes</i>	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		