

Board of Education Regular Meeting

January 6, 2020 5:30 PM

Administrative Office Building, Board Room

Attendance Taken at 5:30 PM.

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

1. Welcome and Pledge of Allegiance

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

2. *Consent Agenda

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

Ms. Peggy
Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 6, No: 0

A. *Approval of Regular Agenda

B. *Approval of Minutes from December 2, 2019 Regular Board Meeting

C. *Approval of Overnight Field Trips

D. *Approval of 2020 Board Annual Agenda

E. *Approval of Revised 2020-2021 Calendar

3. Regular Agenda

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.

B. Spotlight

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 design team that designed and created the wall plaque for the Board Members. Southern Powder Coating donated the coating on the plaque. Students were introduced, and they presented the Board with the plaques.

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.

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 the 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.

D. Site Committee

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

Ms. Peggy Pesterfield: Yes

:

Ms. Dawn Robinson: Yes

Yes: 6, No: 0

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
Ms. Peggy Pesterfield: Yes
:
Ms. Dawn Robinson: Yes
Yes: 6, No: 0

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 truck loads. 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
Ms. Peggy Pesterfield: Yes
:
Ms. Dawn Robinson: Yes
Yes: 6, No: 0

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
Ms. Peggy
Pesterfield: Yes
Ms. Dawn
Robinson: Yes
Yes: 6, No: 0

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 3 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.

G. Strategic Plan Update

Dr. Dyer reported that the first Strategic Plan Steering Committee met this afternoon. He provided an overview of the process. It is based on the Capturing Kids Hearts EXCEL model: Engage in Fall 2019, eXplore in January/February, Communicate ongoing, Empower in February to April, and Launch in May to July.

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**

A. Financial Report

B. Personnel Report

C. School Highlights

D. Dates to Remember

Chairperson

Superintendent

Board of Education Regular Meeting

December 2, 2019 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

Mr. Steve Morgan

Ms. Peggy Pesterfield

Ms. Dawn Robinson

Student Representative Hayes Martin opened the meeting.

1. Pledge of Allegiance

2. *Consent Agenda

2.A. *Approval of Regular Agenda

2.B. *Approval of Minutes from November 4, 2019 Board Meeting

2.C. *Approval of Overnight Field Trips

2.D. *Approval of Second Reading of Policies 4.201, 6.309, 6.411, 6.600, and 6.603

Motion to approve Consent Agenda passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Steve Morgan.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

3. Regular Agenda

3.A. Director's Update

Dr. Dyer provided an update:

- Several administrators attended the LEAD Conference in November.
- Our CTE program was awarded TN Pathways Certification in three areas: Diagnostic Medicine, Medical Therapeutics, and Mechatronics.
- Over Thanksgiving Break, Blythe-Bower and Cleveland Middle School attended the TN Beta Club Convention; they both received several awards.
- Director of Innovation interviews will be in December. David Ingram is the interim director. We hope to have a new person in January.

3.B. Spotlight

3.B.1. AMLE Presentations

Dr. Lenada Laing, CMS Principal, recognized CMS educators who were chosen to present at the Association of Middle Level Educators (AMLE) National Meeting in Nashville.

- Angie Wright and Cana Kirksey presented Reading Research and Revelations: Student Voice and Community Engagement.
- Terry Esquinance and Ashley Keith presented Meet in the Middle: Building the Relationships that Meet the Needs of Middle School Students.
- Dr. Ed Fickley presented Engaging Students Using Digital Storytelling Techniques.
- Dr. Cody Raper and Emily Raper presented two sessions: 50 Nifty Tech Tools for the Blended Learning Classroom and Exploring a Successful 1:1 Rollout From Every Angle: What Teachers and Administrators Need to Know.

Dr. Laing also thanked Emily Raper for her work on the AMLE Board for the past six years.

3.C. *Approval and Presentation of Additional Tenure Faculty

Dr. Dyer explained that these two educators were inadvertently omitted from the tenure list last month.

Motion to approve tenure for the two additional teachers recommended passed with a motion by Mr. Charlie Cogdill 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:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes
Yes: 7, No: 0	

Kelly Kiser congratulated tenure recipients Meghan Guinn and Mallory Pickert.

3.D. *Proposed 2021-2022 Academic Calendar

Dr. Jeff Elliott reviewed two options for the 2021-2022 academic calendars. These calendars have similar breaks, but Option B starts school a few days later. Teachers, parents, and administrators provided feedback on these options. The preference from these groups was Option B, but Option A also received support. Dr. Elliott has spoken with Bradley County on these schedules also. Cleveland State is working to coordinate breaks with our calendar. Board members asked questions about the options.

Motion to approve 2021-2022 Academic Calendar Option B 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:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes
Yes: 7, No: 0	

3.E. *Student Representative Update

Hayes Martin provided an update:

- Winter sports, basketball, wrestling, swimming, and winter guard, are off to a good start.

- JROTC packed boxes with Operation Christmas child.
- Class Play-Offs were last month; they were all good.
- We are finishing classes and preparing for the end of term exams.

3.F. Strategic Plan Update

Dr. Dyer reported that he along with Michael Kahrs and Doug Moore would host a national webinar on rezoning for GuideK12 tomorrow.

Dr. Dyer reported on the Strategic Plan process; this will be similar to the committee process used in rezoning. He introduced the committee structure and provided an overview of each committee. Committees are Steering Committee, Student Success, Articulated Pathways K-12, STEM, Safe and Healthy Schools, Communications, Engaged Workforce. These committees will involve administrators, teachers, parents, and community members. He hopes to have a final product, which will provide a clear focus for the next five years at the May Board Meeting.

3.G. Site Committee

Steve Morgan reported that the busted pipe and roof leak have been repaired. We have ordered equipment for the new CHS Chiller.

3.H. Discipline & Culture Committee Update

Kelly Kiser and Doug Moore provided an update on the Discipline & Culture Committee. The final Steering Committee will be December 12. They will be finalizing the recommendations and hope to have a new Board Policy for review in January.

3.I. Report from TSBA Annual Convention

Board members shared experiences from the TSBA Annual Convention.

Peggy Pesterfield read a reference letter from Representative Scott DesJarlais for former student Nicole Wiley.

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 1101



Booked By

Booked By knox, joey
Email jknox@clevelandschools.org
Phone 4235981118
Pager Cellular

Booking Details

Trip Name CHS Wrestling - Beast of the East Tournament
Status Approved
Trip State Inactive
Created Date 12/9/2019 1:44:00 PM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Holiday Inn Express, 1201 Christiana Rd, Newark, Delaware

Trip Type Round Trip

Trip Package

Trip Departure Date Time 12/20/2019 6:00:00 AM

Trip Return Date Time 12/22/2019 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 knox, joey
Email jknox@clevelandschools.org
Phone 4235981118
Pager Cellular

Attendees

Faculty Landon Reed and Jacob Murphy

Supervising Adults

Number of students 5

Cost per student \$0.00

Number of adults 2

Cost per adult \$0.00

Totals Attendees 7

Categorization

Budget Code 500

Budget Code Description Other

Recommended Min Age 0

Recommended Max Age 0

Educational Objective

Notes

Special Needs and/or

Trip Requirements

Driving Directions

Required Services

Transportation Type Car

Number Of Vehicles 1

Trip ID 1102



Booked By

Booked By Christian, Miles
Email mchristian@clevelandschools.org
Phone 4235842053
Pager Cellular

Booking Details

Trip Name CHS Boys Soccer - Smoky Mountain Cup
Status Approved
Trip State Inactive
Created Date 12/10/2019 2:23:00 PM

Departing Location Cleveland High School
Organization Overnight
Trip Destination Sleep Inn - 335 Parkway, Gatlinburg, TN, 37738
Trip Type Round Trip
Trip Package

Trip Departure Date Time 3/27/2020 1:00:00 PM	Trip Return Date Time 3/28/2020 11:00:00 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 Christian, Miles
Email mchristian@clevelandschools.org
Phone 4235842053
Pager Cellular

Attendees

Faculty Miles Christian, Tom Marino
Supervising Adults
Number of students 20 **Cost per student** \$0.00
Number of adults 2 **Cost per adult** \$0.00
Totals Attendees 22

Categorization

Budget Code 500
Budget Code Description Other
Recommended Min Age 0 **Recommended Max Age** 0
Educational Objective

Notes

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

Required Services

Transportation Type Car
Number Of Vehicles 5

Proposed 2020 Annual Agenda

January

Elect Officers: Chairman/Vice-Chairman/Chairman Pro-Tem
Review and Approve Revised Annual Agenda
National School Board Week
School Highlights
~~TLN Report~~
Site Committee Report

February

Appointed Committees:
Tennessee Legislative Network Representative to TSBA - one member (sent to TSBA)
Insurance Committee – Reappoint Present Members
Site Committee – two members and the Director
Other Committees
Director's Evaluation
Transportation Update
School Highlights
~~TLN Report~~
Site Committee Report
Appoint Review Team for Charter School Policy (if necessary)

March

School Safety Resource Update
Recognize Teachers-of-the-Year
Budget Meeting
School Highlights
~~TLN Report~~
Site Committee Report

April

Report from SCOPE Participants
Present Cleveland High Course of Study Handbook and Curriculum Changes for Following Year
Approval of School Fees
Plan and Schedule Recognition of Teachers ~~for National Teacher Appreciation Week~~
Adopt Textbooks
Announce End-of-Year Dates: Graduation, Honors Programs, Baccalaureate, etc.
School Highlights
~~TLN Report~~
Site Committee Report

May

~~Honor Newly Tenured Teachers – from December~~
Recognize Participants in Model United Nations
Set Tuition Rates (if changed)
Report on NSBA Annual Conference
School Highlights
~~TLN Report~~
Site Committee Report

June/July

Approve Consolidated Plan
Amend Budget, if necessary
Report on Strategic Plan
Child Nutrition Program Food/Supply Bid
Approval of DHA Committee – first and second semester
Prepare School Visitation Schedule
School Highlights
~~TLN Report~~
Site Committee Report
BCPEF Joint Meeting with Bradley County Board of Education

August

Honor Retirees
Recognize New Teachers
Make TSBA Fall District Meeting Plans
School Highlights
~~TLN Report~~
Site Committee Report

September

~~Finalize Plans for TSBA Fall District Meeting~~
Plan and Appoint Delegates to TSBA Annual Conference
Director of School's Annual Report
Report on School Attendance and Enrollment
School Highlights
~~TLN Report~~
Site 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
Announce Dates for NSBA Annual Conference and NSBA Advocacy Institute
School Highlights
~~TLN Report~~
Site Committee Report

November

Report on State LEA Compliance
Special Education Update
Energy Program Update
School Highlights
~~TLN Report~~
Site Committee Report

December

~~Honor Newly Tenured Teachers~~ – move to May

Present Proposed School Calendar

Report from TSBA Annual Conference

School Highlights

~~TLN Report~~

Site Committee Report

Agenda Items to be Addressed as Needed

Accountability of Student Achievement Reports

Budget Amendments

Special Budget Requests

Policy Reviews

Overnight Field Trips

Strategic Plan Initiatives

New Instructional Initiatives Report

Committee Reports

Transportation Department



2020/2021

School Calendar

- Regular School Day
- Abbreviated Day
August 3, December 18, May 21
- School-Level Sessions (AM) and District Convocation (PM) (All Staff attend sessions/ No Classes)
July 27
- Teacher In-Service (No Classes)
July 28, 29, 30, and January 4
July 24 – Self-Selection
(6 hours in lieu of this date)
- Teacher Workday (No Classes)
July 31
(Two More Work Days at Teacher's Discretion and documented with building administrator)
- Parent Conferences (No Classes)
November 3 (12 noon – 7:00 p.m.)
- Staff Development (No Classes)
October 2 (AM: District; PM: School)
November 23 (Safe Schools Faculty/Staff Online)
January 5 (AM: District; PM: School)
April 5 (Schools May Choose After-School Parent Conferences in lieu of attendance on Apr 5; Paraprofessionals may use this day in lieu of Back-to-School Week Activities)
May 14 (District)
- Holiday (Schools and AOB Closed)
 - July 2 (Independence Day Holiday)
 - September 7 (Labor Day)
 - October 5-9 (Fall Break)
 - November 24-27 (Thanksgiving)
 - December 21-January 1 (Christmas/New Year)
 - January 18 (Martin Luther King Day)
 - February 15 (President's Day)
 - March 8-12 (Spring Break)
 - April 2 (Easter Break)
 - May 31 (Memorial Day)

Report of Progress Information Periods

- Grading period 1:* Aug 3 - Oct 2 (44 days)
Paper Reports issued: October 23
- Grading period 2:* Oct 12 - Dec 18 (45 days)
Paper Reports issued: January 15
- Grading period 3:* Jan 5 - Mar 5 (42 days)
Paper Reports issued: March 26
- Grading Period 4:* Mar 15 - May 21 (49 days)
Paper Reports issued: May 21

JULY 2020						
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AUGUST 2020						
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SEPTEMBER 2020						
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OCTOBER 2020						
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NOVEMBER 2020						
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DECEMBER 2020						
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JANUARY 2021						
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FEBRUARY 2021						
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MARCH 2021						
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APRIL 2021						
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MAY 2021						
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JUNE 2021						
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LEASE AGREEMENT

CLEVELAND CITY SCHOOLS (“Landlord”), and **ROCK BRIDGE COMMUNITY CHURCH**, a Georgia nonprofit corporation and a religious institution, with its principal office and headquarters located in Dalton, Georgia, (the “Tenant”) enter into this Lease Agreement effective December 1, 2019.

RECITALS

A. The Landlord controls certain real estate known as the Cleveland Middle School located at 3635 Georgetown Road in Bradley County, Tennessee. This real estate is an operating educational institute operated as part of the Cleveland City School System.

B. The Tenant is a non-profit religious institution exempt from the payment of federal income taxes by the United States Internal Revenue Code [26 U.S.C. 501(c)(3)].

C. The Tenant has requested to lease, and the Landlord is willing to lease the theater and the rooms on the music wing rooms at Cleveland Middle School for an initial period of time not to exceed six (6) months. These areas to be leased by the Tenant are collectively referred to herein as the “Leased Premises.”

D. The parties have negotiated and agreed upon the terms and conditions of this Lease and desire to set forth their agreement in writing.

Therefore, for good and valuable consideration, the sufficiency of which is agreed upon by the parties, the parties enter into the following agreement.

AGREEMENT

1. Lease:

The Landlord leases to the Tenant the Leased Premises which is comprised of the theater and music wing rooms at Cleveland Middle School. No other areas in Cleveland Middle School are being leased to Tenant pursuant to this Lease. Furthermore, Tenant agrees that its lease of the Leased Premises is limited in time to Sunday services from 6:45 a.m. EST until 12:30 p.m. EST and 4:00 p.m. EST until 9:00 p.m. EST. Additionally, Tenant shall be permitted to use the Leased Premises on first Wednesday of each month from 4:00 p.m. EST until 8:00 p.m. EST.

2. Term:

The term of this Lease is for a period of six (6) months beginning December 1, 2020 and continuing until June 1, 2020. This Lease shall terminate automatically at the end of the six (6) month period and the Tenant shall vacate the Leased Premises if the parties have not reached a written agreement, signed by both parties, as to the continuation of the lease.

3. The Tenant's Rent and Related Obligations:

(a) The parties hereto have negotiated and agree that at this time a fair market rental value for the Leased Premises is \$700.00 per week plus an additional weekly fee of \$72.00 for cleaning the Leased Premises. However, instead of Tenant paying this weekly rental amount to Landlord, Landlord and Tenant have agreed that Tenant shall make certain improvements to the Leased Premises which shall be completed on or before January 15, 2020 as follows:

- i. In the theater, Tenant shall remove roll carpet, strip the glue from any concrete and replace the carpet with 18x18 carpet tiles with reducer strips for stair noise. All carpet tiles shall be approved by the Director of Operations for Cleveland City Schools prior to purchase and/or installation by Tenant. Additionally, and prior to any installation of carpet tiles, the Director of Operations for Cleveland City Schools shall be entitled to inspect the work performed to prepare the theater for the installation of the new carpet and determine whether or not the preparation of the site is sufficient for the installation. The decision of the Director of Operations for Cleveland City Schools shall be final and the Tenant shall

comply with his directions in all regards.

- ii. In the theater, Tenant shall rebuild and reupholster the portable stage stairs with carpet coordinating with the carpet tiles being installed. The Director of Operations shall be entitled to pick and approve the material being used to reupholster the stairs prior to the installation of the same.

(b) For so long as the above listed improvements are timely completed and to the satisfaction of the Director of Operations for Cleveland City Schools, the Tenant will not be required to pay any rental amounts to Landlord during the term of the Lease. However, during the term of the Lease the Tenant shall pay \$72.00 weekly to Landlord for the cleaning fee. This amount shall be paid to the Landlord in advance of each month.

(c) Landlord and Tenant further agree that any and all improvements, equipment, and furniture installed and/or performed by Tenant attendant to this Lease or the occupancy of Tenant in the Leased premises shall stay with the Landlord and be the Landlord's exclusive property upon the termination of this Lease or default of Tenant.

(d) In the event that Tenant is unable or unwilling to complete the improvements to the Leased Premises consistent with the provisions outlined above and to the satisfaction of the Director of Operations for Cleveland City Schools, then Tenant shall be liable and pay to Landlord the fixed sum of \$21,850.00 as liquidated damages. The parties stipulate and agree that damages in the event of a default in this Lease by Tenant are difficult if not impossible to quantify and that \$21,850.00 is the value of the labor and materials for the work referenced herein above. Until paid in full, Tenant agrees that this amount of liquidated damages shall accrue interest at the rate of 7% per annum from the date of Tenant's default under this Lease.

4. Maintenance and Upkeep:

(a) The Tenant shall maintain and keep in good repair the Leased Premises, including without limitation the removal of all trash from the Leased Premises after each use.

(b) Should Tenant, its employees, or any of its invitees or guests cause any damage to the Leased Premises or any other property, personal or otherwise, of Cleveland City Schools or Cleveland Middle School during the term of this Lease the Tenant shall be liable for the cost of the repair and/or replacement of the damages property. Furthermore, Tenant agrees to indemnify and hold harmless Landlord from any damage caused by Tenant, its employees, or any of its invitees or guests during the term of this Lease.

(c) Any damage occurring to the Leased Premises during the term of this Lease shall be immediately (within eight (8) hours of the damage occurring or the Tenant's notice of the damage occurring) be reported to the Director of Operations for Cleveland City Schools. A failure to immediately report any damage shall be considered a default of this Lease and, at the exclusive option of the Landlord, result in the termination of this Lease.

5. Liability Insurance: During the term of this Lease, the Tenant will maintain liability insurance coverage issued by a recognized, solvent insurance company acceptable to the Landlord, with limits of no less than one million dollars (\$1,000,000) for personal injury to one person, two million dollars (2,000,000) for personal injury to two or more persons in one incident, and five hundred thousand dollars (\$500,000) for property damage per occurrence, with the Landlord named as an additional insured for purposes of protecting the Tenant and the Landlord from actions brought by any person or persons who may sustain bodily injury or property damage on or about the Leased Premises, or as a result of the Tenant's use of the Leased Premises. The Tenant will furnish the Landlord with proof of insurance upon signing of the Lease and as may be requested thereafter.

6. Use of the Premises: The Tenant will use the Leased Premises as part of its ministry and religious programs and not for any other purpose without written consent from the Landlord. The use of the Leased Premises for any other purpose not approved in writing by the Landlord may result in the termination of the Lease at the exclusive option of the Landlord.

7. Waiver of Subrogation and Recovery: Each party waives all right of subrogation or recovery against the other party to the extent the loss is covered by insurance. This waiver will be effective only if the waiver does not affect adversely the right of a party to recover under any applicable insurance policy of the party making the waiver.

8. Tenant's Personal Property and Fixtures: The Tenant releases the Landlord from any responsibility or liability for loss or damage to the Tenant's equipment, fixtures, or personal property that may result from fire, theft, or other casualty, hazard, or occurrence on the Leased Premises, and the Tenant will hold the Landlord harmless from any and all such claims or loss.

9. Assignment/Subletting of Lease: The Tenant shall not assign this Lease or sublet the Leased Premises.

10. The Landlord's Access to, Use of, and Right to Inspect the Leased Premises: The Landlord reserves the right to enter the Leased Premises at all reasonable hours to inspect the condition of the Leased Premises, but does not have a duty to do so except as otherwise provided for herein.

11. Installation of Equipment and Alterations: The Tenant may install such fixtures and equipment as may be reasonably required to operate and conduct the Tenant's programs and use of the Leased Premises after obtaining written authorization from the Landlord. Upon completion of any work performed by the Tenant, the Landlord will be advised so an inspection can be performed. If any electronic or electrical equipment is installed it must be done in accordance with the building codes for the State of Tennessee. The aforementioned fixtures and equipment will be regarded as part of the Leased Premises once installed and the Tenant shall retain no right to remove the same from the Leased Premises upon termination of this Lease but instead said fixtures and equipment will be considered the property of the Landlord. Except as otherwise provided herein, the Tenant shall not alter the improvements situated upon the Leased Premises without first obtaining the Landlord's written consent.

12. Notice: All notices required to be given by the parties will be in writing, and will be served by mailing the same by certified mail with a return receipt to the following addresses:

The Tenant:

John D. Boreing, or his successor
Rock Bridge Community Church
121 W. Crawford Street
Dalton, GA 30720

The Landlord:

Russell Dyer, or his successor
Cleveland City Schools
4300 Mouse Creek Road, N.W.
Cleveland, TN 37312

13. Damage from Fire or the Elements: If the Leased Premises are damaged by fire or the elements, and if the Landlord in its sole discretion determines the Leased Premises are damaged so as to render them untenable, the Lease shall terminate and the parties shall be relieved of their respective obligations as herein provided.

14. Compliance with Laws and Ordinances: At its sole expense, the Tenant will obtain all permits and licenses that are required, if any, for the Tenant to conduct its business on the Leased Premises as well as any permits and licenses necessary for any improvements contemplated by or provided for in this Lease. The Tenant shall also maintain the Leased Premises to comply with the requirements of all policies of public liability, fire, and other insurance policies maintained by the Landlord and the Tenant on the Leased Premises.

15. Hazardous or Toxic Waste and Materials: The Tenant will not allow the use of hazardous or toxic waste and materials on the Leased premises without the Landlord's written consent. The Tenant will be responsible for any liability due to toxic waste and hazardous materials on the Leased Premises that can be traced to the Tenant. The Tenant shall furnish the Landlord with a list of products used on the Leased Premises if the Landlord consents to the use of such products.

16. Default: If the Tenant:

- fails to do an act required of it;
- does an act that is prohibited in this Lease;
- makes an assignment for the benefit of creditors;
- files a voluntary bankruptcy;
- is adjudicated bankrupt or insolvent; or
- abandons or vacates the Leased Premises before the end of the term,

the Tenant is in default. If the Tenant does not cure the default within 48 hours after notice of default from the Landlord, the Landlord may correct the default and, in addition to the other remedies provided for herein, sue to recover the expenses incurred in correcting the default; or the Landlord may terminate this Lease and re-enter the Leased Premises and take possession. The Tenant waives notice to vacate, other than notice of default, and agrees to surrender possession of the Leased Premises quietly and peacefully without legal process or action if the Landlord elects to terminate the Lease and retake possession. In the event of a default that also leaves any of the Leased Premises in a state of disrepair and/or damage that renders any portion of the Leased Premises not usable for its intended purpose, the Landlord may sue the Tenant for the fair market rental value of the Leased Premises in addition to each and every other remedy

available to the Landlord for a default by the tenant, including, but not limited to, liquidated damages as provided herein.

Should Landlord undertake any action to collect amounts due under this Lease from Tenant or if Landlord should bring any action against Tenant arising as a result of a default under this Lease, the Landlord shall be entitled to recover its reasonable attorney fees, costs, and expenses against the Tenant in addition to any other relief it may be entitled to.

Re-entry and repossession by the Landlord will not extinguish any claims the Landlord has against the Tenant for past-due rent, or for damages to the Leased Premises, or for any other claim against the Tenant arising out of the tenant's default, including a claim for any expenses incurred in correcting the Tenant's default, nor will it preclude the Landlord from pursuing any legal remedy against the tenant.

17. No Waiver of Default: The failure of the Landlord to declare a default or to exercise a right under this Lease does not waive that default or right and does not waive a future default or right. A waiver of a default or right by the Landlord must be in a writing signed by the Landlord to be effective against the Landlord.

18. Indemnity: The Tenant will defend, indemnify, and hold harmless the Landlord from any and all liability and each demand, cause of action, loss, cost, damage or expense (including reasonable attorney's fees and litigation costs and expenses) incurred by the Landlord from a default by the Tenant or in connection with, or growing out of this Lease, or the Tenant's operation of its programs.

19. Subordination: This Lease is subordinate to any lien to secure any indebtedness that the Landlord voluntarily places on the Leased Premises, even if the lien is recorded after the date of this Lease.

20. Quiet Enjoyment: The Landlord covenants that the Tenant will have, hold, and enjoy the Leased Premises quietly and peacefully, during the term of this Lease or any renewal, conditioned upon prompt payment by the Tenant of each installment of rent as the same becomes

due and upon proper performance of the Tenant's responsibilities under this Lease.

21. Binding Effect: This Lease binds and benefits the parties and their respective successors.

22. Holdover: If the tenant occupies the Leased Premises after this Lease ends, the Tenant's occupancy is on a week-to-week basis at 200% the stated fair market rental value provided for herein and with the Tenant being responsible for all the Tenant's duties and obligations under the Lease.

23. Surrender of Leased Premises: Upon termination of this Lease, the tenant will surrender possession of the Leased Premises peacefully and quietly to the Landlord in as good a condition as they were in when entered upon, except for normal wear and tear. The Tenant waives notice to vacate whether termination is by lapse of time or by the Tenant's default.

24. Severability: If a court of competent jurisdiction finally determines that any of this Lease is invalid or unenforceable, the other parts remain valid and enforceable.

25. Entire Agreement: This Lease contains the entire agreement of the parties to the Lease. To be effective, any amendment to the Lease must be in writing and signed by the parties. Course of conduct will not, under any circumstance, constitute a modification of this Lease.

26. Governing Law: The laws of the State of Tennessee govern the construction and enforcement of this Lease. The parties stipulate and agree that the Courts of Bradley County, Tennessee are the exclusive venue for any legal actions to enforce or interpret this Lease or the parties obligations hereunder, including any actions whatsoever for damages.

IN WITNESS OF THE ABOVE, the parties execute this Lease Agreement.

CLEVELAND CITY SCHOOLS, Cleveland, Tennessee

_____ By: _____
Date Dr. Russell Dyer, Director of Schools

ROCK BRIDGE COMMUNITY CHURCH

_____ By: _____
Date John D. Boreing, Director of Strategic Initiatives

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 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 30 cyber-bullying, and/or hazing)

31 **MISBEHAVIORS: LEVEL III**

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

34 *Examples (not an exclusive listing)*

- 35 • Continuation of unmodified Level I and II misbehaviors
- 36 • Fighting
- 37 • Vandalism (minor)

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

15 *Disciplinary Procedures*

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

30 *Disciplinary Options*

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

1 MISBEHAVIORS: LEVEL IV

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

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

9 *Examples (not an exclusive listing)*

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

27 *Disciplinary Procedures*

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

37 *Disciplinary Options*

- 38 • **Ten (10) days Out-of-School Suspension or long-term suspension**

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

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

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

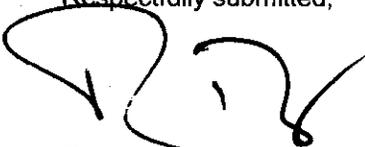
Cross References

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 Schools
Financial Report
November 2019**

Balance on hand November 1, 2019	3,211,284.21
 RECEIPTS	
City Clerk's Monthly Report	4,048,017.83
Contributions & Gifts #44570	6,356.90
Retiree Ins #44160	-351.19
Misc. Refund #44170	-667.75
Interest Earned	<u>4,220.66</u>
	 <u>7,268,860.66</u>
 DISBURSEMENTS	
Instruction	2,202,683.22
Special Education	327,042.79
Vocational Education	106,988.85
Attendance	8,936.93
Health Services	42,190.30
Other Student Support	138,672.21
Regular Instruction Support	144,873.21
Special Education Support	10,989.75
Vocational Education Support	13,442.30
Technology Support	47,669.05
Board of Education	9,986.29
Office of the Superintendent	58,187.52
Office of the Principal	259,844.17
Fiscal Services	28,478.31
Operation of Plant	191,278.73
Maintenance of Plant	119,471.59
Transportation	113,611.99
Food Service	7,206.84
Community Services	0.00
Early Childhood Education	90,836.71
Regular Capital Outlay	0.00
Education Debt Service	<u>0.00</u>
	 3,922,390.76
Retirement paid	359,246.69
Retirement withheld not paid	-357,118.48
 Balance December 1, 2019	 <u>3,344,341.69</u>
	 <u>7,268,860.66</u>

Respectfully submitted,



Russell Dyer
Director of Schools

Personnel Items – December 2019

Appointments

Childress, Yvette. BB, Cafeteria Monitor, eff. 12/9/2019

Kirkpatrick, Kristen. CHS, Assistant, eff. 1/7/2019

Person, Anne. CHS, Teacher, eff. 1/6/2019

Pursell, Susan. Stuart, Speech & Language Pathologist, eff. 12/16/2019

Resignations

Coppler, Sharon. BB, Assistant, eff. 12/20/2019

Nicholson, Jason Matthew. CMS, Assistant, eff. 12/20/2019

Retirements

Gardner, Ruth. CHS, Admin. Assistant, eff. 1/1/2020

Pruitt, Jancie. Nutrition Bookkeeper, eff. 6/30/2020

Transfers

Leaves of Absence

Reid, Hilary. (Maternity) CHS, Teacher, eff. 2/15/2020

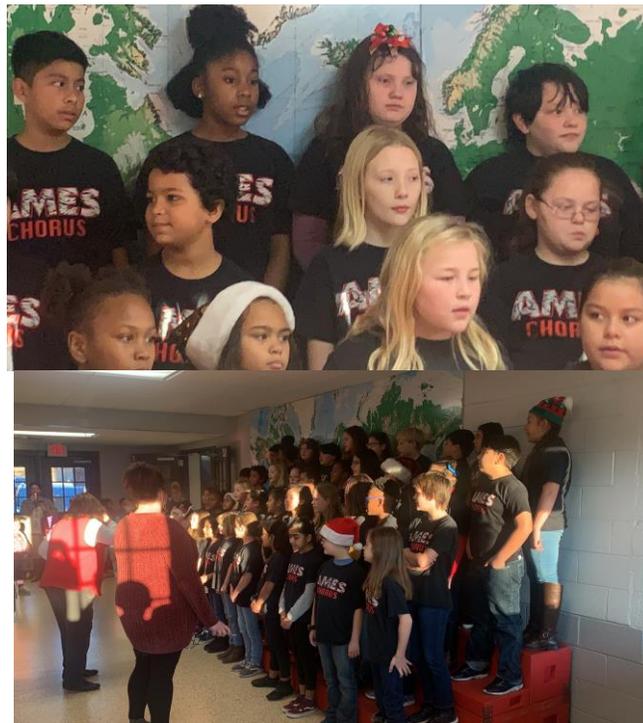
Arnold Memorial Elementary School Highlights



December 2019

Mix 104.1 Visits Arnold Memorial Elementary School

The local radio station, Mix 104.1 visited Arnold on December 17. The breezeway was bustling with activity as many of our groups were featured. Junior Beta reported on their Caring Christmas tree and other activities. The cast of Frozen Jr. announced the upcoming playdates. Ms. Wallace informed everyone of the exciting future opportunities in which our families can get involved with school life. Our ESL teachers told of the wonderful things happening schoolwide with our English Language Learners. The AMES Chorus treated listeners to a variety of holiday songs.



Leigh Ann Sprouse

You could search far and wide and it would be hard to find a teacher as dedicated as Ms. Leigh Ann Sprouse. Ms. Sprouse has devoted the past 38 years to children at Arnold Memorial School. She has gained experience in many positions. Ms. Sprouse has taught kindergarten, first grade, second grade, fourth grade, fifth grade, reading recovery, intervention groups and reading groups. We are proud to work with an educator who has stuck with the profession through all the years, all the changes and all the challenges and joys. Through it all, she has maintained her sense of humor. Ms. Sprouse refuses to have her picture taken. Surely, 38 years of service has earned her that privilege!

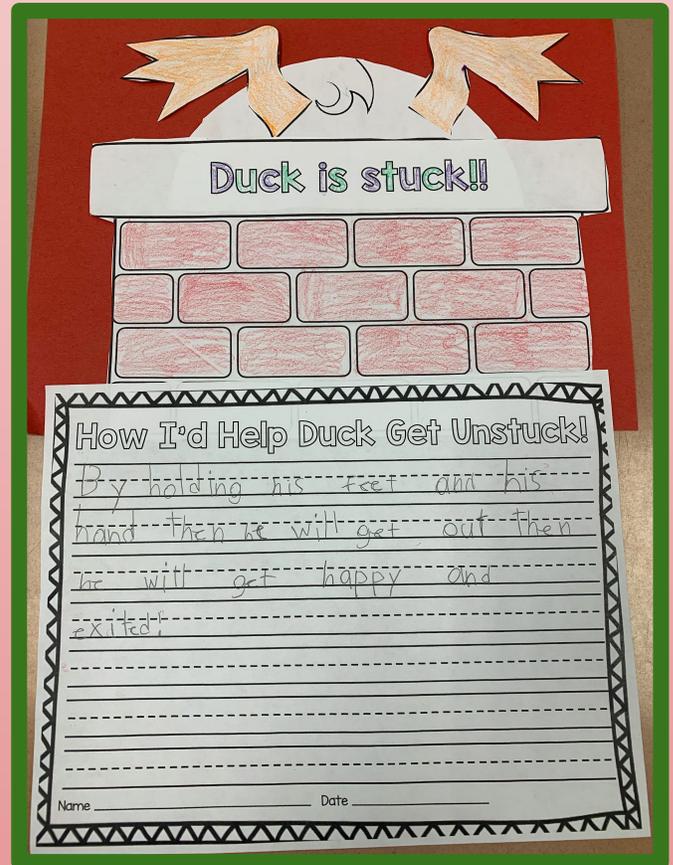
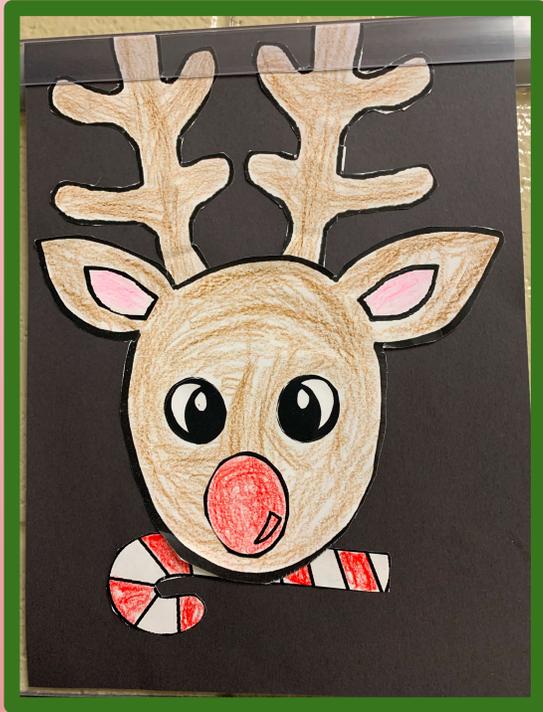


Nilayah Sharp

Nilayah is a spectacular second grade student at Arnold. She has made tremendous progress this semester! Her scores have improved on assessments in both EasyCBM and iReady. Nilayah has been determined to complete her nightly reading assignments and her determination has paid off. Nilayah now reads 121 words per minute! Nilayah is not only a good reader, but she is also a good friend. Nilayah is kind to everyone around her. She helps in the classroom by taking care of the class plant which has grown significantly under her care.



Blythe-Bower Elementary School Highlights



This month in first grade at Blythe-Bower Elementary, we achieved our goals in reading and math and had a goal setting party with many fun games. We enjoyed various writing activities that highlighted all the many types of creativity in all genres.



Name JAXON

What gifts do you think your teacher wants for Christmas and why?

one of the best things
and because she might think it
smets good and it's nice
and because it's cool stuff
Christmas songs are a Christmas
thing for Christmas because
it fits for
Christmas and a teacher
for Christmas with some
books to read because it's fun



I'll take seconds



I can give it my all by...

Be kind to others and
Be nice and sweet too
but on wednesday my gramma
need help and I help her
and I help my friends
and my teacher and I
Love my teacher and
my friends are sweet and Be a
great friend and waiting for
others and do not be rude
to others like this- you are so
nice and do not say
that to your friends and
teachers

By: DZ janner



Cleveland High School School Highlights

E



Engage

Dustin Fromm

Leadership/TVEC/FX

I love to teach at CHS because of what walks around our hallways daily and that's our students. Everyday is an opportunity to build a new relationship and learn from someone else and CHS has got some 'flippin' studs to learn from! Iron Sharpens Iron

X



eXplore

Cari Bosserdet

ESL

It is all about my students! It is not just about helping them grow academically but growing into young adults. I love getting to be "otra mama" for students and being there for them on their bad days. I wear their tears on my shoulders as a symbol of their trust in me and of my caring and ability to get them get through the tough things. Oh, and I get to work with some pretty awesome people too!

C



Communicate

Valerie Capps

Alg 2/Pre-Calculus

I love to teach at CHS because of the people I work with. We are a work family, and all of my colleagues are always willing to help in any capacity. I also love my students at CHS!

E



Empower

Ginger Crouch

Health Science

Mornings at CHS are my favorite part of the day. Students stop by my room to say hello, or tell me what is going on in their world as they head to first block and it just starts my day out right! I love teaching health science, it is my thing, but the students are why I come back everyday. I hope to Empower them, but the truth is they Empower me.

L



Launch

Eric Phillips

Leadership/Wellness

I love teaching at Cleveland High School because we have the most amazing students. They truly want to learn, and I believe they aspire to be great people. I also love Cleveland High School because we have such amazing colleagues and administration. I truly feel like this place is a family and everyone wants what is best for me and our students.

Raider Norms

Work Hard. Get Smart. Be Nice.

Class of 2020



Kaitlyn Madson

National Honor Society, Mu Alpha Theta, Prom planning committee, and Anchor Club Treasurer

*I love being a student at CHS because I always feel cared about as a person, not just as a student. Whether it is in or out of the classroom, I always know I have someone that will push me to succeed. The teachers, counselors, and other staff at Cleveland are what make being a student at CHS so great.

Class of 2021

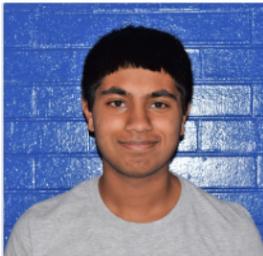


Austin Choate

National Honors Society, Science National Honors Society, French National Honors Society, and Beta club

*I love being a student at CHS because of the staff and how personable the teachers are.

Class of 2022



Rishi Soni

FIRST Robotics, Student Government Association, NHS, Soccer, Environmental Awareness Association, Science Olympiad, and Mu Alpha Theta (Math Team)

*I love being a student at CHS because of the wonderful teachers and school spirit.

Class of 2023



Reece Meagher

Football/Wrestling cheer squad, HOSA, Leadership

*I love being a student at CHS because we have so many great opportunities to be involved. There are so many different clubs, classes, sports, etc. Overall, our atmosphere of the school is so much fun and I am so thankful to be part of such a great school!

► **GROWTH!**

In This Issue: CMS has amazing students and teachers! See how we recognize our students for their achievements!

► **NEW TEACHER**

In This Issue: Meet a new-to-CMS teacher, Stephen McClellan, who serves on the related arts faculty.

► **STUDENT SPOTLIGHT**

In This Issue: Carter Haun is a 6th Grader on the Yellow team. Learn more about him and his time at Cleveland Middle.

cmsraiders.com

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Facebook: fb.me/RaidersCMS



JANUARY 2020

CLEVELAND MIDDLE SCHOOL



● **Beta Club**

Students in the CMS Beta Club volunteered their time to help the Salvation Army.

● **Raider Times**

Students in Raider Times visited Legacy Village to give out cards.



MEET: CARTER HAUN

Carter Haun is a 6th grader on the 6 Yellow team here at Cleveland Middle School. Before coming here, he was at Stuart Elementary Bulldog.

Carter's favorite subject is writing because it give him the freedom to communicate with others, and it allows him the chance to be creative.

Carter has two favorite teachers: Mrs. Riggins and Mrs. Williams. They're his homeroom teachers, but above that, he loves how kind and gracious they are to him in regards to both



academics and everything else.

Carter enjoys running cross country, and he plans to play golf in the spring. He enjoys running, and golf allows him to have fun and "hit the golf ball really hard and far!"

Carter is a regular attender of FCA, and he is very active in his church, First Baptist Cleveland. He has 5 siblings (1 brother and 4 sisters). He admits that his house can get a little crazy at times...

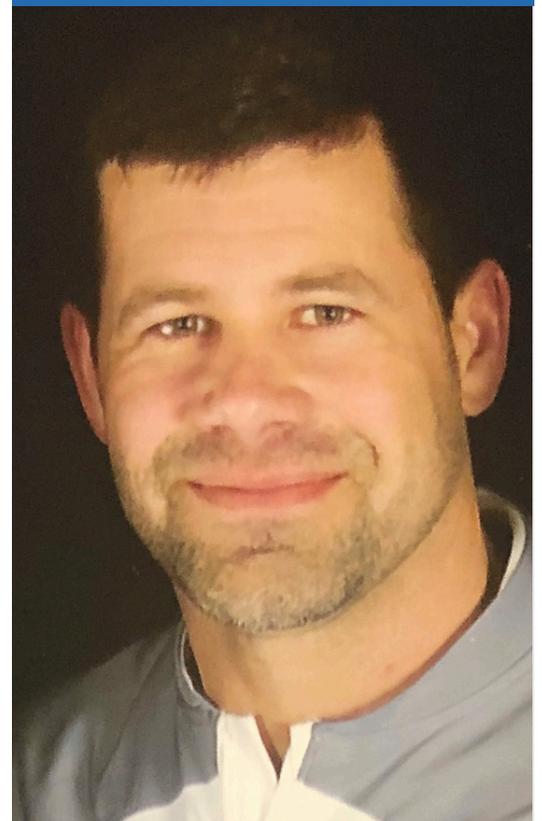
In his free time, Carter likes to shoot and edit videos. He's a technology wiz-kid, and you can often catch him flying drones in his backyard. He also has a musical side. Carter often plays the drums when he can find the time. When he grows up, Carter hopes to be a photographer or videographer. However, he still hopes to be able to play the drums on the side wherever they'll let him.

WRESTLING

The Wrestling Team won first place in the Dragon Duals, Boyd Buchanan Duals, Heritage Duals, The Raider Rumble, and The Tennessee Valley Wrestling Conference tournaments.

Chase Walker and Piper Fowler were undefeated for the season. The team was led by captains Cy Fowler, George Emendorfer, Piper Fowler, Camden Lockerby, and Memphis Palelei.

Additionally, Cleveland Middle School is proud to congratulate head coach Eric Mountain for earning his 200th dual meet win!



STUDENT RECOGNITION FOR GROWTH

Cleveland Middle School celebrated its students who made growth on the iReady assessment between the fall and winter benchmarks through a special awards ceremony. Parents were invited and filled the bleachers. Additionally, each student received an ice cream sandwich and a certificate to commemorate their achievement. It was a special time to recognize these students.



Please Welcome: Mr. Stephen McClellan

Stephen McClellan grew up in Dalton, Georgia but has called Cleveland his home for the past four years. After graduating from Christian Heritage School in Dalton in 2006, Stephen played basketball at the U.S. Air Force Academy Prep School and UT Chattanooga before finishing his career at Lee University. Once at Lee, he graduated with an undergraduate in history and went on to get his master's degree in education.



Stephen is in his 8th year of teaching. He has taught three years at Christian Heritage School in Dalton, two years abroad in Bandung, Indonesia, and is in his third year at Cleveland Middle School. At CMS, Stephen teaches 7th and 8th grade Related Arts (Leadership Development), 6th-8th grade RTI-B (Behavior), and coaches boys basketball.

Stephen says, "I love getting to call CMS my home. There are so many things that this school does extraordinarily well. From the faculty to the staff to the administration, it truly is a unique work environment—one that I am blessed to be a part of."

In addition to being a teacher, Stephen is also a published author. His first novel, *To Dance*, was released in December of 2018. When he is not teaching or writing, Stephen loves to travel with his wife, Megan, read at coffee shops, binge watch Netflix series, go to NASCAR races, and spend time with family and friends.

School Highlights

For

Mayfield Elementary – January 2020

Writing Letters to Santa

Santa Claus has come to town! A host of Mayfield families took part in our annual 'Writing Letters to Santa' event. Students have the opportunity to write, present their letter to Santa, make an ornament and leave with Christmas cookies. Dr. Kay Simpkins was the host for this family event.



Annual Christmas Program

There were many moving parts to our annual Christmas program this year as student gave an awesome rendition of *The Nutcracker*. There were toy soldiers, Russian dancers, sugar plums, Chinese ladies, narrators, flowers and a full choir to back them up. Our parents and extended families packed out Pangle Hall on this chilly evening. Thanks to Mrs. Cheryl Gilbert and all the teachers who assisted as well as the hard work of the students in putting this program together.



Girls On The Run



The Mayfield chapter of Girls on the Run recently completed a community project where they handed out cookies and Christmas cheer to some of the residents of the Nora Chambers dorm at Lee University. Way to go, gals!

Dr. Bigham Completes GASL Program

Dr. Jessica Bigham recently graduated from the Governor's Academy for School Leaders. This two-year program included monthly training sessions in Nashville as well as week-long intensives in the summer. Dr. Bigham's 'problem of practice' study centered around improving behavior in the classroom and highlighted some of the practices we are implementing at Mayfield.



Rotary Book Distribution



Mrs. Kellye Bender, Elementary Supervisor and local Rotary Club member, stopped by just before Thanksgiving break to deliver books to our 1st and 2nd graders. This project is intended to inspire students to continue reading over a long break. Students are encouraged to read the books to family and friends outside of school as well. We appreciate the Rotary Club placing these books in the hands of our students.



STUART

ELEMENTARY

Love • Learn • Lead

December 2019 Highlights

This is an exciting year for the Stuart ESL program. There are 54 students serviced daily, nine of which are newcomers. These children work very hard and are very eager to learn!

ESL students at Stuart are so excited to come to school and work in the morning lab. They come before school every morning to improve their English language skills by completing levels in the computer program Kids A-Z. Hard work and perseverance earns a trip to the treasure box!





Our Kindergarten ELs are so excited to learn new words every day.

The 1st and 2nd grade ELs are always ready to tackle new challenges.

The 3rd grade ELs are making amazing progress in listening, reading, writing and speaking English.

The 4th and 5th grade ELs are improving English Language skills on a daily basis as they prepare for their quickly approaching middle school years.

The success of Stuart's ESL program would not be possible without the hard work and effort of our amazing ESL teachers, Mrs.

Nikki Burton and Mrs. Erin Holland. Mrs. Burton has been at Stuart for three years, and Mrs. Holland has been at Stuart for five years. Their passion and love for the ESL students comes through on a daily basis. They work tirelessly to ensure that all of the students can achieve success. Last school year, Stuart graduated 15 students from the ESL program! Stuart is grateful for Mrs. Burton and Mrs. Holland.





January 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
			1 <i>New Year's Day – No Classes</i>	2 <i>Christmas Break – No Classes</i>	3 <i>Christmas Break – No Classes</i>	4
5	6 <i>In-Service Day – No Classes</i> 5:30 – BOE Meeting @ AOB	7 <i>Staff Development – No Classes</i>	8	9	10	11
12	13	14	15	16	17	18
19	20 <i>MLK Day – No Classes</i>	21	22 11:30 – Board Visit @ Candy's Creek Cherokee	23	24	25
26	27	28	29	30	31	



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 11:30 – Board Visit @ CHS	19	20	21
22	23	24	25	26	27	28
29	30	31				