

**RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128**

**October 14, 2021
5:00 P.M.**

AGENDA

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. MOMENT OF SILENCE**
- 4. APPROVAL OF AGENDA**

Recommended Approval---motion to approve the agenda as presented.

5. APPROVAL OF CONSENT AGENDA (TAB 1)

**A. Minutes: September 28, 2021 Policy Committee Meeting
September 30, 2021 Board Meeting**

B. Community Use of Facilities

C. Out of County Transfer Student (1)

D. Request to Purchase:

The Technology Department would like to purchase from TN Statewide Contract #209-72308- (1) One 2022 VF3L16-Dodge Ram ProMaster 3500 Cargo Van from TT od Columbia at a cost of \$40,843.29.

To be funded from General Purpose Funds.

E. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Juliet Oncale	NTE \$1,200.00	Blackman High	School Funds-General/Admin	Supervise Friday School
Michael Happel	NTE \$500.00	Blackman Middle	School Funds-Girls Soccer	Assistant Girls Soccer Coach
Dusty Stearns	NTE \$500.00	Central Magnet	School Funds-Middle School Volleyball	Tournament Director
Jacqueline Crawley Harrison	NTE \$700.00	Central Magnet	School Funds-HS+MS Girls and Boys Basketball	Bookkeeper
Brandon Bassham	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Mac Jones	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Alan Pepper	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Joey Reed	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Bo Tollett	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Todd Williamson	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Joseph Wilson	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Brandon Bassham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Richard Bolden	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Dee Friese	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Isaac Haley	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Mac Jones	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Chris Lynch	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
John McClaran	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Michael McClaran	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools

Alan Pepper	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Darren Shanks	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Jennifer Snell	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Lucas Thompson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
William (Bo)Tollet	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Joseph Wilson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County Schools
Andrew Chunn	NTE \$5,000.00	Oakland High	Oakland Band Boosters	Band Staff
Michael Daniels *6	NTE \$2,000.00	Oakland High	School Funds-Various Athletics and Other Groups	Bus Driver
Keith Stanley	NTE \$1,440.00	Rock Springs Elementary	Use of Facilities-Universal Sports League	Open up and clean gym for basketball league
Joshua Carroll	NTE \$2,250.00	Siegel High	School Funds-Cross Country	Assistant Cross-Country Coach
Anaoulum Phimphivong *6	NTE \$700.00	Smyrna High	School Funds-Girls Soccer	Bus Driver
Teresa Darden	NTE \$1,000.00	Stewarts Creek High	School funds-Cheerleading	Cheer Technique training
Todd Harris	NTE \$8,000.00	Stewarts Creek High	School Funds-General Athletics	Athletic Director-Oversight of Athletic programs at Stewarts Creek High
Riley Powers	NTE \$500.00	Stewarts Creek High	School Funds-Competition Cheer	Cheer Technique training
Anna Laura Williams *5	NTE \$499.00	Stewarts Creek High	School Funds-Band Contest	Scholarship Chair + Coordinator
Maureen Gray	NTE \$2,500.00	Blackman High	School Funds-Volleyball	Assistant Volleyball Coach
Austin Bailey	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Matthew Boyette	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating
Ryleigh Cobb	NTE \$500.00	Eagleville	School Funds-HS/MS Basketball	HS/MS-JV Basketball Officiating

Eric Hawks	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Bobby Leathers	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Ryley McClaran	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Tim McGehee	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Luke Parrish	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Chris Payne	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Robert Smith	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
Kevin Snell	NTE \$500.00	Eagleville	School Funds- HS/MS Basketball	HS/MS-JV Basketball Officiating
TJ Allen	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Austin Bailey	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Grey Barker	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Keydon Bassham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Kolt Bassham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Phillip Bennett	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jim Bingham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Maddox Bouldin	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Caleb Brown	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Brady Burns	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
James Buttery	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

Shane Chapman	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Cadence Chapman	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Anna Grace Clement	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Ethan Cobb	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Carrington Creasy	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Cameron Curtis	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Carissa Curtis	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jordan Davenport	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
David Deaton	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Rhett Deaton	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Brandon Dickerson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Christian Edmondson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Haydon Edmondson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Mike Edmondson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Sara Edmondson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Isaac Gazaway	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

CJ Goers	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Trevor Griffen	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Hannah Hailey	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Eric Hawks	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Ty Heoft	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Tucker Hicks	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Brian Hurst	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Kinslee Inlow	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Bryson Kelley	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Alex Klarer	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Phil Klarer	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Brandon Lamb	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Cason Lamb	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Robert Leathers	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Blake Leonard	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Josh Letzler	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

Greg Logan	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Niketha Love	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Mark Lovinski	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Mary Lynch	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Rodney March	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Eliza McClaran	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Elizabeth MClaran	NTE \$900.00	Eagleville	School Funds- Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Ryley McClaran	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Tim McGehee	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Hayden McMahon	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Josh Moates	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Makayla Moates	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Shelby Mooneyham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Chris Moore	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Hayden Nance	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Luke Parish	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

Cody Pepper	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jeremiah Phillips	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Dylan Pratt	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jessica Preston	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jesse Pruitt	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Lucas Pruitt	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jordan Reed	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Dawson Reed	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jacob Rich	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Tyler Rumley	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Isabella Sawyer	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Devel Smith	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Fant Smith	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jack Smith	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Bobby Snell	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Brooklyn Snell	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

Karah Snell	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Kevin Snell	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Zach Stevens	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Meah Thompson	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Randy Toombs	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Macy Tollett	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Taylor Turnage	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Stephen Turnham	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Kylie Vaughn	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Kaley Walker	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Dylan Watt	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Sydney Williams	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Cole Yoders	NTE \$900.00	Eagleville	School Funds-Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Lillian Henry	NTE \$1,000.00	Riverdale High	Riverdale Band Boosters	Color Guard Technician
Tim Hale	\$20.00/lesson	Oakland High	Oakland Band Boosters	Private Percussion Instruction
Wilson Sharpe	\$20.00/lesson	Oakland High	Oakland Band Boosters	Private Lessons
Thomas Draper	NTE \$5,000.00	Siegel High	Siegel HS Band Boosters	Drumline Technician
Amanda Vogel	NTE \$5,000.00	Siegel High	Siegel HS Band Boosters	Color Guard Tech

Savannah Scott	NTE \$1,000.00	Stewarts Creek High	School Funds-Horticulture	Ag Helper-Greenhouse + Animal
Sloan Moore	NTE \$2,500.00	Stewarts Creek High	School funds-Volleyball	Assistant Volleyball Coach
Sydney Moore	NTE \$2,500.00	Stewarts Creek High	School Funds-Volleyball	Assistant Volleyball Coach
Trevor South	NTE \$1,000.00	Stewarts Creek High	School Funds-Wrestling	Assistant Wrestling Coach
Alek Wells	NTE \$1,000.00	Stewarts Creek High	School Funds-Wrestling	Assistant Wrestling Coach
David Albert	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Paul Bauer	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
John Baugh	NTE \$1,000.00	Stewarts Creek High	School Funds-Band Contest	Division I-SMBC Master of Ceremonies-Contest Announcer
Joe Beckman	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Blair Callaway	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Mark Casey	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Brain Dutton	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Ronald Farmer, Jr.	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Brian Froedge	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Jonathon Jerrell	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Johnny Nails	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Ron Pence	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Joseph Roche	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Jeffery Sacktig	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
Corey Smith	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
James Sturgeon	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
David Veda	NTE \$5,000.00	Stewarts Creek High	School Funds-Band Contest	Competition Adjunction
John Womack, Jr.	NTE \$1,000.00	Stewarts Creek High	School Funds-Band Contest	Division I- Contest Tabulator

****Unless listed as an hourly rate**

1. Approved previously for an amount \$500 or greater
2. Not less than regular hourly rate-or overtime rate if working over 40 hours during the week
3. Anticipate amounts over \$500 this school year
4. Amend prior approval
5. Less than \$500 but part of event total
6. Pending approval by Transportation Dept.

F. Non-Faculty Volunteer Coaches:

According to Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty volunteer coaches to participate in the school athletic programs.

The following non-faculty volunteer coaches are for the 2021-2022 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Nicholas Alexander	Siegel High School	Band
Thomas Draper	Siegel High School	Band
Tim Hale	Oakland High School	Band
Nicholas Harrison	Oakland High School	Band
Lillian Henry	Riverdale High School	Band
Karlissa Pollack	Siegel High School	Band
Jeffrey Reckis	Siegel High School	Band
Wilson Sharpe	Oakland High School	Band
Amanda Vogel	Siegel High School	Band
Geoffery Watkins	Siegel High School	Band
Kyle Williams	Rockvale Middle School	Band
Savanna Jade Scott	Stewarts Creek High	Agriculture
Andrea Jones	Blackman High	Girls Wrestling
Brooklyn Blanchard	Smyrna High	Girls Basketball
Trevor South	Stewarts Creek High	Wrestling
Maggie Huffman	Central Magnet	Cheer
Alek Wells	Stewarts Creek High	Wrestling
Arnold Gaskins	Oakland Middle	Archery
Dale Taylor	Eagleville	Archery
Kaylee Alford	Oakland Middle	Hip Hop

Recommended Approval---motion to approve the consent agenda items as presented.

6. VISITORS

7. SPOTLIGHT ON EDUCATION

Congratulations to the following Rutherford County students on being National Merit Semifinalist

Central Magnet School

Miles Lee
Hope Clark
Genevieve Bineza
Ava Burton
Miriam Danielson
Logan Kelley
Douglas Thibodeauz
Micah Warren

Oakland High School

Elizabeth “Beth” Nelson

Attended Stewarts Creek High School Freshman Year (Currently attends TN Online Public School)

Grayson Lattanzi

8. MASK REQUIREMENT DISCUSSION AND MODIFICATION

9. REZONING PROPOSAL – FOR INFORMATION ONLY

10. RETHINK FORWARD AMENDED APPLICATION

Recommended Approval---motion to approve ReThink Forward Charter School amended application for Rutherford Collegiate Prep or Deny ReThink Forward Charter School amended application for Rutherford Collegiate prep as presented.

11. CTE CAREER CLUSTER (TAB 2)

The Curriculum & Instruction CTE Department would like to allocate approximately \$15,000.00 of Perkins 2021-2022 funds to support the CTE Curriculum Team leads for our High School CTE Career Clusters. The purpose of this CTE Curriculum Team Lead would be to help develop the instructional capacity of teachers, industry partners, and students within our county. The Leads would be responsible for conducting in-person/virtual meetings for Career Cluster PLC’s and Advisory Council Meetings.

The allocations are:

Each participant receives a \$500.00 stipend for conducting Professional Development sessions and the Advisory Council Meetings through the PLC framework by CTE Career Clusters.

CTE Curriculum Team Leads		
Career Cluster	RW Ambassador	Position
Advanced Manufacturing	Lenny Ciletti	Oakland High School
Agriculture, Food & Natural Resources	Emily Marshall	Eagleville High School
Architecture & Construction	Carrie Ott	Smyrna High School
Arts, Audio/Visual Technology & Communications	Steve Picklesimer	Smyrna High School
Arts, Audio/Visual Technology & Communications	Chris Bissinger	Stewarts Creek High School
Business Management & Administration/Finance	Stacie Anderson	Siegel High School
Business Management & Administration/Finance	Sherri Rogers	Oakland High School
Business Management & Administration/Finance	Jennifer Vining	Rockvale High School
Education & Training	Brandy Finley	Smyrna High School
Health Science	Courtney Pruitt	Smyrna High School
Hospitality & Tourism	Frank Pinnix	Blackman High School
Human Services	Kelly Russell	Oakland High School
Human Services	Jaime Brown	Riverdale High School
Information Technology	Frank Cathey	LaVergne High School
Law, Public Safety, Corrections, & Security	Cora Proctor	Siegel High School
Law, Public Safety, Corrections, & Security	Keith Dozier	Riverdale High School
Marketing, Distribution & Logistics	Emily Gulledege	Siegel High School
Transportation	Bryan Staats	Riverdale High School
STEM	Mac Jones	Blackman High School

Recommended Approval---motion to approve allocating approximately \$15,000.00 of Perkins funds to support the CTE Curriculum Team Leads for our High School CTE Career Clusters. Each participant will receive a \$500.00 stipend for conducting Professional Development sessions through the PLC framework by CTE Career Clusters across the district to support teacher and student success as presented.

12. CURRICULUM & INSTRUCTION: PLAINVIEW ELEMENTARY (TAB 3)

Plainview Elementary Principal Dr. Mark Gonyea has requested to pilot NIET Accelerating Character Education and Development (ACED) resources at Plainview Elementary. Curriculum and Instruction has reviewed the submitted materials and is supportive of this pilot program. For participation, NIET will provide Plainview Elementary with a \$3500 stipend.

Recommended Approval---motion to approve Plainview Elementary School to participate in the ECED pilot with NIET as presented.

13. LEGAL (TAB 4)

1. Policy Committee Recommended Policy Changes

Below are the policy changes recommend by the policy committee on the first of two readings:

- a. Policy 1.400: School Board Meetings**
Added guidelines for posters and material from visitors during school board meetings.
- b. Policy 1.404: Appeals to and Appearances Before the Board**
Made changes to the visitor process and decorum requirements in line with allowable and unallowable restrictions as established by the Sixth Circuit Court of Appeals.
- c. Policy 1.703: School Attendance Zones and Exemptions**
Updates zone exemptions policy to reflect new required state law, Public Chapter 479.
- d. Policy 4.602: Grade Point Average (GPA) and Class Rank (9-12)**
Clarifies ACT tie-breaking mechanism.
- e. Policy 6.200: Attendance**
Added clarity to process for approving excused absences for non-school sponsored extracurricular activities from State Board Policy.
- f. Policy 6.502: Foreign Exchange Students**
Placed control of acceptance/denial of foreign exchange students with principals and removed components no longer applicable.

2. New Policies

- a. Policy 4.204: Summer Instructional Programs**
Required by law. Sets out general expectations for summer learning and other learning loss programs mandated by law.
- b. Policy 6.4052: Opioid Antagonist**
New state law allows nurses to store Narcan to respond to overdoses.

Recommended Approval---motion to adopt the above policies on the first of two readings as presented.

3. Disciplinary Hearing Appeal

The Board has been requested to review a decision of the Disciplinary Hearing Authority (DHA) to uphold the remandment of a student from Riverdale High School. The Student was expelled for one calendar year under Board Policy 6.309 for possession of illegal drugs. This is a zero-tolerance offense. The Director of Schools modified the Zero Tolerance to allow the student to attend alternative school in lieu of the one-year expulsion. Based on a review of the DHA's record, the Board may:

- A. Affirm the decision of the DHA;**
- B. Overturn the decision of the DHA; or**
- C. Grant a hearing before the Board.**

Recommended Approval---motion for the Board to initiate a motion in line with one of the above options as presented.

14. FINANCIAL MATTERS (TAB 5)

1. OAKLAND HIGH SCHOOL BASEBALL BOOSTER CLUB TURF PROJECT REQUEST

The Oakland High School Baseball Booster Club, Inc. is asking for permission from the Rutherford County School Board to install turf on the Oakland High School baseball field. This project will be 100% funded by the OHS Baseball Booster Club and an unsecured loan of \$250,000 that will be payable by the booster club. The attached document detailing the project has been reviewed by the Assistant Superintendent of Budget & Finance for financial compliance, as well as the RCS Staff Attorney and RCS Athletic Director for legal and Title IX compliance. Contingent of School Board approval, the turf purchase will be made through the RCS purchasing department utilizing the Sourcewell consortium bid and upon completion of the project, RCS Engineering will inspect the construction to ensure that it complies with bid specifications. It is stressed that the turf project becomes a donated asset from the OHS Baseball Booster Club to Rutherford County Schools and that at the time of donation there will be no liens on the donated property as attested by the OHS Baseball Booster Club and verified by the RCS board attorney.

Recommended Approval---motion to approve the OHS Baseball Booster Project Request as presented with no cost of construction to the Rutherford County Board of Education as presented.

2. FISCAL YEAR 2020-2021 INTERNAL SCHOOL ACTIVITY FUND REPORT AND APPROVAL OF PRIOR YEAR ACTIVITY FUND ACCOUNTS PAYABLE

The Fiscal Year 2020-2021 Internal School Activity Fund Report has been issued by the Board's contracted CPA Audit Firm (Matlock & Clement CPAs) for the School Board's review and approval. The report contains the detailed year-end balances and financial operations for the last fiscal year for all RCS schools that have an internal school activity fund. The audit report contains four audit findings this year (Blackman High, Lavergne Middle, McFadden Elementary, and Seigel High) that have been reviewed by the school principals and bookkeepers of these four schools. The report contains a corrective action plan, that was submitted by each of the principals of these four schools, detailing how they will correct these audit findings promptly. The audit report also provides audited balances of any unliquidated FY 20-21 accounts payables by individual schools, which the board votes to approve annually as required by the Tennessee Internal School Uniform Accounting Policy Manual.

Recommended Approval---motion to approve the acceptance of the Fiscal Year 2020-2021 Internal School Activity Fund Report, as presented by the School Board's contract audit firm, as well as approval of the balances of any unliquidated FY 20-21 year-end accounts payables of individual schools as detailed in the audited financial statements of the Internal School Activity Fund report as presented.

15. APPROVAL OF DIRECTOR OF SCHOOLS EVALUATION INSTRUMENT FOR 2020-2021 (TAB 6)

Recommended Approval---motion to approve the previously adopted instrument for the Director of Schools Evaluation for 2020-2021 as presented.

16. INSURANCE UPDATE

17. DIRECTORS UPDATE

18. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

19. FEDERAL RELATIONS NETWORK (FRN) UPDATE

20. GENERAL DISCUSSION

21. ADJOURNMENT

RUTHERFORD COUNTY BOARD OF EDUCATION

2240 Southpark Drive
Murfreesboro, TN 37128

Special Called Policy Committee Meeting
September 28, 2021

Board Members Present

Tiffany Johnson, Chairwoman
Shelia Bratton, Vice Chairwoman
Claire Maxwell
Coy Young
Jim Estes
Lisa Moore
Tammy Sharp
Bill C. Spurlock, Director of Schools

Others Present

Sara Page
Jeff Reed
James Evans
Pierrecia Lyons

Committee Members Present

Tim Pedigo
Rhonda Lackey
Dr. Kay Martin
Mike Walls
Margaret Moore
LeAnn Hays

2 public citizens

The Board Chairman, Mrs. Johnson, called the meeting to order at 5:00 p.m. All stood and recited the pledge, which was led by Shelia Bratton. Chairwomen Johnson moved for approval of the minutes, which was made by Coy Young and seconded by Jim Estes. She then turned the meeting over to Sara Page.

The policy committee began with a review of Policy **1.8011**: School Board Meetings. Adding guidelines for posters and materials from visitors during school board meetings. Discussion held purpose of the policy is intended to cut down on distraction during board meetings. There being no further questions.

Motion was made by Mike Walls and seconded by Director Spurlock, to approve Policy 1.400.

VOTE: All Yes.

The policy committee reviewed **Policy 1.404** Appeals to and Appearances Before the Board. Made changes to the visitor process and decorum requirements in line with allowable and unallowable restrictions as established by the Sixth Circuit Court of Appeals. The TSBA gave school districts feedback, drawing a distinction between disruptive vs. offensive language. Preserves 1st amendment protections of free speech. Changes were made to protect information like residential addresses. Coy Young asked if the policy would also address heckling during board meetings. Sara said yes, allows for a request for removal for things like: repetitive speech, vulgar/profane, riotous language. There is additional language outlining the Board Chair's "removal authority." There was a question asking if individuals could be banned. Answer was yes, if he/she hits the 5 outlined factors within the visitor policy. Other questions included: (1) should language be added to include residential address or "employment"? and (2) should verification require presenting a photo I.D.? Proposed policy revision at Page 1 lines 23-25: The individual must provide proof of Rutherford County residency or employment along with the Public Participation Form and Photo I.D.

Motion made by Shelia Bratton and seconded by Jim Estes to approve Policy 1.404.

VOTE: All Yes.

The policy committee discussed revising **Policy 1.703** School Attendance Zones and Exemptions. The policy has been updated to reflect new required state law, Public Chapter 479. The new policy was presented by James Evans. He explained that it changes the zone

exemption process from the past merit-base to a lottery style. Availability is posted on the county website. Space is allocated for growth, employees' needs, relocation, and sibling attending at requested site; with remaining spaces held in a lottery. No appeals process, Director Spurlock will maintain ultimate discretion and final say. Based on space availability or rare special circumstances; very different than how we have traditionally processed the exemptions.

Motion was made by Claire Maxwell, second by Shelia Bratton to approve Policy 1.703.

VOTE: All Yes.

The policy committee discussion moved to recommended policy change to amend **Policy 4.602 Grade Point Average (GPA) and Class Rank (9-12)**. Policy 4.602 clarifies the ACT tie-breaking mechanism. Policy was adopted out of a need for a Tie-Breaker for selection of graduating valedictorians. Student with highest composite score on ACT will be the determining factor beginning with the graduating class of 2023. Being no further questions,

Motion was made by Director Spurlock, second by Coy Young to approve Policy 4.602.

VOTE: All Yes.

The policy committee discussed clarifying **Policy 6.200 Attendance**. The policy adds clarity to the process for approving excused absences for non-school sponsored extracurricular activities from State Board Policy. Part 8 School-endorsed activities are also excused under the new policy. The policy aids Principals in determining which activities that

may not be sponsored by the school but endorsed will be excused and not affect students' attendance. There were no further questions.

Motion was made by Jim Estes, second by Claire Maxwell to approve Policy 6.200.

VOTE: All Yes.

The policy committee discussed amending **Policy 6.502** Foreign Exchange Students. The policy places control of acceptance/denial of foreign exchange students with principals and removes components no longer applicable. The policy gives Principals discretion in acceptance of foreign exchange students because they are in the best position to determine capacity and ability to accommodate the students' needs. Updated determinations were no longer relevant, and the application deadline is set at July 15th of the applicable school year.

Motion was made by Claire Maxwell to adopt Policy 6.502 with a second by Shelia Bratton to approve Policy 6.502 as proposed.

VOTE: All Yes.

The following new policies were proposed:

Policy 4.204 Summer Instructional Programs. These are required by law. The new policy lays out general expectations for summer learning and other learning loss programs mandated by law. Sara explained that she worked closely with Mark Guillion on Policy 4.204. No other questions were presented.

Motion was made by Director Spurlock to adopt Policy 4.204 with a second by Jim Estes to approve Policy 4.204 as proposed.

VOTE: All Yes.

Policy 6.4052 Opioid Antagonist.

New state law allows school nurses to store Narcan to respond to overdoses. Our SROs carry Narcan, but they are not always available. Sarah Winters is working on the procedures outlining our school nurses handling and administration of Narcan. There was a question regarding protocols for the intentional overdose of a student, would suicide protocols still be in play? Sara explained that there would be deference to the circumstances of each overdose event with considerations for safety plans and other suicide interventions/protocols, along with the student meeting specific requirements before readmission to school; option of remandment if it's a zero-tolerance situation. District will maintain focus on getting assistance and support to the student. Students who have been remanded for drugs, typically must complete 45 days at an alternative school before readmission to zoned school.

Motion was made by Claire Maxwell with a second by Shelia Bratton to approve Policy 6.4052 as proposed.

VOTE: All Yes.

There being no further business, the meeting adjourned at approximately 5:28 p.m.

Tiffany Johnson, Chairwoman

Date

Bill C. Spurlock, Director of Schools

Date

RUTHERFORD COUNTY SCHOOL SYSTEM
Board of Education Meeting
2240 Southpark Drive
Murfreesboro, TN 37128

Minutes of September 30, 2021

Board Members Present

Tiffany Johnson, Board Chairwoman

Shelia Bratton, Vice-Chair

Coy Young

Jim Estes

Claire Maxwell

Lisa Moore

Tammy Sharp

Bill C. Spurlock, Director of Schools

1. CALL TO ORDER

The Board Chair, Tiffany Johnson called the meeting to order at 5:00 P.M.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Board Member Jim Estes.

3. MOMENT OF SILENCE

Chairwoman Johnson asked that during the moment of silence the Grant Kelley family be remembered in thought and prayer. Grant served as a board member from September 2004 to August 2012 and also served as a Rutherford County Commissioner for 20 years. Please remember his wife Diane, daughters Jennifer and Lori and son Brian during this difficult time.

4. APPROVAL OF AGENDA

Motion made by Mr. Young, seconded by Mr. Estes to approve the agenda as presented.

Vote: All Yes

Motion passes.

5. APPROVAL OF CONSENT AGENDA

**A. Minutes: September 7, 2021 Special Called Board Meeting
September 9, 2021 Board Meeting**

B. Community Use of Facilities

**C. Title I Contracts: Title I Funded – Extended Contract at Holloway High School
35 Hour Title I Funded – Extended Contract at LaVergne Middle**

**D. Transportation: Bus # 161 Voluntary Termination of Bus Contract - David Barrett
Bus #204 Voluntary Termination of Contract – Robbi Clements**

E. Out of County Transfer Student (1)

**F. Routine Bids: Bid #3554 – 90 Passenger Bus (Smyrna High)
Bid #3555 – HVAC Wall Units for Portables (Stewartsboro)**

Request to Purchase:

The School Nutrition Department would like to purchase from TN Statewide Contract #209 – (2) Two 2022 VF3L16 – Dodge Ram ProMaster 3500 Cargo Van from Columbia Chrysler Dodge Jeep Ram FIAT at a cost of \$38,545.25 each.

To be funded from School Nutrition Funds.

Request to Purchase:

Oakland High School request to use vendor Shaw Sports TurfDirect from Sourcewell Contract #060518-S11 for Baseball Field Turf.

To be funded through Oakland High Baseball Booster

G. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Courtney Gregory	NTE \$3,000.00	Blackman High	School Funds-Cheerleading-Varsity	Varsity Football/Competition Cheer Coach
Barry Wortman	NTE \$6,000.00	Blackman High	School Funds-General Athletics + Boys Basketball	Head Coaching duties
Heather Wortman	NTE \$3,000.00	Blackman High	School Funds-Cheerleading-Varsity	Competition Cheerleading Coach
Misti Clark	NTE \$500.00	Blackman Middle	School Funds-Volleyball	Assistant Volleyball Coach
Cora Daigle	NTE \$550.00	Eagleville	School Funds- MS Volleyball	Assistant MS Volleyball Coach
Derry Wells *6	NTE \$900.00	Oakland High	Girls Basketball Boosters	Bus Driver
Jamie Wright	NTE \$1,000.00	Rockvale Middle	School Funds-Band	Band Assistant
Scott Cochran	NTE \$800.00	Siegel High	School Funds-Football	Ticket Manager
Cora Proctor	NTE \$2,250.00	Siegel High	School Funds- Cross Country	Assistant Cross-Country Coach
Dolinda Huffman	NTE \$2,400.00	Siegel Middle	School Funds- Dance Team	Choreography + Conditioning
Julie Melton	NTE \$1,200.00	Siegel Middle	School Funds-Volleyball	Assistant Volleyball Coach
Allison Meek Mader *4	NTE \$2,000.00	Stewarts Creek High	School Funds-Band + Stewarts Creek Music Boosters	Color Guard instruction (replaces instrumental coaching + tutoring – amount remains the same)
Justin Morton *1	NTE \$112.50	Thurman Francis	School Funds- Soccer	Mowing the soccer field
Athletic Trainers	\$25.00/hour	All Schools	School Funds + Booster Funds	Special Events coverage by Athletic Trainers
Erika Logoleo	NTE \$2,135.00	Central Magnet	School Funds- S Volleyball	Assistant HS Volleyball Coach
Jonah Jaisen	NTE \$500.00	Eagleville	School Funds-Band	Percussion Instructor for Band Camp
Nicholas Harrison	NTE \$6,000.00	Oakland High	Oakland High School Band Boosters	Drum Staff
Dakota Heflin	NTE \$3,500.00	Oakland High	Oakland High School Swimming Boosters	Assistant Swimming Coach
Sara Parker *3	NTE \$450.00	Riverdale	School Funds-Soccer	Assisting with Youth Soccer Camp
Nicholas Alexander	NTE \$5,000.00	Siegel High School	Siegel High School Band Boosters	Front Ensemble Tech

Karlissa Pollack	NTE \$8,000.00	Siegel High School	Siegel High School Band Boosters	Color Guard Director
Jeffery Reckis	NTE \$5,000.00	Siegel High School	Siegel High School Band Boosters	Help with visual training for the Marching Band
Geoffery Watkins	NTE \$5,000.00	Siegel High School	Siegel High School Band Boosters	Percussion Instruction
Kailee Anthony	\$23.00/session	Thurman Francis	School Funds-Swimming	Lifeguard during team practice
Eric Edwards *2	Hourly	Blackman High	School Funds-Clubs/Athletics + Outside groups	Additional custodial work for the 2021/2022 school year
Shawn Jones *2	Hourly	Blackman High	School Funds-Clubs/Athletics + Outside groups	Additional custodial work for the 2021/2022 school year
Tony Crutchfield *2	Hourly	Christiana Middle	School Funds-Football	Announcer at home football games
William Latimer *2	Hourly	Christiana Middle	School Funds-Football	Scorekeeper at home football games
Somok Chanthavong *2	Hourly	John Coleman	Various Groups-Use of Facilities	Additional custodial work for the 2021/2022 school year
Rebecca Felter-Hernandez *2	Hourly	John Coleman	Various Groups-Use of Facilities	Additional custodial work for the 2021/2022 school year
LaShonda Gooch *2	Hourly	John Coleman	Various Groups-Use of Facilities	Additional custodial work for the 2021/2022 school year
Taylor Leslie *2	Hourly	John Coleman	Various Groups-Use of Facilities	Additional custodial work for the 2021/2022 school year
Richard Leslie *2	Hourly	John Coleman	Various Groups-Use of Facilities	Additional custodial work for the 2021/2022 school year
Tony Crutchfield *2	Hourly	LaVergne High	Various Athletics Accounts	Announcer at Athletic events
William Latimer *2	Hourly	LaVergne High	Various Athletic Accounts	Scorekeeper at Athletic events
Brandon Utley *2	Hourly	Oakland High	Various groups using indoor facility	Additional custodial work for the 2021/2022 school year
Dennis Page *2	Hourly	Rockvale Middle	School funds-Clubs/Athletics + Outside groups	Additional custodial work for the 2021/2022 school year
Jeffery Richman *2	Hourly	Rocky Fork Elementary	Various groups-Use of Facilities	Additional custodial work for the 2021/2022 school year

Lynn Dunlap *2	Hourly	Stewarts Creek High	School Funds- Clubs/Athletics + Outside groups	Additional custodial work for the 2021/2022 school year
Kerry Malone *2	Hourly	Stewarts Creek High	School Funds- Clubs/Athletics	Announcer for events
Stacy Suggs *2	Hourly	Stewarts Creek High	School Funds- Club/Athletics + Outside Groups	Additional custodial work for the 2021/2022 school year

**Unless listed as an hourly rate

1. Approved previously for an amount \$500 or greater
2. Not less than regular hourly rate-or overtime rate if working over 40 hours during the week
3. Anticipate amounts over \$500 this school year
4. Amend prior approval
5. Less than \$500 but part of event total
6. Pending approval by Transportation Dept.

H. Non-Faculty Volunteer Coaches:

According to Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty volunteer coaches to participate in the school athletic programs.

The following non-faculty volunteer coaches are for the 2021-2022 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Jason Bowers	Blackman High School	Archery
Cora Enzor	Blackman High School	Girls Basketball
Mike Cook	Central Magnet	Archery
Bobby Griggs	Central Magnet	Baseball
Suzette Sissom	Central Magnet	MS Girls Basketball
Jill Speight	Central Magnet	Tennis
Brian Summar	Central Magnet	Baseball
Tim Cole	Eagleville	Basketball
Robert Ricks	Eagleville	Archery
Jerry Rzemieniewski	Eagleville	Wrestling
Telly Coleman	LaVergne High	Swimming
Autumn Stewart	LaVergne High	Swimming
Dakota Helfin	Oakland High	Swimming
Michael Prevost	Riverdale High	Boys Basketball
Barry Jones	Rockvale Middle	Softball
Tracey Nelson	Rockvale Middle	Baseball
Jordan Middleton	Siegel High	Softball
Tim Westfall	Siegel High	Softball
Scott Helton	Stewarts Creek High	Wrestling
Austin Moore	Stewarts Creek High	Women's Basketball

**Caitlin Toon
Kelsey Dennis
Ben Lawwell**

**Blackman High
Central Magnet
Siegel High**

**Dance
Softball
Bowling**

Chairwoman Johnson requested to move the Request to Purchase item for Oakland High School for the Baseball Field Turf to the first October board meeting, which will be October 14, 2021. There was no opposition from the Board.

Motion made by Mr. Estes, seconded by Mr. Young, to approve the consent agenda items and move the Request to Purchase item for Oakland High School Baseball Field Turf to the first October board meeting as presented.

Vote: All Yes

Motion passes.

6. VISITORS

There were several visitors who spoke during the meeting. Mr. Sam Buckalew spoke on the benefits of wearing masks. Ms. Lea Maitlen thanked the board for reinstating masks for students. Mr. Tim Hinote spoke on the policy and positivity rate and the temporary mandate for schools.

7. INTRODUCTION

Monika Ridley – New General Counsel

Rutherford County Schools Attorney, Sara Page introduced to the Board, Monika Ridley, who will be serving as General Counsel for Rutherford County Schools beginning October 8, 2021. Ms. Page thanked the Board for allowing her to serve for the last 2 ½ years. Ms. Ridley thanked the Board for the opportunity.

8. SPECIAL EDUCATION BEHAVIOR MTSS (BCBA) LIAISON - FOR INFORMATION ONLY

Director Spurlock stated this Behavior Liaison is an opportunity to work with not only Special Education but also General Education

9. TITLE 1-D VIRTUAL DRIVER INTERACTIVE

Cedar Grove Residential Treatment Facility, a Title 1-D state identified delinquent facility located in Rutherford County, will be purchasing a Full Cab Virtual Trainer for VirtualDriver Interactive. Cedar Grove Residential Treatment Facility will use the virtual driving cab as a supplemental tool for high school age students who are taking Driver's ED or have a desire to learn driving basics. Cedar Grove Residential Treatment Center has identified the need for this purchase in the TDOE required FY22 Neglected and Delinquent Facility Needs Assessment as a priority to continue to enhance vocational needs at their facility.

Details:

Full Cab Virtual Trainer equipped with Virtual Driving Essentials (\$12,400.00) plus shipping and handling cost (\$680.00).

Total Cost: = \$13,080.00

Motion made by Mrs. Bratton, seconded by Mr. Young, to approve the Title 1-D funds to pay for a Full Cab Virtual Trainer with Virtual Driving Essentials with Cedar Grove Residential Treatment Facility's Title 1-D paying 100% of the cost as presented.

Vote: All Yes

Motion Passes.

10. TITLE 1-D DIGITAL LIBRARIES

Cedar Grove Residential Treatment Center, a Title I-D state identified delinquent facility located in Rutherford County, will be purchasing Digital libraries 6-12 site licenses, enhanced CTE site licenses and professional development from Edgenuity. Cedar Grove Residential will use Edugenuity to supplement middle and high school content for Math, ELA, Science, Social Studies, World Languages and CTE pathways. Cedar Grove Residential has identified the need for this purchase in their TDOE required FY22 Neglected and Delinquent Facility Needs Assessment as a priority to increase student achievement in core curriculum classes through professional development and student resources.

Details and Total Cost:

*** Digital libraries 6-12 site licenses = \$8500.00**

*** Digital libraries CTE licenses and professional development = \$6970.47**

Total Cost \$15,470.47

Motion made by Mr. Young, seconded by Mrs. Bratton to approve Title 1-D Funds to pay for Edgenuity site licenses with professional development. Cedar Grove Residential Treatment Center's Title I-D Funds will pay for 100% of this cost as presented.

Vote: All Yes

Motion passes.

11. CURRICULUM & INSTRUCTION

The Curriculum & Instruction Department would like to allocate \$6,000.00 of General Purpose funds to support 15 Educator Preparation Provider (EPP) Mentors at eight of our high schools. The purpose of this mentorship is to provide building level support for EPP participants enrolled in CTE Cohort 3. These mentors are responsible for attending EPP Mentor and TDOE Vision of Excellent Instruction training, conducting biweekly mentor/mentee meetings and completing mentor reflection forms, engaging in all Mentor Dialogues included in the Southern Regional Board's Teaching to Lead Curriculum, and completing yearly exit survey assessments of their mentees.

The allocations are:

Each mentor receives a \$400.00 stipend for completing all required tasks to provide ongoing support of their EPP mentee. Funds will be dispersed in two distributions of \$200.00 each at the end of each year of service.

Motion made by Mr. Estes, seconded by Mr. Young, to approve allocating \$6,000.00 of General-Purpose funds to support 15 EPP Mentors at eight high schools. Each mentor will receive two \$200.00 stipends for completion of all required tasks to provide ongoing support of their EPP mentee. It is requested that if a mentor were to resign prior to the end of the mentee's completion of the two years of EPP coursework, the newly assigned mentor be allowed to collect the proportional remainder of the stipend as presented.

Vote: All Yes

Motion passes.

The Curriculum & Instruction Department would like to allocate \$7,200.00 of General-Purpose funds to support 18 Educator Preparation Provider (EPP) Mentors at 13 of our middle and high schools. The purpose of this mentorship is to provide building level support for EPP participants enrolled in Math/Science Cohort 1. These mentors are responsible for attending EPP Mentor training, conducting biweekly mentor/mentee meetings and completing mentor reflection forms, engaging in all Mentor Dialogues included in the Southern Regional Education Board's SMART curriculum and completing yearly exit survey assessments of the mentees.

The allocations are:

Each mentor receives a \$400.00 stipend for completing all required tasks to provide ongoing support of their EPP mentee. Funds will be dispersed in two distributions of \$200.00 each at the end of each year of service.

Motion made by Mr. Young, seconded by Mrs. Maxwell, to approve allocating \$7,200.00 of General- Purpose funds to support 18 EPP Mentors at 13 middle and high schools. Each mentor will receive two \$200.00 stipends for completion of all required tasks to provide ongoing support of their EPP mentee. It is requested that if a mentor were to resign prior to the end of the mentee's completion of the two years of EPP coursework, the newly assigned mentor be allowed to collect the proportional remainder of the stipend as presented.

Vote: All Yes

Motion passes.

12. FINANCIAL MATTERS

FUND 141 GENERAL PURPOSE SCHOOL BUDGET AMENDMENTS

1. Amendment to budget for the revenue and expenditures of the FY 21-22 Safe Schools Grant

This amendment increases budgeted Fund 141 revenue and expenditures to recognize the awarded amount of the FY 2021-2022 Safe School Grant. This reflects the grant award that was approved by the State Department of Education. This year's award amount is \$909,209.

Motion made by Mrs. Bratton, seconded by Mr. Estes, to amend the FY 2021-22 General Purpose School Budget to reflect the annual Safe Schools grant award as presented.

Vote: All Yes

Motion passes.

2. Amendment to budget for one additional full-time custodian for the new LaVergne Middle Annex, one full-time teacher and one EA position for the new Plainview Elementary, additional classroom supplies that was provided for by a donation from Nissan, as well as additional PRN nurse funding and contract LPN nurse funding.

This amendment budgets for one additional full-time custodian position to clean the new LaVergne Middle Annex that will open in October 2021, as well as one additional teacher and EA position to staff the Plainview Elementary Pre-K program that was recently awarded grant funding by the State. Additionally, STEM instructional supplies at three RCS Schools. Lastly, this amendment budgets for additional 2,000 hours of school registered nurse PRN pay along with additional funding for contracted services for three contracted licensed practical nurses for a three-month time period to assist with the current increased workload of school nursing brought about by the Delta variant of Covid-19. It should be noted that of the requested total expenditure increase of \$328,069 in this proposed budget amendment, the recurring payroll related requests total \$129,259 and this amount is further reduced by a recurring State Pre-K grant that totals \$88,705 this fiscal year. Funding for the part of this proposed amendment that is not provided by the grant or donation funds will be derived from \$214,364 of indirect cost from ESSER II and III funds.

Motion made by Mr. Estes, seconded by Ms. Sharp, to amend the FY 2021-22 General Purpose School Budget for a total amount of \$328,069 in increased revenue and expenditures as presented.

Vote: All Yes

Motion passes.

3. Addendum #4 to Substitute Teacher Contract with Hire Thinking, INC. d/b/a Advantage XP

The proposed contract addendum will increase the daily pay and bill rate for substitutes in hard to fill schools by \$10 per day and will begin with passage of this addendum and stay in effect through the FY 21-22 School Year. The hard to fill schools for this daily increase are: LaVergne High, LaVergne Middle, Roy Waldron, Smyrna Middle, LaVergne Lake and Cedar Grove.

Chairwoman, Tiffany Johnson asked for clarification from Board Attorney Jeff Reed on how to disclose a conflict of interest as two of her children (not currently active) but do substitute for Rutherford County Schools. Mr. Reed suggested she state the basis for the conflict of interest which she did. Mrs. Johnson then stated she would be abstaining from this vote this evening.

Motion made by Mrs. Bratton, seconded by Mrs. Maxwell, to approve the proposed addendum to the Substitute Teacher Contract with Hire Thinking, Inc. d/b/a Advantage XP with a goal to increase the current fill rate of substitute teachers in the noted hard to fill individual schools as presented.

Vote: All Yes, except Mrs. Johnson
Abstain from Vote: Mrs. Johnson

Motion passes.

13. FACILITIES

Request from Blackman Middle School to Install an Irrigation System:

Principal Amy Connifey-Marlin has requested to allow the softball team to add irrigation to the playing field. This request is at no cost to the Board. Engineering and Construction has reviewed this request and recommends approval.

Motion made by Mr. Young, seconded by Mr. Estes, to approve the request to add irrigation to the Blackman Middle School girls' softball field as presented.

Vote: All Yes

Motion passes.

Request from Blackman Middle School to Install Concrete for Softball:

Principal Amy Connifey-Marlin has made the request to allow the installation of a 76'x16' concrete slab for a batting cage. This request is at no cost to the Board. Engineering and Construction has reviewed this request and recommends approval.

Motion made by Mr. Estes, seconded by Mrs. Bratton, to approve the request to install a 76'x16' concrete slab for a batting cage for the Blackman Middle School Girls' softball team as presented.

Vote: All Yes

Motion passes.

Request to Allow Binkley Garcia to Submit Plainview Elementary to the TSBA for Design Review:

The TSBA recognizes architectural firms for their excellence in design. In accordance with TSBA's policy, any school building that was or will be occupied before November 1 of the current year or three years prior to November 1 of the current year is eligible for the award. School of the year awards are granted in four (4) categories including new school construction of elementary, middle, and high schools, and renovation. Engineering and Construction request approval for Binkley Garcia to submit Plainview Elementary to the TSBA for this year's review.

Motion made by Mrs. Maxwell, seconded by Mrs. Bratton, to approve the submission of Plainview Elementary to the TSBA for review in Design Excellence as presented.

Vote: All Yes

Motion passes.

Request from Jerry Butler Builders and Sundale Subdivision:

During the design review by the town of Smyrna, for plans approval, the Sundale Subdivision, a sidewalk to the crosswalk on Rocky Forks Middle/Elementary campus was requested. Engineering and Construction has worked with Mr. Butler's representatives and the Town of Smyrna on this request. Based on the drawing submitted, we request approval for this sidewalk's installation.

Motion made by Mr. Young, seconded by Mrs. Maxwell, to approve the sidewalk from Sundale Subdivision to the crosswalk at Rocky Fork Middle/Elementary as shown and as Presented.

Vote: All Yes

Motion passes.

14. INSURANCE UPDATE

Doug Bodary with Budget and Finance stated he would be sending an electronic format of the insurance report information to the Board.

15. DIRECTORS UPDATE

Director Spurlock recognized Staff Attorney Sara Page for her service with the Rutherford County Board of Education. He thanked Ms. Ridley for taking over the roll as General Council.

16. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Mrs. Maxwell discussed three lawsuits filed for violation of civil rights by three separate counties; Knox, Williamson and Shelby Counties, in which the judge ruled in favor of a mask mandate with no opt out. She discussed the possibility of Governor Lee renewing that mandate. Mrs. Maxwell also stated there will be a hearing on the fairness of the BEP formula which was scheduled to start in November but has now been extended to the first of next year.

17. FEDERAL RELATIONS NETWORK (FRN) UPDATE

No update at this time.

18. GENERAL DISCUSSION

Chairwoman Johnson asked Ms. Page to discuss and clarify information regarding the Policy Committee Meetings. Typically, there are 3-4 meetings per year with only one ever being broadcast due to the mask policy. Ms. Page stated that the Board can broadcast those meetings if they so choose to. Meetings are always open to the public however they do not entertain visitors at these meetings. A Policy Committee Meeting is a group of teachers, parents, former teachers, board members, the Director, as well as Ms. Page and Dr. Martin from the Instruction Dept. The purpose of the committee is to consider draft versions of the policies and proposals. The committee is really designed to be a workshop to provide feedback. Often policies are TSBA models based on small changes but also ongoing current issues and recommendations from the community. The purpose is to be collaborative. After these policies are considered at the committee meeting, they are not adopted until they go through two (2) additional readings of this board.

Board Member, Lisa Moore asked for the floor to address the Board and community. Mrs. Moore announced effective 30 days from now in accordance with Policy 1.102, she will be resigning her position with the Rutherford County School Board.

Mrs. Johnson stated she feels one thing they as a Board could do a better job at is full transparency with our parents and our community. One board member will meet with each of the committees and moving forward, each board member who serves on that particular committee will be asked to give a report after the committee has met. Mrs. Maxwell will be the representative for Tennessee Legislative Network (TLN) as well as the Federal Relations Network (FRN). Mr. Estes will serve on the Safety Committee, Mrs. Bratton will continue to serve on the Insurance Committee, Mr. Young will serve on the Health and Safety Committee and Ms. Sharp will serve on the Bus Committee.

19. ADJOURNMENT

There being no further business, the meeting adjourned at approximately 5:41 P.M.

Tiffany Johnson, Board Chairwoman

Date

Bill C. Spurlock, Director of Schools

Date

FACILITIES USE

October 14, 2021

Fees

Oakland High	TN Force 8u Softball, practices, 10/14/21-10/11/22 when available 8-9:30, ball field and indoor facility, \$18/hr, <i>*subject to COVID-19 restrictions and updates.</i>
Oakland High	Liga Latino Americana de Murfreesboro, soccer games, 10/16/21 - 3/30/22 Sa/Su 8am-6pm, soccer fields, \$36,000, <i>*subject to COVID-19 restrictions and updates.</i>
Siegel High	BC Athletics, practices and games for youth baseball, 10/14/21-7/31/22 when available, ball fields, \$18/hr, , <i>*subject to COVID-19 restrictions and updates.</i>
Siegel Middle	TN Force Softball, practices, 10/14/21-10/11/22 Th/Sa 5-7pm, ball field, \$18/hr, <i>*subject to COVID-19 restrictions and updates.</i>
Siegel Middle	Jack City Softball, practices, 10/14/21-8/28/22 Sundays 4-6pm, ball field, \$18/hr, <i>*subject to COVID-19 restrictions and updates.</i>

No Fees

Barfield Elementary	Rutherford County Conservation Board, Jr. Pro Basketball practices and games, 10/14/21-12/11/21 M/W/Th/Sa, gym, No Fee, <i>*subject to COVID-19 restrictions and updates.</i> (approved at last Board meeting with blanket request)
Eagleville	Girl Scouts, parent information meeting, 9/30/21 6-7pm (retroactively approved), cafeteria, No Fee, <i>*subject to COVID-19 restrictions and updates.</i>

John Coleman	Cub Scouts Pack 640, meetings, 10/14/21-5/16/22 Mondays 6-8pm, cafeteria, No Fee, <i>*subject to COVID-19 restrictions and updates.</i>
Eagleville	Girl Scouts, girl scout troop meetings, 10/14/21-5/30/22 Mondays 6-7:30 pm, classroom 205, No Fee, <i>*subject to COVID-19 restrictions and updates.</i>
Smyrna Middle	Smyrna Jr. Pro Basketball, games, 12/4/21-3/12/21 Saturdays, gym, No Fee, <i>*subject to COVID-19 restrictions and updates.</i>
Thurman Francis	Smyrna Jr. Pro Basketball, games, 11/1/21-3/12/21 Fr/Sa, gym, No Fee, <i>*subject to COVID-19 restrictions and updates.</i>

Note: Facility use for 10/14/21 has been granted pending Board action. The COVID-19 CDC approved recommendations were reviewed by the requestor. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

MEMORANDUM

DATE: October 5, 2021
TO: Bill C. Spurlock
FROM: Sara R. Page
RE: Transfer Student Under Discipline

The Board has been requested to admit a transfer student under discipline from another school system. The student was previously remanded to attend alternative school in Maury County.

The student was remanded for selling his own prescription medication.

According to Policy 6.318, the Board must approve all admissions when a student transfers from another school system while under suspension or expulsion. I recommend that the student be admitted and placed in alternative school.

The background of the slide is a grayscale photograph of two students, a boy and a girl, sitting at a desk and working together on a project. The boy is on the left, wearing a light-colored jacket, and the girl is on the right, wearing glasses and a dark top. They are both looking down at a piece of paper on the desk. The image is slightly blurred, giving it a candid, real-life feel.

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EXCELLENCE IN TEACHING



Accelerating Character
Education Development

2021-22 Pilot - Accelerating Character Education and Development (ACED)

Our Mission & Vision

Our Mission

Building educator excellence to give all students the opportunity for success

Our Vision

Our vision is that every student in America is taught by an excellent teacher and supported by effective leaders every year. We believe intentional, sustained, and high-quality investments in educators directly result in success for all students and are essential to eliminating equity gaps. As a result, NIET is committed to raising achievement levels for all students by focusing on the most powerful lever for change – teachers and the leadership that supports them.

”

We must remember that intelligence is not enough. Intelligence plus character – that is the goal of true education.

– Martin Luther King, Jr.



Why Character Education and Why Character Education Now?

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Why Character Education?

- As the quote from Dr. Martin Luther King Jr. states, intelligence is not enough. **The goal of true education must include character.**
- Character is about **every child** and about the **whole child**.
- Character education provides a sound platform in which schools can proactively and intentionally **address equity issues** and **close opportunity gaps**.
- Character education will positively impact **academic success** and success for every student **beyond the schoolhouse**.
- Character education is not an “add-on” program and can impact the entire ethos of a school and **positively change school culture**.

Why Character Education Now?

- Offers a platform for needed support in a post-pandemic environment for students, faculty, and all staff
- Expands current social and emotional support to all students
- Provides a platform to bring harmony in a divided society
- Supports schools that are seeking to improve overall school culture
- Cultivates positive relationships among students, faculty, staff, and community
- Helps schools re-engage their community
- Builds a principal's capacity to lead positive school cultures in a complex environment

Consider Character Development at Your School.

- What resonates with you about the need for character education?
- Where is your school currently on this journey?
- What is your school intentionally doing to help students and adults develop their character?



ACED Overview

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Accelerating Character
Education Development

ACED was created in partnership to support principals.

- National Institute of Excellence in Teaching (NIET)
- Kern Family Foundation
- Accelerating Character Education and Development (ACED)

ACED Seeks to Provide:

1. A character development tool aligned to best practices in school leadership,
2. Training for school leaders for using the tool to implement best practices in character development,
3. Online modules and resources to support ongoing character education initiatives, and
4. Direct support to school leaders for developing and implementing a school-wide character education initiative.

ACED was developed and supported by a team of leading experts nationally and globally.

- NIET Leadership and Content Specialists
- Advisory Committee
 - NIET partner superintendents, principals, and supervisors
 - Arkansas, Arizona, Iowa, Indiana, Louisiana, South Carolina, Tennessee, Texas
 - Higher education partners represented
 - Baylor University, Lipscomb University, Texas Tech University, University of Indianapolis, University of Northern Iowa, University of Tennessee, Vanderbilt University
- Kern Expert Partnerships
 - The Jubilee Center for Character and Virtues
 - The Center for Character and Citizenship at the University of Missouri-St Louis

Character Education Key Considerations

1. Students are developing their character at school whether the school is being **intentional** about it or not.
2. Character education permeates all subjects, activities, and the **general school ethos**.
3. Character education encompasses various concepts for a **whole child approach** such as character development, virtue, and SEL.
4. Character is **caught, taught, and sought**.
5. Character development is ALWAYS **formative** and NEVER summative.
6. Character education is not something you do, **it's a way of being**.

What is Character Education?

- An **integrated approach** (in every aspect of schooling from classroom to playground and embodies the entire school) to developing values and virtues in students that is written, well-understood, and intentional
- A **culture** where all school stakeholders (students, faculty, staff, and community) experience and engage with **positive character models** (taught, caught, and sought)
- A centered focus on developing **positive relationships** within the school (e.g. provides student and teacher voice in school decision-making with a transparency on why decisions are made)
- An **intentional application** of character traits and knowledge within the school and for **daily living** beyond school

What is not Character Education?

- A program that was bought and owned by a single person or portion of the district or school
- Character trait of the week, theme for the month, or mantra of the year
- A singular training on SEL practices or citizenship
- Occasional focus on character as time allows
- A course, committee, or guest speaker

Where is your school/district on the character education journey?

- Where is your school/district on the character education journey?
 - 5 – Our school/district has been awarded a National School of Character
 - 4 – Our school/district has worked for more than 3 years with an intentional approach to character education
 - 3 – Our school began an intentional character education approach within the past 3 years
 - 2 – Our school/district is considering approaches to character education to begin soon
 - 1 – Our school/district is interested in character development
- Where would you like for your school to be?



2021-22 ACED Pilot Overview

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Accelerating Character
Education Development

Participating Schools/Districts Receive at No Cost

- **Two-day training** in character development based on the character development tool and NIET Principal Standards Rubric (PSR)
- Use of the **companion tool and PSR (optional)** for the 2021-22 school year
- A minimum of **two days of support** in character development per school from NIET specialists
- Access to online character development **modules**
- Receive a **\$3,500 stipend** per participating school

Principals can progress toward earning an NIET Leader of Character Designation.

- Participating principals will be eligible to receive a designation as an **NIET Leader of Character.**
 - We will spotlight NIET Leaders of Character in communications and conferences
 - NIET Leaders of Character will have networking opportunities to connect with leaders across the country

Participating Schools/Districts Will Be Asked to

- Fully participate in the two-day training prior to October 31, 2021.
- Use the character development tool alongside the Principal Standards Rubric (PSR) or other local adopted principal standards during the 2021-22 school year.
- Participate in two days of support in character development per school with NIET specialists.
- Provide periodic feedback during the pilot year on the tool, trainings, support, and resources to NIET in the form of surveys and focus groups.

Pilot Timeline and Next Steps

- NIET is seeking districts and schools (up to 75 schools) to participate in a pilot of character education tools and resources during the 2021-22 school year.
- Principals and principal supervisors will receive training on the companion tool during September or October 2021.
- Support will be provided between September 2021 – March 2022.
- Submit your interest at this [link](#).
- Program contacts:
 - Dr. Tad Savage, tsavage@niet.org or Dr. Hank Staggs, hstaggs@niet.org

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NIET seeks districts and schools to pilot character development resources during 2021-22

The National Institute for Excellence in Teaching (NIET) is committed to building educator excellence to give all students the opportunity for success. Our vision is that every student in America is taught by an excellent teacher and supported by effective leaders every year. As part of this vision, NIET is developing a companion tool aligned to the organization's research-based Principal Standards Rubric (PSR) that will **support school leaders in integrating effective character development** and related **social and emotional learning (SEL) skills into a school's instruction, culture, and climate** through an initiative called, **Accelerating Character Education and Development (ACED)**.

ACED will build the capacity of not just principals but also the principal supervisors that coach, evaluate, and support school leaders. By building the capacity of school and district leaders through the use of ACED tools and resources, **character development will become part of a school's fabric, supporting a strong academic and social emotional culture** that enables **all students the opportunity for success in school and in life**. In order for ACED to be effective and immediately relevant, all resources are being strategically developed according to best practices, reviewed by national and global experts in character education, and piloted in school districts by district and school level leaders.

NIET is **actively recruiting school districts from across the country to participate in the second year of piloting ACED tools and resources**. Each district or school that is selected and participates in the ACED pilot for the 2021-22 school year will receive:

- A two-day training in character development based on the ACED Character Companion Tool and NIET Principal Standards Rubric (PSR),
- Use of the ACED Character Companion Tool for the 2021-22 school year,
- Training and usage of the NIET PSR for the 2021-22 school year (Optional)
- Two days of implementation, coaching, and consulting support per school,
- Access to ACED Character Development Modules and Resources in the ACED online portal, and
- A \$3,500 stipend per participating school.

Participating districts and schools will be asked to provide feedback on the tool resources, training, and support by allowing principals and supervisors to complete surveys and participate in focus groups throughout the pilot year. If your district or school is interested in being considered for the ACED pilot during the 2021-22 school year, please complete the interest form [here](#).

With questions, please reach out to Dr. Hank Staggs at hstaggs@niet.org.

Rutherford County Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: School Attendance Zones and Exemptions	Descriptor Code: 1.703	Issued Date: 01/30/20
		Rescinds: 1.703	Issued: 01/15/19

1 Residence

2 The legal residence of the student must be in Rutherford County. Legal residence is defined as
3 the primary domicile of the student's custodial parent(s) or legal guardians. A copy of the court
4 document establishing guardianship or legal custody shall be filed with the school. The custodial
5 parent or legal guardian of each student shall be required to submit proof (i.e. telephone bills,
6 electric bills, property tax receipts, etc.) that they reside in Rutherford County. The residence of
7 those students deemed to be "homeless" and/or illegal aliens will be determined in accordance
8 with federal law.

9 II. Attendance Areas

10 Student assignment shall be based on attendance transportation zones as adopted by the
11 Rutherford County Board of Education. The student shall attend the school located in the school
12 zone of the student's legal residence. The Rutherford County Board of Education will provide
13 transportation within an attendance transportation zone.

14 III. Transfers

15 The principal of any school accepting a student by transfer from another school by reason of the
16 family changing place of residence within a semester, must be satisfied the family is actually
17 residing within the area served by the school before enrolling the student.

18 Students who move out of their transportation/attendance zone, are to attend the school zone of
19 their new legal residence.

20 IV. Zone Exemptions

21 A. Regardless of the reasons for requesting a transfer, approval cannot be recommended to a
22 school where classes and facilities are overcrowded. Exemptions will be denied if the
23 requested school does not have available room or teaching capacity.

24 B. Before February 1 of each school year, the district's instruction staff and principals will
25 identify which schools that, based on the school's capacities per grade, class and program
26 levels, have space available to serve additional students. In determining available space at
27 the class level, the school district will use averages specified in TCA 49-1-104.

28 C. The number of spaces available for enrollment in each school by grade, class, and program
29 levels will be posted on the district's website at least fourteen (14) days before the
30

- beginning of the open enrollment period. A reasonable amount of enrollment spaces will be reserved to accommodate the potential enrollment of students who may relocate within the respective school zone, students who may have a sibling enrolled at the respective school, and students who may have a parent who teaches at the respective school.
- D. From February 15 through April 15 of each school year, parents/guardians may request that his/her child attend a school within the system other than the one which the child is zoned using the zone exemption application process, which will be posted on the district's website.
- F. The specific procedures will be developed and approved by the Director of Schools, and the process will be overseen by the Director's designee.
- G. At the end of the open enrollment period, the district will approve an application for transfer if space is available for the student at the requested school. If the number of applications for transfer to a school exceeds the number of spaces available for enrollment in the school at the building, grade, class, or program level, the school district will conduct a lottery to select the students who may transfer to the school.
- H. The Director of Schools may consider administrative placement of students on a case-by-case basis for extreme hardship situations.
- I. No one is authorized to grant an exemption to applicable school zones other than those specified in this policy.
- J. If an attendance zone exemption is granted, transportation must be provided by the custodial parents or legal guardian to the school outside the attendance transportation zone. Bus transportation will not be provided to or from the out-of-zone school.
- K. This policy does not in any way prohibit an M-team, the childcare development advisory committee, or the disciplinary hearing committee from making program recommendations for students at any time during the school year.
- L. Violators of this policy (i.e. students using incorrect addresses, aliases, etc.) will be subject to suspension.
- M. School personnel who knowingly allow or encourage a student to violate the school zone line without an exemption having previously been granted shall be disciplined.
- N. If a student is granted a zone exemption, the student will be permitted to continue to attend the new school in subsequent years based upon the exemption unless the exemption is granted for a student to participate in a program of study. If the exemption was based on a particular program of study, the student must resubmit a zone exemption annually. Any zone exemption granted may be reviewed at any time by the Director of Schools, school

principal(s) or any other administrator. A granted zone exemption is subject to revocation upon the recommendation of the principal(s) of the school. Factors to be considered in revoking a zone exemption include, but are not limited to, disciplinary matters, transportation, overcrowding, student attendance, academic progress and/or any other circumstance affecting the good order and discipline of the school.

O. After a student has enrolled in one school, he or she will not be permitted to transfer to another, unless there is a change in residence of the student's custodial parents or legal guardian to a location outside the area in which the student first enrolled. Any deviation from this must be brought before the Director of Schools or his/her designee.

P. Holloway High, Homer Pittard Campus School, magnet schools and/or other programs, as well as alternative schools are not zoned schools; therefore, zone exemption applications are not accepted for transfers to these schools/programs.

Rutherford County Board of Education			
Monitoring: Review: Annually, in November	Descriptor Term: Grade Point Average (GPA) and Class Rank (9-12)	Descriptor Code: 4.602	Issued Date: 09/18/19
		Rescinds: 4.602	Issued: 06/05/19

All students and all subjects (except pass/fail grades) are included in class rank and GPA. The Tennessee Board of Education's Uniform Grading System will be used for semester grades. GPA and class rank are based on semester averages only.

Grade & Quality Points	Percentage Range		Weighting for Honors/Advanced Honors Courses & National Industry Certification	Weighting for Local and Statewide Dual Credit Courses, and Dual Enrollment Courses	Weighting for Advanced Placement, Cambridge, International Baccalaureate Courses
A=4 QP	93	100	Will include the addition of 3 percentage points to the grades used to calculate the semester average*	Will include the addition of 4 percentage points to the grades used to calculate the semester average*	Will include the addition of 5 percentage points to the grades used to calculate the semester average*
B=3 QP	85	92			
C=2 QP	75	84			
D=1 QP	70	74			
F=0 QP	0	69			

*Weighting is subject to the grading system requirements outlined in Board Policy 4.600. Class rank is computed at the end of the 5th and 7th semesters (regular semesters, not summer semesters). When a course is repeated, BOTH grades become a part of the GPA.

With regard to a Dual Enrollment Course taken by a student at an institute of higher education (IHE), if the IHE does not provide the district with numerical grades, the school district will convert the letter grade to a numeric grade based upon the following conversion:

Letter Grade Received from IHE	Numerical Grade Conversion
A+	100
A	95
A-	93
B+	92

B	88
B-	85
C+	84
C	80
C-	75
D	70
F	65

The additional four (4) percentage points will then be added to the student's final grade.

Valedictorian/Salutatorian Criteria for the Graduating Class of 2020 to 2022:

1. The valedictorian/salutatorian shall be the student(s) who attain(s) the highest grade point average for grades 9-12 and;
2. The valedictorian/salutatorian shall have taken a minimum of twelve (12) honors or above honors level courses and;
3. The valedictorian/salutatorian shall meet all requirements for a student graduating with honors and a student graduating with distinction pursuant to the Tennessee Board of Education's criteria.
4. The requirements for valedictorian/salutatorian must be completed by the end of the 7th semester.

Valedictorian/Salutatorian Criteria for the Graduating Class of 2023 and Beyond:

1. The valedictorian/salutatorian shall be the student(s) who attain(s) the highest grade point average for grades 9-12 and;
2. The valedictorian/salutatorian shall have taken a minimum of twelve (12) honors or above honors level courses and;
3. The valedictorian/salutatorian shall meet all requirements for a student graduating with distinction pursuant to the Tennessee Board of Education's criteria.
4. In the event multiple students meet the aforementioned criteria, then the highest achieved ACT composite, not superscore, will serve as the final determination criteria.

1 5. The requirements for valedictorian/salutatorian must be completed by the end of the 7th
2 semester.

3 Exception: Schools in Rutherford County with an enrollment of less than 500 students shall determine
4 valedictorian/salutatorian based upon honors and above honors level courses available.

5 Exception: If there is no student within the school who meets the above listed criteria, the valedictorian
6 shall be the student with the highest grade point average.

7 Each high school principal shall approve a list of courses eligible for Honors/Advanced Honors and
8 Advanced Placement status. A copy of the approved list will be placed in the Administrative Procedures
9 Manual for the preceding school year. All honors/advanced honors and advanced placement courses
10 must meet the Tennessee Board of Education's guidelines regarding standards for honors courses.

11 Students graduating with distinction will be noted and recognized in the graduation printed program.
12 Additional "graduation with distinction" recognition will be the decision of the Board.

Cross References

Grading System 4.600

Graduation Requirements 4.605

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Opioid Antagonist	Descriptor Code: 6.4052	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The school district shall maintain an opioid antagonist at each school in at least two (2) unlocked,
3 secure locations to be administered to any student believed to be having a drug overdose.¹ School
4 nurses and other school personnel expected to provide emergency care to students shall be trained
5 according to the Tennessee Department of Health guidelines. The school nurse or other trained school
6 personnel may utilize the school's supply of opioid antagonists to respond to a drug overdose under a
7 standing protocol from a physician.

8 **PARENTAL NOTIFICATION**

9 The school district shall notify the parent(s)/guardian(s) of any student to whom an opioid antagonist
10 has been administered.

11 **PROCEDURES**

12 The Director of Schools shall develop procedures for the maintenance and usage of opioid antagonists
13 as well as procedures regarding record keeping and reporting after any incident.

Legal References

1. State Board of Education Policy 4.205; TCA 49-50-1604

Rutherford County Board of Education			
Monitoring: Review: Annually, in May	Descriptor Term: Foreign Exchange Students	Descriptor Code: 6.502	Issued Date: 01/15/09
		Rescinds: 5-38	Issued:

Any foreign student is eligible for acceptance into the foreign exchange student program, provided he/she is participating through any agency endorsed by the Council on Standards for International Educational Travel and is sponsored by an individual or organization and has a J-1 visa.¹ ~~Before approval by the Board, the exchange program representative must make written application on behalf of the student to the principal of the zoned school in the ESL Office serving the host family. No foreign exchange student shall be brought into the United States by the sponsor unless he/she has a school acceptance form signed by the principal/designee of the zoned school, been accepted by the director of schools and a written statement of acceptance issued by the ESL Coordinator.~~

The school may accept the student after determining the following:

1. The student will have a sufficient command of the English language to enable them to participate in the general curriculum;
2. Appropriate curriculum offerings can be provided for the student;
3. An overcrowded situation will not be further aggravated; and
4. Application must be made by July 15 of the applicable school year.

Prior to enrolling a foreign student, the principal or designee shall require, in addition to a valid student visa, the following documentation:

1. Citizenship;
2. Birthdate;
3. Health/immigration records;
4. Custody (including phone number, name and address of person responsible for the student);
5. School records, including a transcript of academics (in English); and
6. The scores of an English Language Proficiency Test; and
- ~~7. Statement of financial support from sponsoring party.~~

Admission requirements and all other considerations and expectations shall be the same for foreign students as for United States students. Students will be accepted only in grades 9-12. No more than four foreign students shall be placed in one school.

1 Students must have had acceptable academic achievement in their native countries and must have been
2 screened for maturity and ability to get the maximum benefit from an exchange program. Exchange
3 students must have an adequate command of the English language and be able to function without special
4 assistance in regular classes. The school counselor ~~ESL Coordinator~~ shall be responsible for assignment
5 to the appropriate grade level.

6 ~~Upon presentation of a valid student visa, the student will be issued a clearance statement from the ESL~~
7 ~~Coordinator and may register at the school site.~~

8 Each school shall name a faculty member as a student representative to serve as a liaison between the
9 school and exchange program agency and as an advisor to exchange students.

10 ~~The sponsoring individual/organization shall provide evidence to the school that the student will receive~~
11 ~~adequate financial support for the duration of his/her stay.~~ Exchange students shall not be eligible for
12 free or reduced-price lunches, nor shall schools hold fund-raising events to pay expenses incurred by
13 exchange students.

Legal Reference:

1. 22 CFR §514.2

Cross Reference:

School Admissions 6.203

Rutherford County Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: School Board Meetings	Descriptor Code: 1.400	Issued Date: Click here to enter a date.
		Rescinds: 1.400	Issued: 06/05/14

1 The Board will transact all business at official meetings which may be either regular or special.
2 Every meeting of the board shall be open to the public, except for those meetings in which the law allows
3 closed sessions.¹ Open meetings will be physically accessible to all students, employees, and interested
4 citizens.² In order to ensure all elements of board meetings are open to the public, no board members or
5 Rutherford County Schools support staff in attendance and participating in a board meeting shall utilize
6 a cell phone during the meeting.

7 The Board may restrict the recording of Board meetings via camera, camcorder or other photographic
8 equipment when such recording creates a threat to public safety and welfare or impedes the conducting
9 of efficient and orderly public meetings.³ Visitors are prohibited from bringing posters or signs into the
10 Board meeting due to the impact on visibility, which disrupts public participation and creates safety
11 concerns. If a visitor wishes to distribute materials, the visitor should bring copies and hand them to the
12 Board's Executive Secretary for distribution.

13 **SPECIAL MEETINGS**

14 The Board shall hold such special meetings as necessary to transact the business of the Board. Such
15 meetings shall be called by the chair whenever, in the chair's judgment, the interests of the schools
16 require it, or when requested to do so by a majority of the Board.²

17 Only business related to the call of the meeting, and details related to agenda items shall be discussed
18 or transacted by the Board at a special meeting.

19 **ELECTRONIC ATTENDANCE⁴**

20 Absent Board members may attend a regular or special meeting by electronic means if the member is
21 absent because of work, a family emergency, or the member's military service. If a board member is
22 absent due to military service, he/she may participate electronically as often as he/she is able to do so.
23 However, a board member may not participate electronically more than two (2) times per year for
24 absences due to work and/or family emergencies.

25 *General Requirements*

26 The following requirements apply to all electronic attendance, regardless of the reason for the
27 member's absence:

1. A quorum of the Board must be physically present at the meeting in order for any member to attend electronically.
2. Any member wishing to participate electronically must do so using technology which allows the Chair to visually identify the member.
3. The responsibility for the connection lies with the member wishing to participate electronically. No more than three (3) attempts to connect shall be made, unless the Board chooses to make additional attempts.

Work Related Absence

The following requirements apply to electronic attendance due to a work related absence:

1. The Board member must be absent from the county due to work.
2. The member wishing to participate must give the Chair and director at least five (5) days notice prior to the meeting of the member's desire to participate electronically.

Family Emergency

The following requirement applies to electronic attendance due to a family emergency:

1. The member must be absent due to the hospitalization of the member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, step-son, step-daughter, father-in-law, mother-in-law, brother-in-law, or sister-in-law.

Legal References

1. TCA 8-44-102; TCA 49-6-804(b)
2. 28 CFR § 36.201(a); 36.202
3. OP Tenn. Atty. Gen. 95-126
4. TCA 49-2-202(c)(1)
5. TCA 49-2-203(c)

Cross References

School Board Legal Status and Authority 1.100
Section 504 & ADA Grievance Procedures 1.802

Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Attendance	Descriptor Code: 6.200	Issued Date: 07/22/21
		Rescinds: 6.200	Issued: 01/05/21

Attendance is a key factor in student achievement, and therefore, students are expected to be present each day school is in session.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parents, teachers, and administrative staff.

The attendance supervisor shall oversee the entire attendance program which shall include:¹

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school;
4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and
5. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.²

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent/guardian.³

Absences shall be classified as either excused or unexcused as determined by the principal/designee. If an absence is unexcused, the work missed may be made up for credit within five (5) days of returning to school from said absence.

Out-of-school suspension days will be considered unexcused absences and students absent for out-of-school suspension shall be allowed to make up the work missed within five (5) days of returning to school from said absence and receive eighty percent (80%) of the grade earned. If a grade was not taken for the day missed, no deduction in grades will occur because of the absence.

Excused absences shall include:⁴

1. Personal illness/injury

a. A note from the student's parent/guardian or legal custodian will be required upon the student's returning to school. The note should include the reason(s) for and the date(s) of the absence. Upon returning to school, a student has five (5) school days in which to submit a note. After that time period has elapsed, the absence(s) will become permanently unexcused.

b. The school may accept a written note from a parent/guardian or legal custodian for up to a total of eight (8) accumulated days during the school year. However, if a student is absent more than a total of eight (8) accumulated days, a doctor's note specifying inclusive dates for illness must be submitted in order for any subsequent absences due to illness to be excused.

2. Illness of immediate family member

a. A doctor's statement may be required after three (3) days. Immediate family member is defined as a student's parent/guardian or sibling.

3. Death in the family

a. One day shall be excused for death of family members. Additional days will be excused at the discretion of the principal.

b. If the death is not of a family member, the principal may approve as an unexcused absence with appropriate documentation.

4. Extreme weather conditions

5. Religious observances⁵

6. Military Service of Parent/Guardian⁶

a. School principals shall provide students with a one-day excused absence prior to the deployment of and a one-day excused absence upon the return of a parent/guardian or immediate family member serving active military service.

b. Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork missed during these absences.⁶

7. Pregnancy

8. School-endorsed activities

- a. A school principal may excuse a student from school attendance to participate in a non-school-sponsored extracurricular activity if the following conditions are met:
- The student provides documentation to the school as proof of the student's participation in the non-school-sponsored extracurricular activity;
 - The student's parent, custodian, or other person with legal custody or control of the student, prior to the extracurricular activity, submits to the principal or the principal's designee a written request for the excused absence. The written

request shall be submitted no later than seven (7) business days prior to the student's absence; and

iii. The principal or the principal's designee approves, in writing, the student's participation in the non-school-sponsored extracurricular activity.

b. The principal may limit the number and duration of non-school sponsored extracurricular activities for which excused absences may be granted to a student during the school year. The principal shall excuse no more than ten (10) absences each school year for students participating in non-school-sponsored extracurricular activities.

9. Summons, subpoena, or court order

a. Written verification of the appearance and the time involved must be submitted upon the student's return to school. These excuses may be obtained through the Court Clerk's office.

10. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:⁷

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness; and
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

General

Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students receiving special education services may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s) and the school system provides transportation, unexcused absences from these programs shall be reported in the same manner.⁸

Students who are absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent/guardian does not provide documentation within adequate time excusing those

absences or request an attendance hearing, then the Director of Schools shall implement tier two of the progressive truancy plan described below prior to referral to juvenile court.

The Director of Schools/designee shall develop appropriate administrative procedures to implement this policy.

*Progressive Truancy Intervention Plan*⁹

Tier I

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to, sharing of expectations online and in student handbooks, communicating tardies and absences to families daily, providing transportation, and sharing community resources such as before and after-school care options.

Tier II

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before referral to juvenile court, and includes the following:

1. A conference with the student and the student's parent(s)/guardian(s);
2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
 - a. A specific description of the school's attendance expectations for the student;
 - b. The period for which the contract is effective; and
 - c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court.
3. Regularly scheduled follow-up meetings to discuss the student's progress; and
4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier III

Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III may consist of the following interventions, to be determined by the principal as needed: utilizing truancy officers, peer mentors, social workers, or other appropriate staff to encourage consistent attendance, meet with families to ascertain needs and hinderances to attendance, offering recommendations for community resources such as before and after school care, and/or discuss transportation needs and assist with problem-solving those needs. The interventions shall address students' needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

COLLEGE VISITS¹⁰

Any high school student wishing to participate in a postsecondary school visit during the school year shall submit to the principal/designee prior notice from the his/her parent/guardian specifying the date of the school visit. The parent(s)/guardian(s) of the student shall be responsible for facilitating any postsecondary school visits and for ensuring the safety of the student during the visit.

The principal/designee shall count a student present for no more than three (3) days each school year for students participating in a postsecondary school visit. The student shall be counted present for the day of the postsecondary school visit and shall not be counted present during any travel days.

In order to be counted present for the school day missed, the student shall submit to the principal/designee a signed letter or form from a campus official verifying that the visit to the postsecondary school occurred.

The student shall complete any schoolwork missed due to the student participating in a postsecondary school visit.

PERFECT ATTENDANCE

To be eligible for perfect attendance, a student must be in attendance for a length of time equal to the state's minimum hourly requirement for a school day. To have perfect attendance in a particular class, a student must be present every day for over half of the class period.

Any student who misses class or a day of school because of observance of a day set aside as sacred by a religious denomination of which the student is a member or adherent, shall be deemed to have met the requirements of perfect attendance if his/her only absences were related to such observance.

Any student who misses class or a day of school because of a scheduled visit to a college or university shall be deemed to have met the requirements of perfect attendance if his/her only absences were related to such visit. Any student who misses class or a day of school because of earning an exemption from exams shall be deemed to have met the requirements for perfect attendance if his/her only absences were related to the exemptions.

POSITIVE INCENTIVES FOR PERFECT ATTENDANCE

Grades K-8

Individual schools are encouraged to provide incentives for regular attendance.

Grades 9-12

Final Exam Exemptions (Other than state mandated End of Course Exams)-Eligibility for exam exemptions (other than state mandated End of Course Exams) begins the first day of school. The final decision regarding final exemption of any student will be determined by the principal/designee. Any student who has been suspended (in-school or out-of-school) is not eligible for exemptions. The criteria for final exam exemption are as follows:

Full Year Classes

One Semester Class

1	8 absences-A average	4 absences-A average
2	6 absences-B average	3 absences-B average
3	4 absences-C average	2 absences-C average
4	2 absences-D average	1 absence-D average

5 **ABSENCES MAY NOT BE MADE UP FOR THE PURPOSE OF QUALIFYING FOR EXAM**
6 **EXEMPTION.**

7 Any student in Rutherford County Schools with four (4) years perfect attendance will receive recognition
8 for this achievement.

9 **TARDIES K-12**

10 Being on time to school and class is essential for optimum teaching and learning. When a student is
11 tardy, he/she disrupts this process for others and loses important learning time for himself/herself. School
12 bus transportation is provided free of charge to students of Rutherford County. For this reason, tardies
13 related to car problems, traffic, oversleeping, etc. are not valid reasons for tardiness. To receive an
14 excused tardy when late to school, the student must either:

- 15 a. A doctor's statement;
16
17 b. An official court notice; or
18
19 c. A parent conference or a parent's telephone call and approval by the administration.
(Personal illness would be excused.)

20 **STATE-MANDATED ASSESSMENT**

21 Students who are absent the day of the scheduled EOC exams must present a signed doctor's excuse or
22 must have been given an excused release by the principal prior to testing to receive an excused absence.
23 Students who have excused absences will be allowed to take a make-up exam. Excused students will
24 receive an incomplete in the course until they have taken the EOC exam.

25 Students who have an unexcused absence shall receive a failing grade on the course exam which shall
26 be averaged into their final grade.

27 **CREDIT/PROMOTION DENIAL**

28 Credit/promotion denial determinations may include student attendance; however, student attendance
29 may not be the sole criterion.¹¹ If attendance is a factor, prior to credit/promotion denial, the following
30 shall occur:

1. The student and the parent/guardian shall be advised if student is in danger of credit/promotion denial due to excessive absenteeism.

2. Procedures in due process are available to the student when credit or promotion is denied.

DRIVER'S LICENSE REVOCATION²

More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any semester renders a student ineligible to retain a driver's permit or license, or to obtain such if of age.

In order to qualify for reclaiming a driver's permit or license, the student must make a passing grade in at least three (3) full unit subjects or their equivalency at the conclusion of a subsequent grading period.

ATTENDANCE HEARING¹²

Students with excessive (more than 5) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee will conduct a hearing to determine if any extenuating circumstances exist or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parents/guardian(s) of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the board, and the board shall review the record. Following the review, the board may affirm or overturn the decision of the Director of Schools/designee. The action of the board shall be final.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3019
7. TCA 49-6-3007
8. TCA 49-6-3021
9. TCA 49-6-3007; TCA 49-6-3009
10. State Board of Education Policy 4.100
11. TCA 49-2-203(b)(7)
12. TRR/MS 0520-01-02-.17(7)

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays 4.803
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

Rutherford County Board of Education			
Monitoring: Review: Annually, in November	Descriptor Term: Summer Instructional Programs	Descriptor Code: 4.204	Issued Date:
		Rescinds: 4.204	Issued:

1 *General*

2 The following programs will be made available to students:^{1,2}

- 3 1. Traditional summer school;
- 4
- 5 2. Learning loss bridge camps;
- 6
- 7 3. After-school learning mini camps (2021-2023); and
- 8
- 9 4. Summer learning camps (2021-2023).

10 These programs shall be organized and operated in accordance with state law as well as guidelines
 11 provided by the Tennessee Department of Education. Funding for all programming shall be provided
 12 for in the annual budget and take into account any available grants. The Board may adopt tuition rates
 13 for those students attending a traditional summer school program.³

14 **SUMMER PROGRAMMING²**

15 The Director of Schools shall present a recommended summer programming plan to the Board each
 16 year, no later than May, outlining the following:

- 17 1. Courses offered;
- 18
- 19 2. Transportation;
- 20
- 21 3. Class size ratios;
- 22
- 23 4. Budget, including staff compensation;
- 24
- 25 5. School nutrition needs;
- 26
- 27 6. Staffing;
- 28
- 29 7. Enrollment criteria; and
- 30
- 31 8. Any additional necessary information.

32 **ATTENDANCE REQUIREMENTS²**

- 1 Priority students, as defined by state law, shall not be required to attend summer programs but will be
- 2 highly encouraged by schools to attend.
- 3 The Director of Schools shall be responsible for developing administrative procedures regarding the
- 4 attendance requirements of priority students in each program.

Legal References

1. TRR/MS 0520-01-03-.03(9)
2. Public Acts of 2021, Special Legislative Session, Chapter No. 1
3. TCA 49-6-3003

Cross References

Extended Contracts 5.112

Rutherford County Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: Appeals to and Appearances Before the Board	Descriptor Code: 1.404	Issued Date: Click here to enter a date.
		Rescinds: 1.404	Issued: 01/15/09

General

~~All meetings of the Board of Education are open to the public. Notice of all regularly scheduled meetings shall be made to the local media for public announcement.~~

APPEALS TO THE BOARD

Any matter relating to the operation of the school system may be appealed to the Board. However, all matters relating to the operation of the school system shall be channeled through the Director of Schools before being brought before the Board of Education. If, after such procedure is followed, there is still reason to address the Board, the matter shall be referred in writing to the Board of Education for its determination and action.

APPEARING BEFORE THE BOARD

~~These procedures are~~ This policy is not designed to restrict the scheduled appearances of citizens who have regular business with the Board and whose presentations are provided for in the agenda. Additionally, the Board may via motion, a second, and a vote, recognize speakers despite the below requirements if a majority of the Board determines the speaker would be in the public's best interest.

~~The Board shall determine whether it will hear the individual or group.~~

Making Application to Speak

Individuals may speak to the Board so long as all requirements contained in this policy are met. Individuals who do not comply with this policy will be denied the ability to speak. In order to speak at Board meetings with visitors on the agenda, individuals must complete a Public Participation Form provided by the Board. The form must be fully completed and turned in to the Board's Executive Secretary no later than two (2) working days prior to the meeting. The individual must provide proof of Rutherford County residency or employment with the Rutherford County Board of Education along with the Public Participation Form and photo identification. Each person wishing to speak must submit an individual form. It is not permissible for multiple names to be included on the same form. Those persons having complaints and concerns for which other resolution channels are provided shall be directed through those channels by the director of school's office and/or staff.

Rules for Speakers

The Board shall provide no more than thirty (30) minutes for all individuals approved to speak during public recognition.

If a speaker is approved, the speaker will have three (3) minutes to speak. The speaker should introduce themselves to the Board by stating their name for the record. Visitors speaking to the Board shall address remarks to the chairman and may direct questions to individual board members or staff members only upon approval of the chairman. Delegations of speakers from the same organization should select one individual to speak on behalf of the delegation. Speakers may not distribute materials, printed or otherwise, directly to Board Members during the meeting. If a speaker wishes to distribute materials, the speaker should bring copies and hand them to the Board's Executive Secretary for distribution. Posters and signs are also not allowed in the Board Room due to safety concerns and public access concerns related to visibility.

The following behavior and comments may result in the Board Chair ending a speaker's time early and, if necessary due to ongoing interruption/lack of compliance with the Chair's directions, having the speaker removed:

1. Repetitive comments already made by the speaker or other speakers;
2. Refusing to yield the podium when the speaking time allotted expires;
3. Using obscene or vulgar language or conduct, or statements intended to incite violence or breach the peace.

Additionally, the Board Chair may remove any member of the audience that continues to disrupt the business of the Board after an initial warning.

~~This request should include names of persons to appear, their spokesperson, and the nature of the business. Visitors desiring to speak but not on the agenda must complete and submit a request form to the director of school's office at least fifteen (15) minutes in advance of the Board meeting.~~

~~Each person speaking shall state his or her name, address, and subject of presentation. The time allowed for each person will be three (3) minutes. No person shall be allowed to make personal attacks on members of the Board or employees of the school system. In addition, no person shall be allowed to make obscene, profane and vulgar remarks or otherwise engage in actions that breach the peace of a Board meeting.⁺~~

Individuals desiring additional information about any item on the agenda shall direct such inquiries to the Office of the Director of Schools.

The intent of these rules is to:

1. Allow everyone a fair and adequate opportunity to be heard;

- 1 2. Allow the Director of Schools to take direct action when policies have already been established
- 2 by the Board on the subject of the request;
- 3 3. Provide adequate time for the Director of Schools or the Board to obtain necessary information
- 4 and give thorough thought in situations where a policy does not exist, a change of policy is
- 5 proposed, or an exception to policy is specifically requested; and
- 6 4. See that the time so devoted does not interfere with fulfillment of the regular agenda of the Board.

Legal Reference:

1. TCA 8-44-102; TCA 49-6-804(b)
2. OP Tenn. Atty. Gen. 95-126

Cross References:

School Board Meetings 1.400
Agendas 1.403
Complaints About School Personnel 5.502

Capital Improvement Project

Request from Oakland High School to install turf on the baseball field

September 29, 2021

Oakland High School, Principal John Marshall

Oakland High School Baseball Boosters Club, Inc.

1. OHS Baseball Boosters Club is asking for permission from the Rutherford County School Board to install turf on the baseball field. The "turf project" will be funded through the OHS Baseball Boosters Club. This project supports the OHS baseball team. We will not ask for any funding from the Rutherford County School Board.
 - a. OHS Baseball Booster Club has secured a 6.5 year \$250,000 loan from Volunteer State Bank.
 - b. The booster club plans to maintain a separate "turf project" checking account, for future fundraising activity pertaining to the turf.
 - c. The booster club's yearly financial contribution to the turf project will be paid annually to Volunteer State Bank. The bank is requiring a \$42,000 annual principal reduction.
 - d. The booster club has secured 6 major field sponsors that are committed to pay \$5,000 per year for 5 years, for the turf project. Other money will be raised by hosting baseball tournaments and normal booster club fundraising activities.
 - e. The Booster Club hopes to have the loan paid off in four years. Money will be saved because of less field maintenance, with turf.

Break down of annual payments, due at the end of each year, starting 2022

\$30,000	donations from 6 pledges, due by Dec 1 2021
\$10,000	host tournaments, summer of 2022
\$10,000	Booster Club normal contributions

2. The total loan amount borrowed from Volunteer State Bank is \$250,000. The total construction cost is \$252,000, from Warner Athletics. The cost budget is attached. This is an unsecured loan. An overview of the loan terms are shown below. Volunteer State Bank will provide a term sheet.
 - a. Borrower: Oakland High School Baseball Boosters Club, Inc.
 - Loan amount: \$250,000 drawn down line of credit
 - Term: 6.5 years
 - Payment: paying interest monthly, with an annual principal reduction of \$42,000
 - Rate: 3.50% fixed
 - Loan fee: None, only \$250 doc prep
 - Collateral: None
 - Guarantor: None

3. All money used for this project will flow through the OHS Baseball Booster Club, Inc. 501c3 checking account, which is managed by the parents, of the OHS baseball team.
4. The booster club has money "set aside" for the monthly interest payments; estimated approx. \$750/mo for the first year, then reduced as principal payments are applied.
5. Barring weather and material delays, construction will be started in October 2021 with a target completion date of February 15, 2022.
6. Lou Warner with Warner Athletics also assisted the OHS Football team and RHS baseball team with their recent turf projects.

Donors- we have 6 committed "field sponsors" - \$5,000 per year for 5 years or \$150,000 total



██████████ will donate the rock which should save \$20,000. Currently, we have \$10,000 in our separate "turf project" checking account. ██████████ gave \$5,000 as a onetime gift and ██████████ has paid their \$5,000 donation before the Dec 1 deadline. We hope to gather other "one time" gifts from donors.

Construction budget overview- Lou Warner of Warner Athletics

\$225,922	Truhop Infield/ Momentum Hips
\$19,277	Bullpens
\$7,355	.3% Sourcewell cooperative fee
\$252,554	Total



Chad Hill
Market President
2019 Memorial Blvd
Murfreesboro, TN 37129

Dear Coach Hawks:

Thank you for the opportunity and privilege to serve you, your team, your patrons, and the entire OHS Family.

It is our understanding that your project will cost approx. \$252,000 to replace the Oakland infield with turf. Volunteer State Bank respectfully offers the following terms to finance this project, should you elect to proceed with this endeavor and select us as your banking partner:

Borrower: OHS Baseball Booster Club, Inc.

Amount: \$250,000

Rate: 3.50% fixed

Fee: \$250 Documentation Fee (NO Origination Fee)

Term: 6-month draw period with monthly Interest payments; followed by 6 - year term with monthly Interest payments & 5 Annual Principal Payments of \$42,000 (approx. 1/6th of loan amount) with final amount of Principal & Interest due at maturity.

Collateral: Unsecured

Subject to: Proper School & Booster Club approvals and authorized signatories, Plus, any Entity Documents, Financials & Project Related Invoices And Or other information the Bank may request from time to time & New deposit relationship with Volunteer State Bank.

We look forward to working with you, and please contact me with any further questions and/or discussion at (931) 206-8373.

Sincerely,

Chad Hill
Regional President – VSB South



Amortization

\$250,000 – principal amount; divided by 6 yrs is \$42k per year, less interest. We anticipate the rock to be donated, which may lower the amount actual drawn, from the loan.

Loan Amount	<input type="text" value="\$250000"/>
Loan Term	<input type="text" value="6"/> years
	<input type="text" value="0"/> months
Interest Rate	<input type="text" value="3.50"/> %
Compound	<input type="text" value="Monthly (APR)"/>
Pay Back	<input type="text" value="Every Year"/>
<input type="button" value="Calculate"/>	

Results:

Payment Every Year **\$47,004.46**
 Total of 6 Payments **\$282,026.78**
 Total Interest **\$32,026.78**

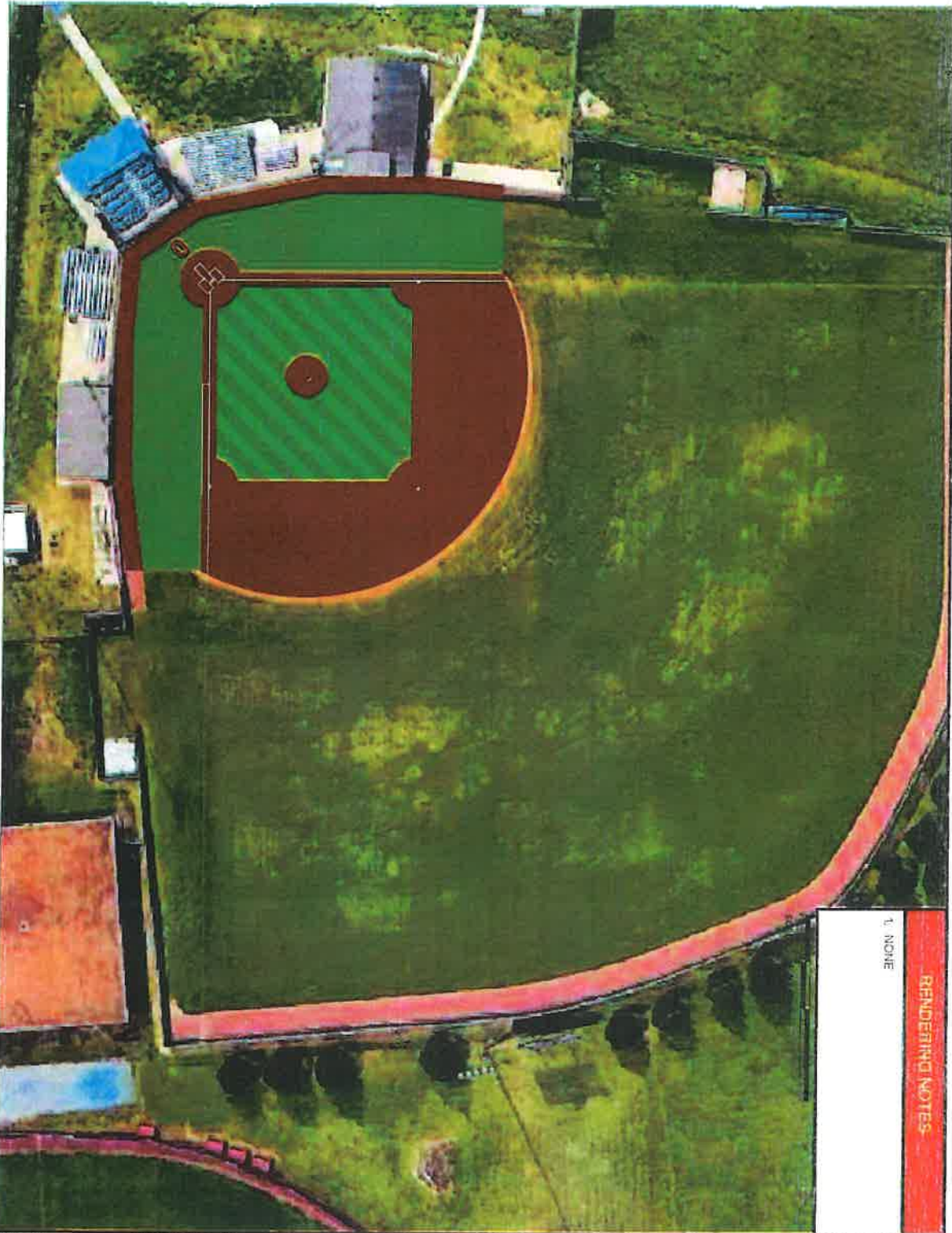
[View Amortization Table](#)



Principal
Interest

Amortization Schedule

	Beginning Balance	Interest	Principal	Ending Balance
1	\$250,000.00	\$8,891.74	\$38,112.72	\$211,887.28
2	\$211,887.28	\$7,536.18	\$39,468.28	\$172,419.00
3	\$172,419.00	\$6,132.42	\$40,872.04	\$131,546.95
4	\$131,546.95	\$4,678.72	\$42,325.74	\$89,221.21
5	\$89,221.21	\$3,173.33	\$43,831.14	\$45,390.08
6	\$45,390.08	\$1,614.39	\$45,390.08	-\$0.00



1. NONE

RENDERING NOTES

ISSUED FOR APPROVAL

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T	DATE	JOB NO.	DATE	MAX BRICKS
R	2/25/2019	10000	2/25/2019	10000
0 of 1				

OAKLAND HIGH SCHOOL
BASEBALL
MURFREESBORO, TN
RENDERING

PRODUCT: TBD
AREA: TBD
INFILL TYPE: TBD
INFILL RATIO: TBD
INSTALLER: TBD

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OHS Baseball Booster Meeting



September 28, 2021

Jim Vinson called the meeting to order @ 6:00 pm

In Attendance : Jim Vinson (President), Jennifer Henson (Secretary), Tracy Wilt (Treasurer), Steve Hopkins (Jr Class Rep), Joe McHenry (Sr Class Rep), Chris Wrather (Soph Class Rep), Tim Pack (Freshman Class Rep), and Head Baseball Coach Mack Hawks

Our annual golf tournament was held Saturday, September 18th at Cedar Crest Golf Course. We had 100 golfers signed up to play, and 13 didn't show. We made approximately \$9500-\$10,000. We are still waiting on payment from a few hole sponsors. We have set a date for next year's tournament of September 19, 2022. Scott Baird at Cedar Crest is our contact person (208-520-5098).

Jim reported our current booster club bank account balance is \$50,839.37. Player fees are still being paid, also more scoreboard sponsors are expected.

We had the annual Meet and Greet dinner with all the baseball families in August at Oakland High School. At that time, Coach expressed his interest in having a turf field.

Coach Hawks and Jim met with Chad Hill and Garrett Parker of Volunteer State Bank on Sept 24th about financing for a turf infield. The turf company is Shaw, and will be installed by Warner Athletics. Warner should start the project this November and be completed by mid February. The cost of the project is approximately \$250,000. Blue Water Industries will donate all the rock needed which will lower our final cost by \$20,000. Volunteer State Bank will have the loan at \$250,000 with a draw down Line of Credit. Construction piece is good for 6 months. We will pay \$42,000 each year for six years plus principal reduction- interest rate of 3.5% fixed.

Coach Hawks has six local businesses to donate \$5000 each year for the next five years for this turf project : A-1 Waterproofing, Donut Country, Lead Off Baseball Academy, Smyrna Ready Mix, Walter Hill Plumbing, Zaxbys. Their first payment will be due by December 1, 2021, along with their logo for implementation into turf. Each year thereafter, the company's payment will be due in August. In addition, we anticipate getting smaller sponsors to aid in the financial burden.

We have a separate checking account for the turf collections. We currently have \$10,000 in turf account. We received \$5,000 from Ole South Properties and \$5,000 from A-1 Waterproofing. We anticipate at least \$20,000 in additional fundraising throughout this year. Also, Coach Hawks plans to open our field to hosting travel tourneys which will add more revenue.

We do not anticipate any Title IX issues with our turf project. Oakland softball is not interested at this time in having a turf field.

Jim Vinson will be required to sign the bank loan acting as Booster Club President; however, Jim Vinson is not personally responsible for any of the loan payments during the course of the financial terms.

Chris Wrather moved to go ahead with the project of installing a turf infield, Steve Hopkins added a second. The committee voted to move forward with turf infield.

Meeting adjourned at 7:35 p.m.

Club President


Jim Vinson, Treasurer

Date

9/29/21

Club Secretary



Date

9/29/21

FORM E**CONTRACT ACCEPTANCE AND AWARD**

(Top portion of this form will be completed by Sourcewell if the vendor is awarded a contract. The vendor should complete the vendor authorized signatures as part of the RFP response.)

Sourcewell Contract #: 060518-SII

Proposer's full legal name: Shaw Contract Flooring Services, Inc. dba Shaw Sports Turf

Based on Sourcewell's evaluation of your proposal, you have been awarded a contract. As an awarded vendor, you agree to provide the products and services contained in your proposal and to meet all of the terms and conditions set forth in this RFP, in any amendments to this RFP, and in any exceptions that are accepted by Sourcewell.

The effective date of the Contract will be August 7, 2018 and will expire on August 7, 2022 (no later than the later of four years from the expiration date of the currently awarded contract or four years from the date that the Sourcewell Chief Procurement Officer awards the Contract). This Contract may be extended for a fifth year at Sourcewell's discretion.

Sourcewell Authorized Signatures:

Jeremy Schwartz

78144D620E684E3

SOURCEWELL DIRECTOR OF OPERATIONS AND
PROCUREMENT/CPO SIGNATURE

Jeremy Schwartz
(NAME PRINTED OR TYPED)

DocuSigned by:

Chad Coquette

3F75ED2BA947448

SOURCEWELL EXECUTIVE DIRECTOR/CEO SIGNATURE

Chad Coquette
(NAME PRINTED OR TYPED)

Awarded on August 3, 2018

Sourcewell Contract # 060518-SII

Vendor Authorized Signatures:

The Vendor hereby accepts this Contract award, including all accepted exceptions and amendments.

Vendor Name Shaw Contract Flooring Services, Inc dba Shaw Sports Turf

Authorized Signatory's Title Director of Specialty Projects

Chris Small

VENDOR AUTHORIZED SIGNATURE

Chris Small

(NAME PRINTED OR TYPED)

Executed on 8/6, 2018

Sourcewell Contract # 060518-SII

Title IX High School Checklist

The following information is a guide to assist high school athletic administrators in establishing and maintaining Title IX compliance.

Accommodation of Interests and Abilities:

Yes /No:

- Yes 1. Are interscholastic level participation opportunities for male and female students provided in numbers substantially proportionate to their respective enrollments?
- Yes 2. Does your school/district have an assessment tool, such as a survey, to determine whether the current athletic program is meeting students' athletic interests?
- Yes 3. Do boys' and girls' teams compete at equivalent levels of competition? (Similar section/state classification levels)
- yes 4. Does your school's athletic department have a "cut" policy that is equivalent for athletes who try-out for boys' and girls' teams?
- NO 5. Does your school provide intramural sport programs for both boys and girls?
- yes 6. Does your school offer all the sports which are available in neighboring districts/regions?

Coaches:

Yes/ No:

- yes 1. Does your school/district have a written non-discriminatory policy or procedure for determining the number of coaches (full-time, part-time, head, assistant and volunteer) assigned to teams and coaches' qualifications?
- yes 2. Does your school's athletic department apply the same criteria when hiring coaches of girls' and boys' teams? (Such as: experience, training, background)
- yes 3. Does your school's athletic department or district ensure the coach to athlete ratio is the same for all boys' and girls' teams.
- yes 4. Are the number of volunteer coaches equivalent for boys' and girls' teams?
- yes 6. Are coaches of boys' and girls' teams available to athletes for an equivalent amount of time?
- yes 7. Are coaches of girls' and boys' teams receiving equivalent compensation?
- yes 8. Do coaches of girls' and boys' teams have equivalent qualifications?

Equipment and Supplies:

The goal is to ensure that regardless of gender or team, the students should be supplied with equal caliber equipment. The cost of equipment will vary by sport, but the quality of the equipment and supplies must be equivalent. Booster clubs purchasing equipment and supplies **IS** considered to be part of the "school" and must be taken into account when answering questions in this area.

Yes/No:

- YS 1. Does your school's athletic department have a written nondiscriminatory policy or procedure for providing, maintaining, and replacing equipment and supplies?
- YS 2. Does your school's athletic department have a maintenance and replacement schedule for equipment, supplies and uniforms which is equitable for all teams?
- YS 3. Do all boys' and girls' teams receive new uniforms and equipment on an equitable rotation?
- YS 4. Are boys' and girls' teams provided an equivalent number of uniforms?
- NO 5. Are any teams required to share uniforms? If so, is uniform sharing equitable for boys' and girls' teams?
- YS 6. Are boys' and girls' teams provided an equivalent amount of other equipment and supplies?
- YS 7. Are boys' and girls' teams provided an equivalent quality of uniforms?
- YS 8. Are boys' and girls' teams provided an equivalent quality of other equipment and supplies?
- YS 9. Does your school's equipment storage areas provide an equivalent amount of storage space for girls' and boys' teams?
- YS 10. Are the locations of equipment storage areas equivalently convenient for boys' and girls' teams, (e.g., distance from locker rooms, practice and competitive facilities)?
- YS 11. Are the hours the equipment storage is open and equipment available, equivalent for girls' and boys' teams?
- YS 12. Are student managers equivalently available to girls' and boys' teams?
- YS 13. Are equivalent uniform laundry services available to girls' and boys' teams?
- YS 14. Are boys' and girls' teams provided with equipment and supplies of equivalent suitability (e.g., equipment that is regulation, officially sanctioned, meets rules or specifications)?

Locker Rooms, Practice and Competitive Facilities:

Yes/ No:

- Yes 1. Does your school's athletic department have a written nondiscriminatory policy or procedure for determining the use and availability of locker rooms, practice, and competitive facilities?
- Yes 2. Are the competitive facilities for boys' and girls' teams available to male and female athletes on an equivalent basis?
- Yes 3. Are the competitive facilities for boys' and girls' teams of an equivalent quality?
- Yes 4. Are the practice facilities for boys' and girls' teams available to female and male athletes on an equivalent basis?
- Yes 5. Are the practice facilities for boys' and girls' teams of an equivalent quality?
- Yes 6. Do boys' and girls' teams share the prime facility?
- Yes 7. If any teams get "bumped" out of their scheduled facility, does it happen to both girls' and boys' teams?
- Yes 8. If any teams have to share their practice facility with other activities, such as intramural sports or PE classes, does it happen to both boys' and girls' teams?
- Yes 9. Are girls' and boys' teams equivalently responsible for the maintenance and preparation of their practice and competitive facilities? Such as, sweeping or cleaning the facilities before practice, or raking/weeding the softball or baseball fields.
- Yes 10. Are boys' and girls' teams provided an equivalent quality, size and number of locker rooms?
- Yes 11. Is the assignment of individual lockers equivalent for female and male athletes?
- Yes 12. Are boys' and girls' lockers of comparable size?
- Yes 13. Are boys' and girls' locker rooms within equivalent proximity to practice and competitive facilities, training rooms, and weight rooms?
- Yes 14. Are boys' and girls' teams provided equivalent exclusivity of locker rooms, i.e., are teams provided their own locker room during their teams' season?

Medical and Training Facilities and Services:

Yes/No:

- Yes 1. Does your school's athletic department have a written policy or procedure for providing medical and training facilities and services to male and female athletes?

- yes 2. Are medical personnel equivalently available to male and female athletes?
- yes 3. Does your school's athletic department provide equivalent access to the weight room for male and female athletes?
- yes 4. Are girls' and boys' teams scheduled times for using the weight room on an equivalent basis? Prime times?
- yes 5. Does your school's athletic department provide weights and workout equipment on an equivalent basis for female and male athletes?
- yes 6. Are weight training and/or strength conditioning programs available on an equivalent basis for male and female athletes?
- yes 7. Does your school's athletic department provide equivalent access to the training room for female and male athletes?
- no 8. Is any team given priority access to training room services?
- yes 9. Are all athletes served on a first come, first served basis?
- yes 10. Is the training room located within an equivalent proximity to boys' and girls' locker rooms, practice and competitive facilities?
- yes 11. Are athletic trainers equivalently available for female and male athletes during practice and competition?
- yes 12. Are the athletic trainers assigned to boys' and girls' teams equivalently qualified?
- yes 13. Are girls and boys provided access to weight training and conditioning facilities of equivalent quality?
- yes 14. Are boys and girls provided equivalent access to health, accident, and injury insurance coverage?

Publicity:

Yes/ No:

- yes 1. Does your school's athletic department have a written non-discriminatory policy or procedure for providing publicity services to boys' and girls' interscholastic athletic programs?
- yes 2. If sports information services are available (e.g., specific personnel assigned to covering teams' events, keeping statistics, reporting scores, etc.), are they equivalently available to girls' and boys' teams?

yes 3. Are the following publicity resources equivalently available to male and female athletes?

- Trophy cases
- Banners displayed
- Posters displayed
- Team photographs
- Pep band at games
- Cheerleaders at home games
- Cheerleaders at away games (season and playoffs)
- Pep Rallies before games
- Television broadcast of events
- Radio broadcast of events
- Television Advertising
- Radio Advertising
- Local newspaper articles
- Local newspaper advertising
- School newspaper articles
- School newspaper advertising
- Marquee Advertising
- Daily Announcements-upcoming events and competition results

yes 4. Does your school's athletic department provide an equivalent amount of publications for boys' and girls' teams, such as flyers, schedule calendars, and game programs or rosters?

yes 5. Is the District providing an equivalent quality of publications for boys' and girls' teams?

yes 6. Is the distribution of publications equitable for female and male athletes? For example, do athletes distribute their own publications, or do some teams have their advertising flyers and programs distributed by others (such as the Spirit Squad)?

yes 7. Do both male and female teams have equivalent access to use the video equipment (video camera, VCR, monitor)?

yes 8. If available, are boys' and girls' teams provided equivalent access to videotapes of games for review after competition, or for college recruiting highlight tapes?

yes 9. Does your school's athletic department provide equivalent promotions for boys' and girls' teams?

Scheduling:

Yes/No:

yes 1. Does your school's athletic department have a written non-discriminatory policy or procedure for establishing competitive and practice schedules and permitting pre-season or post-season competition?

- yes 2. Are teams scheduled to compete in an equivalent percentage of their maximum allowable number of competitions?
- yes 3. Do boys' and girls' teams share the prime time, or preferred competitive time slots?
- yes 4. Do boys' and girls' teams share the preferred time for scheduled practice?
- yes 5. Are boys' and girls' teams provided equivalent opportunity to practice on the preferred days?
- yes 6. Are boys' and girls' teams provided an equivalent amount of practice time?
- yes 7. Are boys' and girls' teams practicing an equivalent number of days each week?
- yes 8. Are girls' and boys' teams given equivalent opportunity to participate in pre-season competition?
- yes 9. Are boys' and girls' teams given equivalent opportunity to participate in post-season competition?

Support Services:

Yes/ No:

- yes 1. Does the District have a non-discriminatory written policy or procedure for providing administrative, secretarial, and clerical support services to the girls' and boys' interscholastic athletic programs?
- N/A 2. Is an equivalent amount of secretarial time available to coaches of girls' and boys' teams?
- yes 3. Do all teams have equivalent access to clerical equipment?
- yes 4. Is equivalent office space provided to coaches of girls' and boys' teams?
- yes 5. Do coaches have equivalent office equipment, furniture, and office space? (such as computers, printers, typewriters, access to telephone)
- yes 6. Are all coaches offices located in close proximity to locker rooms, practice and competitive facilities?

Travel and Per Diem:

The goal is to ensure that regardless of gender or team, that the students should receive equal transportation, time to warm-up and pre/post game meals. At the interscholastic level, most districts provide transportation. However, you cannot have a luxury charter bus for one team and a standard school bus for another. Most of the housing issues are not applicable to the high school level.

Yes/No:

- yes 1. Does your school's athletic department have a written nondiscriminatory policy regarding travel arrangements, amount of traveling time to allow adequate warm-up time, factors in determining how a team will travel, and per diem allowances?
- yes 2. Are boys' and girls' teams provided an equivalent type of transportation, such as school bus, private car, or district owned vans?
- yes 3. Are male and female athletes allowed an equivalent amount of excused time from school for attending their athletic events?
- yes 4. When traveling to away competitions, are teams provided an equivalent amount of warm-up time before competition, based on the needs of each sport?
- yes 5. Are all athletes provided an equivalent amount of meal money, for example, when traveling to state competitions?
- yes 6. Are pre-game and post-game meals provided equivalently for girls' and boys' teams?
- yes 7. If the District provides housing and meals when traveling, are boys' and girls' teams provided an equivalent quality of hotel and restaurant?
- yes 8. When traveling to away competitions, is the number of athletes assigned to each room equivalent for boys and girls?

**Bill C. Spurlock
Director of Schools**

**Evaluation
Instrument**

School Year 2020-2021

**Rutherford County Board of
Education**

**Conducted By:
Tennessee School Board Association
525 Brick Church Park Drive
Nashville, TN 37207**

Director of Schools' Evaluation

2020-2021

Performance Goals & Objectives Categories

In an effort to promote continued professional growth and improvement, please evaluate the Director of Rutherford County Schools in the following areas.

Performance Goals & Objectives	Poor	Fair	Good	Excellent
1. Improve the Academic Performance of All Students.	1	2	3	4
2. Create a Safe and Nurturing Environment for Students, Staff and the Educational Environment.	1	2	3	4
3. Promote Parental and Community Involvement.	1	2	3	4
4. Recruit, Select, and Retain Exemplary School District Personnel.	1	2	3	4
5. Create Opportunities which Prepare Students for Responsible Citizenship and Life-long Learning.	1	2	3	4

Areas of Improvement or Other Suggestions/Comments

2020-2021 Board Assessments

BOARD RELATIONSHIP	Significantly Above Expectations	Above Expectations	Meets Expectations	Below Expectations	Significantly below Expectations
1. Keeps all board members informed on issues, needs and operation of the school system.					
2. Keeps board informed of employment, promotion, and dismissal of personnel					
3. Has a harmonious relationship with the board					
4. Offers professional advice to the board on items requiring board actions, with appropriate recommendations based on thorough with appropriate recommendations based on thorough study and analysis					
5. Maintains a high degree of understanding and respect between staff and the board					
COMMUNITY RELATIONSHIPS					
1. Is an effective spokesperson for the school system					
2. Models the highest professional standards to the community					
3. Builds public support for the school district					
4. Develops cooperative relationships with the news media					
5. Works effectively with public and private agencies					
STAFF AND PERSONNEL RELATIONSHIPS					
1. Develops good staff morale and loyalty to the system					
2. Treats all personnel fairly					
3. Delegates authority to staff members appropriately					
4. Recruits and assigns the best available personnel					
5. Organizes a planned program of staff evaluation					

FACILITIES AND FINANCE					
1. Demonstrates knowledge of school facilities and develops a process that builds support for building needs					
2. Ensures the maintenance of school property and the safety of personnel and property					
3. Provides accurate and timely reports to the board on the financial condition of the school system					
4. Ensures that expenditures are within the limits approved by the board					
5. Evaluates financial needs and makes recommendations for adequate financing					
VISION					
1. Works effectively with board, staff, and community to develop long-range strategic plans					
2. Keeps board and community informed of progress towards long-range goals					
3. Facilitates a community informed of progress towards long-range plans					
4. Clearly articulates system's vision, mission and priorities to community and media					
5. Inspires others to achieve the vision of the school system					
STUDENT ACHIEVEMENT					
1. Develops, implements, promotes and monitors continuous improvement in student achievement					
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement					
3. Promotes academic rigor and excellence for students					
4. Maintains a current knowledge of developments in curriculum and instruction					
5. Reviews, reports and reacts appropriately to state accountability measures					

Comments

Board Member Signature