

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

**MAY 9, 2024
5:30 P.M.**

AGENDA

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

Work Session: Frances Rosales

Board Meeting: Frances Rosales

3. MOMENT OF SILENCE

4. APPROVAL OF AGENDA

Recommended Motion - to approve the agenda as presented.

5. APPROVAL OF CONSENT AGENDA (TAB 1)

A. Minutes: April 4, 2024, Board Meeting Minutes

Minutes: April 18, 2024, Board Meeting Minutes

B. Bid #3745 - CNC Router and Plasma Machines (Riverdale High)

Bid #3746 - LIFT Textbooks (ESL Dept.)

Bid #3742 – Commodity Processing

Request for Purchase a Mower for LHS

Request for Renewal for Ellevation bids

The following companies are recommended for yearly renewals for the 2024-2025 school year for Curriculum and Instruction:

Padlet- \$8,800.00

Imagine Learning (Edgenuity) 6-12- \$175,500.00

Imagine Learning (Edgenuity) for the Rutherford County Juvenile Detention Center- \$23,100.00

Schoology- \$235,325.97

PlayPosit/WeVideo- \$40,792.50

BrainPop K-8- \$75,666.38

Follet Destiny Library Management System- \$96,812.07

Zoom Video Conferencing- \$53,245.00

**Dyknow Securly Classroom (Purchasing through CDW-G Sourcewell Contract)-
\$99,450.00**

Gale in Context Science- \$13,987.22

Generation Genius- \$24,772.00

Moby Max- \$44,949.00

Nearpod- \$240,166.15

All to be funded through General Purpose Funding

C. Nepotism:

Rachael Messick – Teacher – Oakland High School

D. Community Use of Facilities

FACILITIES USE

5/9/2024

Fees

Barfield Elementary	TN Association for Health, Physical Education, Recreation and Dance, workshop, classrooms & gym, 7/22/24, \$335
Blackman High	Intensity, softball practice, sports field, 5/14/24 – 10/29/24, \$18 per hour
Blackman High	US Elite Baseball, practice, sports field, 5/28/24 – 10/1/24, \$18 per hour
Central Magnet	Med Ride Inc., training, auditorium, 5/4/24, \$285, *retro review
LaVergne Middle	Rutherford County Alumni of DST, sorority initiation, auditorium & gym, 4/20/24, \$575, *retro review
Rock Springs Middle	RUCO Stixx, baseball practice, sports field, 5/7/24 – 7/9/24, \$18 per hour, *retro review
Siegel High	Rutherford County Track and Field Club, track meet, track, 5/25/24, \$100 per hour
Smyrna High	International Kickboxing Federation, tournament, gym/sports field, 6/9/24, \$290
Smyrna Middle	Lancaster Christian Academy, football practice, sports field, 5/1/24 – 6/20/24, \$18 per hour

No Fees

Riverdale High

Soaring Eagles Basketball Academy, practice, gym, 5/14/24 – 8/21/24, no fees, *In-Kind Agreement

Smyrna High

Steve Wilson, speed & agility training, sports field, 4/25/24 – 4/25/25, no fees, *In-Kind Agreement

Note: Facility use prior to 5/9/24 has been granted pending Board action. 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.**

E. School Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Ruth Ann Logsdon*1	\$100.00	Christiana Middle	School Funds - Golf	Assistant Golf Coach
Kevin Creasy	\$12,000.00	Oakland High	School Funds - Indoor Facility	Indoor Facilitator
Tyler Eady	\$1,200.00	Oakland High	School Funds - Indoor Facility + Boys soccer	Spring mowing
Justin Stanford	\$1,800.00	Oakland High	School Funds - Tennis	Assistant Tennis Coach
Angela Allison	\$500.00	Oakland Middle	School Funds - Track	Assistant Track Coach
Amador Anguiano	\$2,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Camille Gray	\$500.00	Rockvale High	School Funds - Boys Basketball	Kept the scorebook for Boys Basketball
David Looper*6	\$1,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach / Bus Driver
Mateo Lozano	\$1,250.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Zachary Harrison	\$1,250.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Jonathan White	\$1,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Cora Proctor	\$1,200.00	Siegel High	School Funds - Track	Clerk for Track

Brittany Smith	\$2,000.00	Siegel High	School Funds - Track	Track meet timing / Awards + Announcing
Casey Adams	\$1,000.00	Smyrna High	School Funds - Girls + Boys Soccer	Field Maintenance on the soccer field
Conner Boyd	\$1,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Jordan Johnson	\$2,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Samuel Sheppard	\$2,750.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Ralph Hicks	\$1,000.00	Stewarts Creek Middle	School Funds - Baseball	Assistant Baseball Coach
Joshua Picklesimer	\$650.00	Whitworth Buchanan	School Funds - Track	Assistant Track Coach
Orion Smith	\$1,500.00	Whitworth Buchanan	School Funds - Baseball	Summer mowing
Name-Non-Faculty	NTE Amt.	School	Funded By	Description
Chad Hewitt	\$3,500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach
Pierre Lyons*4	\$1,500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach (amount approved is now \$2,500)
Valanna Lyons*4	\$500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach (amount approved is now \$3,500)
Joseph McHenry	\$500.00	Rockvale High	School Funds - Softball	Assistant Softball Coach
Terri Frazier*5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Patrick Gatlin	\$800.00	Rocky Fork Middle	School Funds - Baseball	Assistant Baseball Coach
Bradley Jackson	\$2,000.00	Siegel High	School Funds - Track	Timing Track meets
S'kniya Gordon	\$1,500.00	Smyrna High	School Funds - Track	Assistant Track Coach
Kyle Mooney	\$2,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Charles Mitchell	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach

Jennifer Vinocur*7	\$500.00	Stewarts Creek Middle	School Funds - Cheerleading	Assistant Cheerleading Coach
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- 1 Approved previously for an amount \$500 or greater
- 2 Overtime rate for special events
- 3 Anticipate amounts over \$500 this school year
- 4 Amend prior approval
- 5 Less than \$500 but part of event total
- 6 Must have the approval of the Transportation Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

F. Non-Faculty Volunteer Coaches:

According to the 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 2024-2025 school year:

NAME	SCHOOL	SPORT
Bouttavong, Tyler	Blackman High	Band
Chandler, Robert	Blackman High	Band
Davila, Julie	Blackman High	Band
Elliott, Williams	Blackman High	Band
George, Michael	Blackman High	Band
Lawson, Gregory	Blackman High	Band
Murphy, Rebecca	Blackman High	Band
Quallo, Jovan	Blackman High	Band
Rogers, Kelsey	Blackman High	Band
Sharpe, Wilson	Blackman High	Band
Simmons, James	Blackman High	Band
Smith, Holly	Blackman High	Band
Glass, Kelli	Eagleville High	Cheer
Fiala, Jill	Oakland Middle	Cheer
Florian, Tasha	Siegel Middle	Girls Soccer

Matthews, Demond	Smyrna Middle	Boys Basketball
Keys, Namu	Stewarts Creek High	Football
Nicoll, Chance	Stewarts Creek High	Football
Ferrer, Deven	Stewarts Creek High	Theatre

Recommended Motion – to approve the consent agenda as presented.

6. PUBLIC COMMENT*

**Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

7. GUEST SPEAKERS

Board Meeting: Scott Kinney, of Oakland Middle School, to share his experiences from JazzFest.

8. RUTHERFORD PROUD

RCS Novice Teacher Award Winners

The Tennessee Department of Education has launched a new award designed to celebrate and recognize the wealth of excellent novice teachers in Tennessee. Winners from each CORE region and major municipalities will be recognized at the August Educators of Excellence event in Nashville.

To be considered for the state-level award, a Novice Teacher of the Year candidate must:

- Be a full-time, certified, in good standing, pre-K–12 teacher in a state-accredited public or charter school in Tennessee at each stage of the recognition process (school, district, region, grand division, state, and national levels),
- Spend the majority of the school day in direct instruction to students,
- Have completed more than 10 months and less than 30 months in Tennessee public or charter school classroom, and
- Be responsible for the assessment of students, assignment of grades, preparation of lesson plans, parent-teacher conferences, discipline, attendance, and other daily educational tasks.

For Rutherford County Schools, three teachers have been selected to represent the district for the regional competition:

- Elementary: Abby Haley, Brown’s Chapel Elementary School
- Middle: Sierra Perry, Smyrna Middle School
- High: Alexa Norsby, Smyrna High School

9. INSTRUCTION

I. Take-Home Backpacks for Summer Camps

The Curriculum & Instruction Department would like to purchase take-home backpacks for the upcoming summer camps June 3-28, 2024. These take-home backpacks would range from rising Kindergarten to rising 5th grade students and will include non-fiction and fiction texts, ELA and Math workbooks, and a parent engagement guide. These backpacks would be in the amount of \$143,450.15 and would be funded with the Summer Learning Camp budget.

Recommended Motion - to approve the purchase of summer learning camp STEM kits in the amount of \$143,450.15 from the Summer Learning Camp budget.

II. SIMON SPRINGS PRINCIPAL FUNDING

The Simon Springs Principal is currently serving as an Assistant Principal at a Rutherford County elementary school for the remainder of the 23-24 school year. In order to facilitate the hiring and pre-opening processes necessary for a new school, we would like to add 10 paid days, for the summer of 2024 only, for a total of \$4, 903.00.

Recommended Motion – to approve adding 10 paid days totally \$4, 903.00 to the summer of 2024 only for the new Simon Springs Principal as presented.

10. LEGAL (TAB 2)

I. Out of County Transfer Student (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for fighting.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place into alternative school.

Recommended Motion - to admit or deny the admission of this Out of County Transfer Student as presented.

II. Out of County Transfer Student (2)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC after failing to attend a drug intervention program.

According to Policy 6.318, the Board may deny admission of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

Recommended Motion - to admit or deny the admission of this Out of County Transfer Student as presented.

III. Policy Adoption - Second Reading of Two Readings

The policies below were recommended on the first reading on April 18, 2024.

Policy Changes

a. Policy 1.901 – Charter School Applications

Changes date of recommendation and appointment of review team from December to January.

b. Policy 3.202 – Emergency Preparedness Plan

Adds trainings for substitute teachers.

c. Policy 4.406 – Use of Internet

Adds language for additional prohibited and illegal activities for employees and students.

d. Policy 5.106 – Application and Employment

Removes pre-employment physical examination requirement.

e. Policy 5.303 – Personal and Professional Leave

Updates language for personal leave for certified employees.

f. Policy 5.308 – Sabbatical Leave

Updates language for sabbatical leave for certified and classified employees.

g. Policy 6.3041 – Title IX and Sexual Harassment

Changes timeline for notice of before beginning investigation and changes timeline for completion of investigations.

h. Policy 6.402 – Physical Examinations and Immunizations

Adds physical examination requirement for clubs that involve physical exertion or athletic activity.

i. Policy 6.413 – Prevention and Treatment of Sports Related Concussions

Adds clarifying language for removal from athletics due to a concussion.

New Policies

j. Policy 2.9002 – Site Selection and Acquisition

Policy for school site selection and acquisition.

k. Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days

Policy for participation of SROs and nursing staff in safety days annually

Recommended Approval - motion to adopt the above policies on the second and final reading as presented.

11. FINANCIAL MATTERS (TAB 3)

I. General Purpose School, Fund 141- 24-25SY

The General Purpose School Fund has an estimated revenue of \$538,004,254 and expenditure total of \$543,382,069 as presented. \$538,382,069 is budgeted for the operation cost for the district which would have presented a balanced budget. Due to having to fund RCS authorized charter schools at the beginning of FY24/25, it requires RCS to budget into a deficit and use fund balance in the amount of \$5,377,815. Additionally, this budget proposal is only requiring the legal minimum, Maintenance of Effort (MOE), from our local funding body.

Recommended Motion - to approve the General Purpose School, Fund 141 24-25SY with estimated revenues of \$538,004,254 and expenditures of \$543,382,069 and requesting to budget fund balance for an amount of \$5,377,815 to cover the upfront cost of charter schools. RCS is only requesting MOE from our County Commission as presented.

II. Centralized Cafeteria, Fund 143 24-25 SY

The Centralized Cafeteria Fund has an estimated revenue of \$28,823,550 and expenditures of \$33,448,756. The proposed 24-25 budget utilizes, \$4,592,206 of fund balance to bring it closer to requirements.

Recommended Motion - to approve the Centralized Cafeteria-Fund 143 as presented.

III. Educational Capital Projects, Fund 177 24-25 SY

The Educational Capital Projects Fund has an estimated revenue and expenditure \$16,188,561.

Recommended Motion - to approve Educational Capital Projects-Fund 177 with estimated revenues and expenditures of \$16,188,561 as presented.

IV. Fund 141 Budget Amendments

This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$5,556,938 to recognize the awarded Summer Camp Grant for FY23-24. On January 22, 2021, the Tennessee General Assembly enacted the Tennessee Learning Loss Remediation and Student Acceleration Act to address the learning loss of students due to COVID-19 related school closures. Through this law, all Tennessee school districts were required to offer learning loss remediation summer programs for students in rising grades K - 8, starting in summer 2021. Provisions of this law that were set to expire in summer 2023 included Summer Learning Camps for rising grades 1 - 3 and After School Summer Learning Mini Camps (STREAM camps). However, in the 2023 Legislative Session, the Tennessee General Assembly amended the Act to continue summer programming (Summer Learning Camps, After School Summer Learning Mini Camps (STREAM”), and Learning Loss Bridge Camps) for rising grades K-9 annually. The funds will be used fund summer work for principals, teachers, education assistants & secretaries. There is no local match required for this grant.

Recommended motion – to amend budgeted revenues & expenditures in Fund 141 General Purpose in the amount of \$5,556,938 as presented.

V. Fund 177 Fund Balance Amendment

Each July 1st outstanding purchase orders in this fund are liquidated. The funds roll into fund balance which in this fund is 34685, Committed for Capital Projects. These purchase orders are for projects that were not finished by June 30. Amendment #1 took those funds out of 34685, Committed for Capital Projects, and re-budgeted the expenditures for the carry over projects that were approved in the previous year, but haven't been completed. Due to accounting procedures set forth by Tn Comptroller's Office, this amendment reverses Amendment #1 to bring the budgeted amounts in balance and not over budget.

Recommended motion – to reverse the 2023/24 Capital Projects Budget, Fund 177, by increasing account 34685, Committed for Capital Projects by \$13,577,898 and by decreasing Maintenance and Repair Services – Buildings, account 91300-335, Other Contracted Services, account 91300-399, and Building Purchases, account 91300-732 for a combined total of the same \$13,577,898 as presented.

12. TRANSPORTION (TAB 4)

Upgrade Bus GPS to Samsara GPS at a cost of \$117,192.00 for installation and hardware.

Reoccurring licensing of \$63,611.00 beginning the second year. Funding is currently available. Samsara GPS is compatible with our current Edulog Routing System.

Recommended Motion - to approve purchase of the Samsara GPS from the Tennessee State Bid in the amount of \$117,192.00 for installation and hardware. Plus, reoccurring licensing of \$63,611.00 beginning the second year as presented.

13. STEWARTSBORO AND BROWN'S CHAPEL ZONING (TAB 5)

Continuation of enrollment cap at Stewarts Creeks Elementary for 24-25SY: Due to overcrowding at Stewarts Creek Elementary School and the subsequent use of space at Stewartsboro Elementary for the enrollment cap during the 23-24SY. Browns Chapel Elementary will serve as the school for all new students moving into the Stewarts Creek Elementary Zone for the 24-25 SY.

For the 2024-25 school year, kindergarten students will be enrolled per normal procedures at Stewarts Creek Elementary. New families enrolling in Stewarts Creek Elementary with a Kindergarten student and a student in a different elementary grade level will be enrolled at Browns Chapel Elementary.

The enrollment cap continues for all new school system employees hired after 9/29/23. This enrollment cap will remain in effect until classroom space is available at SCE, or until Poplar Hill Elementary school opens in August 2025.

Recommended Motion – to approve the enrollment cap of Stewarts Creek Elementary for the remainder of this year and the 2024-2025 school year as presented.

14. CONTRACT AGREEMENT BETWEEN M.T.S.U. AND RCS (TAB 6)

I. M.T.S.U. seeks to be a Blackman High School sponsor. M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Blackman High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

Recommended Motion – to approve the contract between M.T.S.U. and Blackman High School as presented.

II. M.T.S.U. seeks to be an Eagleville High School sponsor. M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Eagleville High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

Recommended Motion – to approve the contract between M.T.S.U. and Eagleville High School as presented.

III. M.T.S.U. seeks to be a Siegel High School sponsor. M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Siegel High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

Recommended Motion – to approve the contract between M.T.S.U. and Siegel High School as presented.

15. ENGINEERING AND CONSTRUCTION (TAB 7)

I. Stewart Creek Road Property. Discussions have been underway for several months with the Brewer family for the purchase of a parcel consisting of approximately 112 acres on Stewart Creek Road. A contract has been negotiated for the purchase of the property at \$56,612 per acre. The contract provides for a 180 day inspection period with the right to two extensions of 60 days each. During the inspection period, survey, environmental testing, geotechnical testing, soils testing, and other testing would be undertaken to determine if the property is suitable for a school site. The site does appear to have soils sufficient to support a school septic system, but the site would require road improvements. The Board can terminate the contract at any time prior to the expiration of the inspection period. The contract is contingent upon final approval by the Board to proceed with the purchase after the test results are in. The contract is also contingent upon funding approval by the Rutherford County Commission.

Recommended Motion - to reject the contract due to lack of funding and a greater need for land further North.

II. Request for Basketball Lockers at Rocky Fork Middle: Principal Dr. Jennifer Clark is requesting to remove the lockers originally provided with the school and replace them with custom built lockers. The cost will not exceed \$5,000.00 and will be paid for from the Basketball account. Engineering and Construction has reviewed the request and has no objection.

Recommended Motion - to approve the Rocky Fork Middle Basketball Locker change at no cost to the Board as presented.

III. Request for Outside Basketball Goals at Buchanan Elementary: Principal Ashley Whitt has requested to install two exterior basketball goals for use by gym classes. The cost for all materials will be covered by the school and donations and will not exceed \$200.00. The Maintenance Department will assist with labor for installation only. Engineering and Construction has reviewed the request and has no objection.

Recommended Motion - to approve the Buchanan Elementary request for exterior basketball goals as presented.

IV. Request for Blackman Middle Baseball Cost increase: Principal Dr. Jessica Jackson is requesting to increase the cost for the baseball turf project previously approved on November 9, 2023. The original contractor has withdrawn their bid and have secured an additional bid The new bid is \$13,360.00. Additional funds will be covered by the same account. Engineering and Construction has reviewed the request and has no objection.

Recommended Motion - to approve the Blackman Middle Baseball request at no cost to the Board as presented.

V. Request for HVAC at Siegel Middle Baseball Building: Principal Kim Stoecker has requested to install an HVAC system for the Baseball Building. The cost will be \$12,000.00 and funds will come from the baseball account. Engineering and Construction has reviewed the request and has no objection.

Recommended Motion - to approve The Siegel Middle HVAC Baseball request at no cost to the Board as presented.

16. INSURANCE

17. DIRECTOR'S UPDATE

18. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

19. FEDERAL RELATIONS NETWORK (FRN) UPDATE

20. GENERAL DISCUSSION

21. ADJOURNMENT

RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128

MINUTES OF APRIL 4, 2024

Board Members Present

Shelia Bratton, Board Chair
Claire Maxwell, Vice-Chair
Caleb Tidwell
Coy Young
Frances Rosales
Katie Darby
Tammy Sharp
Dr. James Sullivan, Director of Schools

1. CALL TO ORDER

The Board Chair called the meeting to order at 5:30 P.M.

2. PLEDGE OF ALLEGIANCE

Board Work Session: led by Mr. Butch Vaughn.

Board Meeting: led by the Future Farmers of America (FFA) students at Oakland High School.

Ms. Gina Stewart, Agricultural Teacher at OHS, spoke about the growing agricultural program at OHS and the success of all the students. She stated the high school currently has 429 FFA members. She recognized the following students that excelled as state winners at the FFA State Convention over spring break: Lily Amstutz, Kyra Kleparek, Anna Grace Wells, Emma Goff, Julian Floyd, Madelyn Meadors, Abby DeBerry and Annabelle Alexis.

3. MOMENT OF SILENCE

A Moment of Silence was observed for Mr. Horrace Young, Mr. Coy Young's father, who passed away recently.

4. APPROVAL OF AGENDA

Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to approve the agenda as presented.

Vote: All yes
Motion passes.

5. RENEWAL-EXTENSION OF DIRECTOR'S CONTRACT (TAB 1)

Mrs. Bratton stated that on March 20th she announced that the Board would begin contract negotiations for a renewal extension of Dr. Sullivan's contract.

Mrs. Rosales made a motion and seconded by Mrs. Maxwell, to approve the contract as presented. Mrs. Bratton clarified Mrs. Rosales' motion and opened the floor for discussion.

Mrs. Darby asked about the (contract) timeframe of the previous Director of Schools. Mr. Young responded that an agreement was made for a 2-year contract extension.

Mrs. Darby asked why the previous Director of Schools was replaced. Mr. Reed responded that issues were raised by Board Members and emerged after contract renewal. It was then decided to amend the contract and terminate the contract a year early.

Mrs. Rosales called out Point of Order and Mrs. Bratton overruled.

Mrs. Darby indicated things change and there are no guarantees. A good contract is a give and take--a compromise. She said the Board was asked to submit changes they would like to see to in the contract and no changes were made. Mrs. Bratton stated that submitted changes made by board members were taken into consideration.

Mrs. Maxwell said that it matters whose name is on the contract. She is ready to reward him because of the great job he's done for our district and because it has Jimmy Sullivan's name on the contract and not someone else's. There are no guarantees, but Dr. Sullivan deserves the contract extension.

Ms. Sharp shared in her agreement with Mrs. Darby. She stated that we needed to do our due diligence and we are setting a precedent of giving an extension on a contract before having the yearly performance review, which is not due until June.

Mr. Tidwell questioned the section in the contract (14. Termination, E.) titled Unilateral termination by the Board. He is not in agreement with the language of he/she receiving continuous pay upon termination and throughout the duration of the contract. He does not support the timing of this extension right before elections or the addition of the grievance language. He is requesting a 90-day (3 month) severance instead.

Mrs. Rosales discussed Dr. Sullivan's performance evaluation from last year. She made mention that he scored the highest in the administrative survey portion of the evaluation. She stated that all the principals in the audience were at the meeting to show their support to Dr. Sullivan and the extension of his contract. Mrs. Rosales read multiple excerpts from feedback Dr. Sullivan received from the administrative leadership staff.

Mr. Young added clarification all that is being asked to do is add two additional years to the contract; it does not change the original contract. He added that we are trying to recruit someone that will be with RCS long term and avoid turn over.

Mr. Tidwell made a motion and seconded by Ms. Sharp, to amend Unilateral Termination by the Board, change pay out to ninety days (90) days.

Roll Call Vote:

**Mr. Tidwell – Yes
Mrs. Darby – Yes
Mrs. Maxwell – No
Ms. Sharp – Yes
Mrs. Rosales – No
Mr. Young - No
Mrs. Bratton – No**

**Vote: Majority
Motion fails.**

Mrs. Rosales stated that it is horrible that Board Members brought the extension to the Chair just so it could be scrutinized. She indicated that she was not the one to bring the contract extension to the Chair.

Mrs. Darby stated that it was her understanding that Mrs. Bratton brought up the extension.

Mrs. Bratton said, “I did not”.

Mrs. Rosales made a motion and seconded by Mrs. Maxwell, to approve the contract as presented.

Roll Call Vote:

**Mr. Young – Yes
Mr. Tidwell – No
Mrs. Darby – No
Mrs. Maxwell – Yes
Ms. Sharp – No
Mrs. Rosales – Yes
Mrs. Bratton – Yes**

**Vote: Majority
Motion passes.**

6. APPROVAL OF CONSENT AGENDA (TAB 2)

A. Minutes: March 20, 2024, Board Meeting Minutes

B. Bids:

Bid #3730 – Photography

Request to Purchase a Trailer

C. Nepotism:

Kimberly Malcolm - School Counselor – Whitworth-Buchanan Middle School

Madison Johnson – Teacher – Smyrna High School

Aaron Hutchinson – Teacher – Rockvale High School

Amy McCann – School Counselor – Lascassas Elementary School

Bryan Smotherman – Inclusion EA – Oakland Middle School

D. Community Use of Facilities

FACILITIES USE

April 4, 2024

Fees

Lascassas Elementary	Murfreesboro Baseball Association, practice, sports field, 3/18/24 – 5/28/24, \$18 per hour
LaVergne High	Ethiopian Community Association in Nashville, soccer, stadium/track, 4/21/24, \$100 per hour
Oakland High	MidTN Bball Showcase, basketball events, gym, 3/24/24 – 8/11/24, \$290 per day
Oakland High	Tennessee Titans, football camp, stadium/track, 6/20/24, \$115 per hour
Rockvale Elementary	Fourth Watch Church, service, cafeteria, 11/12/23 – 5/12/24, \$18 per hour, **retro review
Siegel Middle	Murfreesboro Little League – Diamondbacks, practice, softball field, 4/2/24 – 6/25/24, \$18 per hour
Smyrna Elementary	Stewarts Creek Youth Football and Cheer Association, basketball training, gym, 4/1/24 – 5/9/24, \$18 per hour
Smyrna High	Middle Tennessee Student Athlete (Flight), basketball practice, gym, 4/3/24 – 6/27/24, \$18 per hour

Stewartsboro Elementary

Smyrna Jr. Basketball League, practice, gym,
3/20/24 – 5/23/24, \$18 per hour

No Fees

Christiana Middle

Christiana Baseball & Softball Association,
practice/games, softball field, 3/1/24 – 8/1/24,
*no fees

Eagleville

Eagleville/Rockvale Ministeral Assoc., sunrise
service, track, 3/31/24, *no fees, **retro
review

Eagleville

Eagleville/Rockvale Ministeral Assoc., senior
baccalaureate service, auditorium, 5/8/24, *no
fees

Note: Facility use prior to 4/4/24 has been granted pending Board action. 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.**

E. School Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Barry Eddings	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Gregory Jones	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Nick Carozza	\$2,083.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Orville McGee	\$800.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Emily Marshall *1	\$200.00	Eagleville	School Funds - Athletics	Driving / Chaperoning Pep Bus

Jess Messick	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Nolen	\$500.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Derry Wells *6	\$1,500.00	Oakland High	School Funds - Girls Basketball	Bus Driver for Girls Basketball
Mitzi Wilson	\$500.00	Oakland High	School Funds - Basketball	District + Regional Basketball Tournament Director
Kevin Wright	\$1,500.00	Oakland High	Oakland High Baseball Boosters	Announcer for Baseball games
Mikel Newman	\$3,500.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Torey Patterson *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
LaDarrius Verge *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Preston Scott	\$1,200.00	Rocky Fork Middle	Outside Group / Use of Facilities	Gym Supervision for Athens Volleyball
Shannon Cron	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Allison Glapa	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Andrew Frye	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
Dulcie Heim	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
Name-Non-Faculty	NTE Amt.	School	Funded By	Description

Lawrence Eke	\$1,500.00	Blackman High	School Funds - Baseball	Announcer for Baseball games
Camron Roberts	\$1,000.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Jonathan Yancy	\$1,500.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Colby Howland	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Utley *7	\$2,800.00	Oakland High	Oakland High Baseball Boosters	JV Baseball Coach
Rakel Hankins	\$1,000.00	Rockvale High	School Funds - Volleyball	Assistant Volleyball Coach
Gerald Griffin	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Gerald Griffin	\$750.00	Rockvale Middle	School Funds - Track	Assistant Track Coach
Name-Classified	NTE Amt.	School	Funded By	Description
Michael Forrest	Hourly	Oakland Middle	Outside Group / Use of Facilities	Site supervision for Top Notch Basketball
Amanda Richardson	Hourly	Smyrna Elementary	Outside Group / Use of Facilities	Custodian for the Stewarts Creek Youth Football and Cheerleading Association

- 1 Approved previously for an amount \$500 or greater
- 2 Overtime rate for special events
- 3 Anticipate amounts over \$500 this school year
- 4 Amend prior approval
- 5 Less than \$500 but part of event total
- 6 Must have the approval of the Transportation Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

F. Non-Faculty Volunteer Coaches:

According to the 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.

NAME	SCHOOL	SPORT
Griffin, Gerald	Rockvale Middle	Girls Basketball

Motion made by Ms. Sharp and seconded by Mr. Tidwell, to approve the consent agenda as presented.

**Vote: All yes
Motion passes.**

7. PUBLIC COMMENT*

Kevin Lawhorn – No show

Robert Brooks – Parent of student in RCS and opposes the approval of policy 1.404- Appeals to and Appearances Before the Board.

Sara Schmidt – New resident in the city of LaVergne and expressed her concerns with the approval of the passing of policy 1.404- Appeals to and Appearances Before the Board.

**Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

8. RUTHERFORD PROUD

Whitworth-Buchanan Middle School has been named a 2024 Blue Ribbon Schools of Excellence Lighthouse School. Principal April Sneed will provide a presentation explaining the award designation and process the school completed to earn this designation.

Principal April Sneed thanked all of her staff and explained the Blue Ribbon assessment process, which entails a comprehensive review of nine performance areas.

Assistant Principal Chris Butner and Ms. Laura Davis, Instructional Coach, elaborated in depth on the data gathered and feedback received to achieve the award.

Mr. Tidwell thanked Ms. Sneed for her leadership and praised her for setting the standard.

9. GUEST SPEAKERS

Board Work Session: Jeff McCann updated the Board on the Novus SMART Academy.

10. LEGAL (TAB 3)

- I. Out of County Transfer Student (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for possession of an infused gummy (edible).

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place into alternative school.

Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to admit the admission of this Out of County Transfer Student as presented.

**Vote: All yes
Motion passes.**

II. Central Magnet HVAC Problems.

Central Magnet has experienced multiple problems with the HVAC renovations that have been done over the last several years. The system that was installed is not functioning as was requested. The cost to repair the system will be significant. There may be legal recourse against the engineer, contractor, and manufacturer who worked on this system.

Ms. Sharp asked if there is going to be a limit on how much attorney fees get spent on resolving issue? Mr. Reed responded that until a suit is filed, it is undetermined. Once additional information has been determined, the Board can be briefed during an Executive Session. Mr. Reed can provide a summary in a few months.

Mr. Young inquired on an estimate to make the HVAC system operational. Mr. Lee indicated that they are continuously having problems with system. He said they are recommending adding a fresh air system which will equate to 3 to 4 million, a supplement to what has already been installed.

Motion made by Mr. Tidwell and seconded by Mrs. Rosales, to authorize Board Attorney Jeff Reed to bring legal action against the companies involved with the HVAC system and to seek appropriate remedies.

**Vote: All yes
Motion passes.**

11. FINANCIAL MATTERS (TAB 4)

I. Wilson Bank and Trust Contractual Agreement

Wilson Bank and Trust contract is an agreement between Riverdale High School, RHS Quarterback Booster Club and Wilson Bank and Trust for a donation of \$150,000 distributed over a ten (10) year period.

Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve a contractual agreement of a donation from Wilson Bank and Trust to Riverdale High and RHS Quarterback Booster Club as presented.

**Vote: All yes
Motion passes.**

II. Certified and Classified 2.5% COLA salary schedule adjustment for 2024-2025 SY.

Prior to voting, Mrs. Bratton and Mr. Young both disclosed they have relatives that are employed by RCS but are voting for what is best for the district as a whole.

Motion made by Mrs. Rosales and seconded by Mr. Tidwell, to approve the Certified and Classified 2.5% COLA salary schedule for 2024-2025 SY as presented.

**Vote: All yes
Motion passes.**

III. COSSBA convention runs around \$16,600. The Board did not attend COSSBA this 2023-2024 school year. Mrs. Darby would like to discuss the opportunities of attending a few programs in place of COSSBA.

A. Newcomers School - Charlotte, NC, 04/22-04/23
Price per person is approximately - \$650

B. Polaris Career Center - Middleburg Heights, OH, 05/14 - 05/15
Price per person is approximately - \$500

Mrs. Bratton asked CTE and ESL Coordinators attend trainings as well.

Mrs. Rosales stated that if Board members are interested in attending conventions, the Board members should pay for the trainings themselves.

Ms. Sharp stated that Dr. Sullivan would also attend the training and paying for a training is part of “continuing education”.

Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve any combination of the above programs as presented, but not limited to approximate cost.

Roll Call Vote:

Mrs. Darby – Yes

Mrs. Maxwell – No
Ms. Sharp – Yes
Mrs. Rosales – No
Mr. Young – No
Mr. Tidwell – Yes
Mrs. Bratton – No

Vote: Majority
Motion Fails.

12. NAMING OF NEW SCHOOLS

New Name: Simon Springs Community School (formerly Roy Waldron Annex)

Mascot: Fox

Colors: Metallic Silver and Burnt Orange

Motion made by Ms. Sharp and seconded by Mrs. Maxwell, to approve the naming of the former Roy Waldron Annex to Simon Springs Community School, Fox mascot, and colors as presented.

Vote: All yes
Motion passes.

New Name: Westbrooks-Woods Academy (formerly Church St. Property)

Mascot: Admirals

Colors: M.T.S.U. Blue and White

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales, to approve the naming of the former Church Street property to Westbrooks-Woods Academy, Admirals mascot, and colors as presented.

Vote: All yes
Motion passes.

New Name: Poplar Hill Elementary School (formerly Batey Property)

Mascot: Coyotes

Colors: Hunter Green RGB#1F4122, White, Metallic Gold accent color

Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve the naming of the former Batey property to Poplar Hill Elementary School, Coyote mascot, and colors as presented.

Vote: All yes
Motion passes.

13. INSURANCE

Nothing new to report

14. FINANCIAL REPORT

Dr. Sullivan presented a detailed financial report on Tuesday's Board Work Session. He added that enough "stop the bleed kits" have been purchased to put one in each classroom by August.

15. DIRECTOR'S UPDATE

Dr. Sullivan reported:

We are working with Commissioner Craig Harris and the Opioid Abatement Board at exploring changing our current curriculum to the Health and Opioid Prevention and Education Curriculum (HOPE). Jenna Stitzel, Director of Coordinated School Health, presented the HOPE to the Opioid Abatement Board yesterday. Dr. Sullivan will have a full copy of the curriculum for the Board Meeting scheduled on April 18th.

We have had questions regarding reconsiderations on library materials, specifically Policy 4.043. Dr. Sullivan continues to have discussions on looking at different avenues when reviewing books.

16. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Mrs. Rosales shared the excited news that the safety training bill (HB 2464/SB 2652) for substitute teachers got passed unanimously. Additionally, HB 1698 also got passed which deals with suspending a juvenile's driving privilege for a year when found to have made a threat to commit mass violence.

17. FEDERAL RELATIONS NETWORK (FRN) UPDATE

Nothing new to report.

18. GENERAL DISCUSSION

Ms. Sharp added that bill HB 1698 also turns the offense into a felony now. The bill was written to have zero financial impact to parents, so with students not receiving their driver's licenses we hope to deter students from poor social media choices.

Ms. Sharp stated Jazz Fest needs volunteers and donations. The event is being held on April 26th & 27th. You may sign up to volunteer or donate at borojazzfest.com.

Mr. Tidwell gave a shout out to Amazing Shake winner, Rocky Fork Elementary Student, Maria Alvarado. It is a global competition and she came in 46th place.

Mrs. Maxwell was excited to share that she is attending the Structured Setting Prom tomorrow. The theme is Taylor Swift and it is being held at the Smyrna Town Center from 10:00 A.M-1 P.M.

Mr. Coy publicly apologized to Mrs. Sara Schmidt (Public Comment Speaker) for not returning her email. He will be reaching out to her.

Dr. Sullivan stated that “Every Kid is a Hero Day” is April 10th at Stewarts Creek High School.

Mrs. Darby wished Ms. Tammy Sharp a Happy Birthday today.

19. ADJOURNMENT

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to adjourn the meeting at 7:08 P.M.

Approval of Agenda Minutes

Shelia Bratton, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

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

MINUTES OF APRIL 18, 2024

Board Members Present

Shelia Bratton, Board Chair
Claire Maxwell, Vice-Chair
Caleb Tidwell
Coy Young
Frances Rosales
Katie Darby
Tammy Sharp
Dr. James Sullivan, Director of Schools

1. CALL TO ORDER

The Board Chair called the meeting to order at 5:30 P.M.

2. PLEDGE OF ALLEGIANCE

Board Work Session: Led by Riverdale Student Body President, Carly Skrivanek.

Board Meeting: Led by Mr. C.J. Johnson, a past recipient of the Mitchell Maxwell Scholarship.

3. MOMENT OF SILENCE

A Moment of Silence was observed for: Mr. Chris Lafferty, Principal at Christiana Elementary School, and hope for a prompt return to his school; for Dr. Letoni Murray, Principal at Stewarts Creek Middle School, as his family mourns the loss of his father; for Mr. Don Odom, former Superintendent, for the loss of his son-in-law and; for one of our Blackman High students that had an athletic injury.

4. APPROVAL OF AGENDA

Motion made by Mrs. Maxwell and seconded by Mr. Young, to move 7. Rutherford Proud, and 8. Guest Speakers, before 6. Public Comment.

**Vote: All yes
Motion passes.**

Motion made by Ms. Sharp and seconded by Mrs. Darby, to approve the agenda as presented.

**Vote: All yes
Motion passes.**

5. APPROVAL OF CONSENT AGENDA (TAB 1)

A. Minutes: April 4, 2024, Board Meeting Minutes

Mrs. Rosales requested additional verbiage to be included in the April 4, 2024, minutes to reflect what was stated regarding who initiated the contract extension to the Director's Contract.

Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to add additional discussion items to the April 4, 2024, minutes.

**Vote: All yes
Motion passes.**

Minutes: March 18, 2024, Policy Meeting Minutes

B. Bids:

Bid #3743-HVAC Renovations (Smyrna High and LaVergne High)

C. Nepotism: Hannah Kirby (Bonds) – Teacher – Christiana Middle School

D. Community Use of Facilities

Dr. Sullivan included a recently received additional Facilities Use request (as written below).

FACILITIES USE

4/18/2024

Fees

Barfield Elementary	The Peach Truck, peach stand, sports field, 5/29/24 – 8/28/24, \$18 per hour
Siegel High	Debbie's School of Dance, recital, classroom & auditorium, 6/20/24 – 6/22/24, \$600
Smyrna High	The Golden Franchise, basketball practice, gym, 3/26/24 – 8/1/24, \$18 per hour

No Fees

Rock Springs Middle

**Carpe Artista, musical theatre, auditorium,
4/18/24 – 7/27/24, no fees**

Note: Facility use prior to 4/18/24 has been granted pending Board action. 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.**

E. School Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Charles Huggins	\$1,500.00	Oakland Middle	School Funds - Baseball	Assistant Baseball Coach
Brandon Bassham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Alan Pepper	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Darren Shanks	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Marcus Bryson*1	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Donovon Grimsley	\$750.00	Rocky Fork Middle	School Funds - Track	Assistant Track Coach
Delaney Spintzyk	\$500.00	Smyrna Middle	School Funds - Competition Cheerleading	Assistant Competition Cheer Coach
Name-Non-Faculty	NTE Amt.	School	Funded By	Description
August Bartsch	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games

Grayson Gibson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Brandon Graham	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Ali Grace Jackson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Addison Jones	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Jackson Lush	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Reagan McGinnis	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Dhruv Patel	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Brian Pleitez	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Samuel Roberts	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Aiden Sinclair	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Thomas Solomon	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Juan Urdaneta	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Tate Vinson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Aubrey Williams	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Koltt Bassham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker

Alexandria Bolden	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Cate Darnell	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Hayden Edmondson	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Ali Grace Jackson	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Cason Lamb	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Jenson Linton	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Ryley McClaran	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Eliza McClaran	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Shelbie Mooneyham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Jackson Nichols	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Mason Nichols	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker

Isabella Sawyer	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Bayli Sutter	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Kylie Vaughn	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Dorian Berry	\$2,083.34	Rockvale Middle	School Funds - Baseball	Assistant Baseball Coach

- 1 Approved previously for an amount \$500 or greater
- 2 Overtime rate for special events
- 3 Anticipate amounts over \$500 this school year
- 4 Amend prior approval
- 5 Less than \$500 but part of event total
- 6 Must have the approval of the Transportation Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to approve the consent agenda as presented.

**Vote: All yes
Motion passes.**

6. RUTHERFORD PROUD

JROTC Distinguished Leader Graduates, introduced by Lt. Colonel Russell Rector.

Blackman High School - Cadence Shofner, Paige Turner, Jackson Sohar, and Odair Villalobos

Oakland High School - Maria Hernandez and Katelyn Wence (Awarded at OHS)

Rockvale High School - Abigail Willis and Asher Seiling

Siegel High School - Iriana Tatum and Alyssa Ashby

Stewarts Creek High School - Morgan Sheldon

Lt. Colonel Russell Rector described the criteria of what it takes to become a JROTC Distinguished Leader and how they inspire other individuals by “leading by example”. He was pleased to announce that this year is the greatest number of Distinguished Leaders RC Schools has ever had. All students were awarded with a graduation medal, stole and certificate.

7. GUEST SPEAKERS

Austin and Claire Maxwell introduced and awarded the Mitchell Maxwell Expanded Scholarship 2023/2024 Recipients:

Blackman High: Ian Carrethers

Riverdale High: Abilgail McDowell

Central Magnet: Jaclyn Owens

Rockvale High: Jazion Terrell

Eagleville School: Cora Alvarez

Siegel High: Gabriel Hamrick

Holloway High: Samara L. Brady

Smyrna High: Thomas Jones

LaVergne High: Jamelia Stovall

Stewarts Creek High: Moises Suarez

Oakland High: Grant Stevenson

Arevalo

In honor of their late son Mitchell Maxwell, Mr. and Mrs. Maxwell shared heartfelt stories and video capturing some of Mitchell’s photos and memories. The Maxwells’ introduced Mr. CJ Johnson, a graduate of Riverdale High student, who received their scholarship two years prior and delivered a beautiful speech.

8. PUBLIC COMMENT*

Jill Gilliland – Resident of Rutherford County, she addressed her concerns and opposition of the passing of policy 1.404- Appeals to and Appearances Before the Board.

Robert Brooks – Communicated to the Board that policy 1.404 should be voted individually and not in a bundle to remain transparent. He is against the passing of the policy and feels it is unconstitutional. Additionally, he thanked all the custodians, food service workers and all the jobs that do not get recognition.

Jason Cole – Parent of two students in RCS and the Mayor of the City of La Vergne. He asked for the Board to reconsider the Board Meeting start times. He stated it is difficult for parents that work from 8am-5pm to attend meetings and sign up to speak. He also requested to modernize the Board Meeting Visitor Form and change the proof of identification criteria. Lastly, he expressed his concerns with the Board passing policy 1.404- Appeals to and Appearances Before the Board.

Chase Williams – Mr. Williams indicated that proposed policy 1.404- Appeals to and Appearances Before the Board, exceeds scope of legislative intent. He requested policy get tabled until after elections.

Gabriel Ragsdale – No show

Caleb Lay – Expressed his opposition of policy 1.404- Appeals to and Appearances Before the Board.

Matt Fee – Resident of Christiana spoke to the Board regarding his concerns of the removal of books from RCS libraries without public input and shared his suggested recommendations for updating Policy 4.403- Library Materials.

Kristy Crosslin – Representative of RCS bus contractors stated her opposition of the installation of GPS due to the application capabilities and the information being collected. Ms. Crosslin stated that she feels the bus contractors’ privacy is being violated through the use of the GPS system. She also stated that the installation of the GPS system has created damage that has not been repaired by RCS.

Robert Suvak – Mr. Suvak stated that prior to voting on the bussing measure (PRZ), he asked to reconsider the vote with having so many infrastructure issues in the community. He specifically mentioned the congestion in the Christiana area and the lanes on 231, narrow roundabouts at the Christiana schools and the need for more crossing guards.

**Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

9. INSTRUCTION (TAB 2)

I. Work Session: Charter School Review Committee Findings and Recommendations

Board Work Meeting:

Mr. Reed presented three (3) resolutions.

- 1) Resolution of the Rutherford County Board of Education Approving Novus Smart Academy (K-8)’S, Application for Charter School;**
- 2) Resolution of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School; or,**
- 3) Resolution of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School with Stipulations for Reconsiderations**

Motion made by Mrs. Darby and seconded by Mrs. Rosales, to approve Resolution #3 of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School with Stipulations for Reconsiderations.

Vote: All yes

Motion passes.

II. Health and Opioid Prevention and Education (HOPE) Curriculum

The curriculum and instruction department is requesting the use of a supplemental opioid prevention curriculum to be used to support our Tennessee Academic Standards. The Health and

Opioid Prevention (HOPE) curriculum has been vetted by our department and has been deemed to be a developmentally and age-appropriate curriculum that includes instruction on the dangers of prescription opioid abuse and addiction to other drugs.

Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve use of HOPE curriculum in 4 elementary schools (Grade 5), 4 middle schools, and all comprehensive high schools.

**Vote: All yes
Motion passes.**

10. LEGAL (TAB 3)

Policy Adoption - First Reading of Two Readings

The policies below are recommended on the first reading. These policies will be brought at the next scheduled board meeting for a second and final reading.

Mrs. Bratton indicated that each policy will be voted on individually.

Policy Changes

- a. Policy 1.404 – Appeals to and Appearances Before the Board
Adds language that speakers addressing the Board must be on items on the agenda.

Mrs. Bratton made a motion and seconded by Mr. Tidwell, to remove Policy 1.404 – Appeals to and Appearances Before the Board and postpone policy until the summer to allow for further discussion.

Roll Call Vote:

**Mrs. Rosales – Yes
Ms. Sharp – Yes
Mr. Young – Yes
Mr. Tidwell – Yes
Mrs. Maxwell – Yes
Mrs. Darby – Yes
Mrs. Bratton – Yes**

**Vote: All yes
Motion passes.**

Dr. Sullivan provided clarification that Policy 1.404 – Appeals to and Appearances Before the Board will not be on the next reading.

- b. Policy 1.901 – Charter School Applications
Changes date of recommendation and appointment of review team from December to January.

Motion made by Ms. Sharp and seconded by Mrs. Maxwell to approve first reading of Policy 1.901 – Charter School Applications.

Roll Call Vote:

**Ms. Sharp – Yes
Mr. Young – Yes
Mrs. Rosales – Yes
Mrs. Darby – Yes
Mr. Tidwell – Yes
Mrs. Maxwell – Yes
Mrs. Bratton – Yes**

**Vote: All yes
Motion passes.**

c. Policy 3.202 – Emergency Preparedness Plan
Adds trainings for substitute teachers.

Motion made by Mrs. Rosales and seconded by Mrs. Maxwell to approve first reading of Policy 3.202 – Emergency Preparedness Plan.

Roll Call Vote:

**Mrs. Maxwell – Yes
Mrs. Rosales – Yes
Mr. Tidwell – Yes
Mr. Young – Yes
Mrs. Darby – Yes
Ms. Sharp – Yes
Mrs. Bratton – Yes**

**Vote: All yes
Motion passes.**

d. Policy 4.406 – Use of Internet
Adds language for additional prohibited and illegal activities for employees and students.

Motion made by Mr. Young and seconded by Mrs. Maxwell to approve first reading of Policy 4.406 – Use of Internet.

Roll Call Vote:

**Mr. Young – Yes
Mr. Tidwell – Yes**

Mrs. Darby – Yes
Mrs. Maxwell – Yes
Ms. Sharp – Yes
Mrs. Rosales – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

e. Policy 5.106 – Application and Employment
Removes pre-employment physical examination requirement.

Motion made by Ms. Sharp and seconded by Mr. Tidwell to approve first reading of Policy 5.106 – Application and Employment.

Roll Call Vote:

Mr. Tidwell – Yes
Mrs. Darby – Yes
Mrs. Maxwell – Yes
Ms. Sharp – Yes
Mrs. Rosales – Yes
Mr. Young – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

f. Policy 5.303 – Personal and Professional Leave
Updates language for personal leave for certified employees.

Motion made by Mrs. Darby and seconded by Mrs. Maxwell to approve first reading of Policy 5.303 – Personal and Professional Leave.

Roll Call Vote:

Mrs. Darby – Yes
Mrs. Maxwell – Yes
Ms. Sharp – Yes
Mrs. Rosales – Yes
Mr. Young – Yes
Mr. Tidwell – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

g. Policy 5.308 – Sabbatical Leave
Updates language for sabbatical leave for certified and classified employees.

Motion made by Mrs. Darby and seconded by Ms. Sharp to approve first reading of Policy 5.308 – Sabbatical Leave.

Roll Call Vote:

**Mrs. Rosales – Yes
Ms. Sharp – Yes
Mr. Young – Yes
Mr. Tidwell – Yes
Mrs. Maxwell – Yes
Mrs. Darby – Yes
Mrs. Bratton – Yes**

**Vote: All yes
Motion passes.**

h. Policy 6.3041 – Title IX and Sexual Harassment
Changes timeline for notice of before beginning investigation and changes timeline for completion of investigations.

Mrs. Darby explained the formal complaint process and the timeline within the process. She stated expanding the timeline to ninety (90) days exposes RCS to possible liability.

Mrs. Rosales asked Mrs. Ridley if changing the policy to ninety (90) days will set RCS up to liability and litigation? She asked Mrs. Ridley why this policy was presented and asked for her legal recommendation. Mrs. Ridley stated we have a large district with over 51k students and one (1) Title IX employee that investigates all complaints. Her professional opinion is that proposed policy does not open RCS to additional liability.

Mrs. Darby added that when Title IX investigator was asked about the number of investigations received this year, the response was one (1) investigation received. Mrs. Darby proposed a forty (40) day timeline.

Mrs. Rosales asked Mrs. Ridley to elaborate on the case load and fact gathering when receiving a complaint. Mrs. Ridley indicated that the Title IX Investigator receives 5-10 reports a day, which are different from a formal complaint. Mrs. Ridley added that the Investigator spends several hours per day mediating and offering support. A formal complaint is when the parent/guardian is not satisfied with the initial results. Additionally, complaints are time consuming, including meeting with multiple people, required documentation all while complying with the 5-10 reports received daily.

Mrs. Darby asked if the reports had a deadline or just the investigation? Mrs. Ridley responded that schools have to respond within 48 hours and the Title IX Investigator has to meet with them. Mrs. Darby clarified that if the formal complaint triggered the investigation? Mrs. Ridley that it did.

Motion made by Mrs. Rosales and seconded by Mr. Young to approve first reading of Policy 6.3041 – Title IX and Sexual Harassment.

Roll Call Vote:

**Ms. Sharp – No
Mr. Young – Yes
Mrs. Rosales – Yes
Mrs. Darby – No
Mr. Tidwell – No
Mrs. Maxwell – Yes
Mrs. Bratton – Yes**

**Vote: Majority
Motion passes.**

i. Policy 6.402 – Physical Examinations and Immunizations
Adds physical examination requirement for clubs that involve physical exertion or athletic activity.

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales to approve first reading of Policy 6.402 – Physical Examinations and Immunizations.

Roll Call Vote:

**Mrs. Maxwell – Yes
Mrs. Rosales – Yes
Mr. Tidwell – Yes
Mr. Young – Yes
Mrs. Darby – Yes
Ms. Sharp – Yes
Mrs. Bratton – Yes**

**Vote: All yes
Motion passes.**

j. Policy 6.413 – Prevention and Treatment of Sports Related Concussions
Adds clarifying language for removal from athletics due to a concussion.

Motion made by Mrs. Darby and seconded by Mrs. Maxwell to approve first reading of Policy 6.413 – Prevention and Treatment of Sports Related Concussions.

Roll Call Vote:

Mr. Young – Yes
Mr. Tidwell – Yes
Mrs. Darby – Yes
Mrs. Maxwell – Yes
Ms. Sharp – Yes
Mrs. Rosales – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

New Policies

k. Policy 2.9002 – Site Selection and Acquisition
Policy for school site selection and acquisition.

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales to approve first reading of Policy 2.9002 – Site Selection and Acquisition.

Roll Call Vote:

Mr. Tidwell – Yes
Mrs. Darby – Yes
Mrs. Maxwell – Yes
Ms. Sharp – Yes
Mrs. Rosales – Yes
Mr. Young – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

l. Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days
Policy for participation of SROs and nursing staff in safety days annually

Motion made by Mr. Tidwell and seconded by Mrs. Maxwell to approve first reading of Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days.

Roll Call Vote:

Mrs. Darby – Yes
Mrs. Maxwell – Yes

Ms. Sharp – Yes
Mrs. Rosales – Yes
Mr. Young – Yes
Mr. Tidwell – Yes
Mrs. Bratton – Yes

Vote: All yes
Motion passes.

11. HUMAN RESOURCES (TAB 4)

I. Climate Survey of Resilient Schools Grant

Motion made by Mrs. Maxwell and seconded by Mr. Young, to approve the MOU between the Tennessee Department of Education and Rutherford County Schools to administer the Tennessee School Climate Survey as presented.

Vote: All yes
Motion passes.

II. 2023 - 2024 Tenure Recommendation

The following teacher(s) meet the criteria for tenure in accordance with the tenure law:

- Holds a valid Tennessee teaching license.
- Has served Rutherford County Schools for five years (45-months minimum) within a seven-year period, the last two in a regular (not interim) position.
- Has demonstrated an overall performance of “above expectations” or “significantly above expectations” on the TEAM evaluation during the last two consecutive years of the five-year period.
- **Or** if held tenure under the previous guidelines, and returned to Rutherford County Schools, meets the two-year probationary period and tenure is reactivated.

Elementary Schools:		
Dana Adkins	4th Grade Teacher	Barfield Elementary
Tara Klarer	Spectrum Teacher	Barfield Elementary
Ashley Sanders	5th Grade Teacher	Barfield Elementary
Michele Aprea*	Interventionist	Buchanan Elementary
Sharron Hawks	3rd Grade ELA Teacher	Buchanan Elementary
Sarah Cannington	4th Grade Teacher	Blackman

		Elementary
Brittany Fankhauser	3rd Grade Teacher	Blackman Elementary
Christa Gordon	Interventionist	Blackman Elementary
Sonja Green	1st Grade Teacher	Blackman Elementary
Anna Harris	ESL Teacher	Blackman Elementary
Jordan Pitts	1st Grade Teacher	Blackman Elementary
Jennifer Dowell	3rd Grade Teacher	Brown's Chapel Elementary
Jaelyn Ellis	ESL Teacher	Brown's Chapel Elementary
Ryleigh Harbin	2nd Grade Teacher	Brown's Chapel Elementary
Darci King	4th Grade Teacher	Brown's Chapel Elementary
Kristen Myers	Kindergarten Teacher	Brown's Chapel Elementary
Julie Wilson	ESL Teacher	Brown's Chapel Elementary
Katherine Beavers	Kindergarten Teacher	Cedar Grove Elementary
Stephanie Belcher	4th Grade Teacher	Cedar Grove Elementary
Karen Hayes	ESL Teacher	Cedar Grove Elementary
Lauren Johnston	1st Grade Teacher	Cedar Grove Elementary
Jessica Koehler	Kindergarten Teacher	Cedar Grove Elementary
Hanna McBroom	3rd Grade Teacher	Cedar Grove Elementary
Nicole Petersen	Special Education CDC Teacher	Cedar Grove Elementary
Alyssa Pitts	Library Media Specialist	Cedar Grove Elementary
Leah Sanchez	Title I Behavior Interventionist	Cedar Grove Elementary

Angela Barnes*	Assistant Principal	Christiana Elementary
Sara Cragg	5th Grade Teacher	Christiana Elementary
Mackenzie Borton	Kindergarten Teacher	Christiana Elementary
Rachel Henderson	1st Grade Teacher	Christiana Elementary
Samantha Lehew	2nd Grade Teacher	Christiana Elementary
Caroline Parker	2nd Grade Teacher	Christiana Elementary
Malorie Prince	1st Grade Teacher	Christiana Elementary
Alexis Saylor	2nd Grade Teacher	Christiana Elementary
Jennifer Thompson	School Counselor	Christiana Elementary
Jennifer Cummins	Kindergarten Teacher	David Youree Elementary
Jodi Del Cid	ESL Teacher	David Youree Elementary
Leticia Downing	School Counselor	David Youree Elementary
Amber Givens	Kindergarten Teacher	David Youree Elementary
Chelsea Hearing	Interventionist	David Youree Elementary
Jessica Ping	Kindergarten Teacher	David Youree Elementary
Karessa Cunningham	4th Grade Teacher	John Colemon Elementary
Myra Elliott	Title I Instructional Coach	John Colemon Elementary
Kayla Millians	Kindergarten Teacher	John Colemon Elementary
Robert Rickert	Academic Interventionist	John Colemon Elementary
Keara Thiele	2nd Grade Teacher	John Colemon Elementary
Alexandria Wilson	Instructional Coach	John Colemon

		Elementary
Bethany Croslin	2nd Grade Teacher	Kittrell Elementary
Nicole Jordan	Kindergarten Teacher	Lascassas Elementary
Scarlett Mitchell	4th Grade Teacher	Lascassas Elementary
Amy Young	3rd Grade Teacher	Lascassas Elementary
Brian Carlson	Special education Teacher	La Vergne Lake Elementary
Kyna Mayes	Special Education Teacher	La Vergne Lake Elementary
Amee Mirskov	ESL Teacher	La Vergne Lake Elementary
Melissa Natter	Special Education CDC Teacher	La Vergne Lake Elementary
Ophelia Rodriguez	3rd Grade Teacher	La Vergne Lake Elementary
Emily Thompson	2nd Grade Teacher	McFadden School of Excellence
Lisa Bussell	1st Grade Teacher	Plainview Elementary
Katelyn Hand	2nd Grade Teacher	Plainview Elementary
Meghan Hill	2nd Grade Teacher	Plainview Elementary
Elizabeth Lyons	School Counselor	Plainview Elementary
Lori Taylor	1st Grade Teacher	Plainview Elementary
Emily Dailey	1st Grade Teacher	Rockvale Elementary
Amy Dewey	Kindergarten Teacher	Rockvale Elementary
Stephanie Kubeck	Special Education Teacher	Rockvale Elementary
Suzanne Payne	Music Teacher	Rockvale Elementary

McKenzie Rockwell	4th Grade Teacher	Rockvale Elementary
Hannah Vanzandt	Music Teacher	Rockvale Elementary
Emily Africano*	Kindergarten Teacher	Rocky Fork Elementary
Nathaniel Loveday	Physical Education Teacher	Rocky Fork Elementary
Nicole Nightingale	ESL Teacher	Rocky Fork Elementary
Tracy Porter	ESL Teacher	Rocky Fork Elementary
Andrea Spicer	4th Grade Teacher	Rocky Fork Elementary
Tina Yandall	ESL Teacher	Rocky Fork Elementary
Tina Brown	1ST Grade Teacher	Rock Springs Elementary
Jessica Kleeman	Pre-K Teacher	Rock Springs Elementary
Lisa Morgan	5th Grade Teacher	Rock Springs Elementary
Kelli Reagan	3rd Grade Teacher	Rock Springs Elementary
Melissa Ruckart	2nd Grade Teacher	Rock Springs Elementary
Hannah Thompson	School Counselor	Rock Springs Elementary
Kelly Wooters	4th Grade Teacher	Rock Springs Elementary
Amy Fahey	Kindergarten Teacher	Roy Waldron Elementary
Wendy Holt	1st Grade Teacher	Roy Waldron Elementary
Ashley Lavoie	Kindergarten Teacher	Roy Waldron Elementary
Deborah McClendon	Library Media Specialist	Roy Waldron Elementary
Sandra Sanabria	2nd Grade Teacher	Roy Waldron Elementary
Andrea Stafford	3rd Grade Teacher	Roy Waldron

		Elementary
DeJuana Wilbourn	2nd Grade Teacher	Roy Waldron Elementary
Steven Wright*	Assistant Principal	Roy Waldron Elementary
Jessica Aumack-Qadir	ESL Teacher	Smyrna Elementary
Raven Fiquett	3rd Grade Teacher	Smyrna Elementary
Sydney Holder	2nd Grade Teacher	Smyrna Elementary
Andrea Lovvorn	1st Grade Teacher	Smyrna Elementary
Ola Studdard	ESL Teacher	Smyrna Elementary
Gwendolyn Walker	RTI Interventionist	Smyrna Elementary
Michelle Walker	Special Education Teacher	Smyrna Elementary
Heather Blackburn	Music Teacher	Smyrna Primary
Jessica Farris	3rd Grade Teacher	Smyrna Primary
Laura Listovitch	5th Grade Teacher	Smyrna Primary
Alexandria Fifer	4th Grade Teacher	Stewarts Creek Elementary
Chad Hannah	3rd Grade Teacher	Stewarts Creek Elementary
Miranda Hickerson	Physical Education Teacher	Stewarts Creek Elementary
Andrea Smith	1st Grade Teacher	Stewarts Creek Elementary
Laura Thomas	Kindergarten Teacher	Stewarts Creek Elementary
Kara Beveridge	Special Education Teacher	Stewartsboro Elementary
Brittany May	Behavior Intervention Teacher	Stewartsboro Elementary
Chelsea McInturff	4th Grade Teacher	Stewartsboro Elementary
Courtney Miller	ESL Teacher	Stewartsboro Elementary

Kathryn Neal	Kindergarten Teacher	Stewartsboro Elementary
Ashlen Powles	Special Education Interventionist	Stewartsboro Elementary
Tammy Wheeler	Pre-K Teacher	Stewartsboro Elementary
Stefanie Edgell	1st Grade Teacher	Walter Hill Elementary
Amy Grisham	5th Grade Teacher	Walter Hill Elementary
Kaitlyn Leahew	2nd Grade Teacher	Walter Hill Elementary
Katherine Morrison	PreK CDC Teacher	Walter Hill Elementary
Emily Nichols	3rd Grade Teacher	Walter Hill Elementary
Michelle Kingston	Kindergarten Teacher	Wilson Elementary
David Tollett	Physical Education Teacher	Wilson Elementary
<i>Middle Schools:</i>		
Quentin D. Mastin	7 th Grade Social Studies Teacher	Blackman Middle School
Jennifer Marie Polston	6 th Grade ELA Teacher	Blackman Middle School
Kristin Marie Poplar	Special Education Teacher	Blackman Middle School
Christy Lynn Rivenbark*	6 th Grade Teacher	Blackman Middle School
Wintress Latrece Bennett	Special Education Teacher	Christiana Middle School
Inez M. Giannola	7 th Grade Math Teacher	Christiana Middle School
Sean Austin Kirkpatrick	7 th & 8 th Grade Social Studies Teacher	Christiana Middle School
Alexandra Meagen Koszalka	Gifted Teacher	Christiana Middle School
Rachel Sapp Lee	School Counselor	Christiana Middle School
Stephen Bradley Peden	Physical Education Teacher	Christiana Middle School

Samantha A. Reves	8 th Grade Math Teacher	Christiana Middle School
Edward Price Stallard	STEM Teacher	Christiana Middle School
Marci A. Turner	Assistant Principal	Christiana Middle School
Daniel Thomas Hawthorne	History Teacher	Daniel-McKee Alternative
Jeanette Elizabeth Kenyon	Librarian/Media Specialist	Daniel-McKee Alternative
Ryan Jeffrey Glidden	7 th Grade Social Studies Teacher	LaVergne Middle School
Colleen Michelle Jablonski	6 th Grade Social Studies Teacher	LaVergne Middle School
Melanie Joy Coleman	8 th Grade Math Teacher	Oakland Middle School
Katie Dillehay Creasy	Math Interventionist	Oakland Middle School
Teresa Jan Dougan	6 th Grade Social Studies Teacher	Oakland Middle School
Angela Renee Hughes	Assistant Principal	Oakland Middle School
Laura Lynne Swan	8 th Grade Math Teacher	Oakland Middle School
Brittany Michelle Wilson	Special Education Teacher	Oakland Middle School
Aaron Joshua Bronstein	School Counselor	Rock Springs Middle
Rachel Ann Dufault	Spectrum Teacher	Rock Springs Middle
Jaysen Narvel Gold	6 th Grade ELA Teacher	Rock Springs Middle
Sarah Suzanne Chambers	Drama/Theater Teacher	Rockvale Middle
Kyle Thomas Greene	Computer Literacy Teacher	Rockvale Middle
Rebecca Lynn Woods	6 th Grade Science Teacher	Rockvale Middle
Emily Kathryn Bird	8 th Grade Math Teacher	Rocky Fork Middle
Reginald Raulins Coleman	Band Teacher	Rocky Fork Middle
Sharon R. Cooley	6 th Grade Social Studies	Rocky Fork

	Teacher	Middle
Charlotte Joann Chambers	7 th Grade Science Teacher	Siegel Middle
Camille Martinique Hester	8 th Grade Math Teacher	Siegel Middle
Howon Lee	ESL Teacher	Siegel Middle
Julie Mache Melton	7 th Grade Science Teacher	Siegel Middle
Sweetey J. Anand	ESL Teacher	Smyrna Middle
Joseph Matthew Brewer	Assistant Principal	Smyrna Middle
Caylie Rebecca Craig	7 th & 8 th Grade Science Teacher	Smyrna Middle
Jennifer Danley Ibrahim	6 th Grade Science & Math Teacher	Smyrna Middle
Alyssa Mae Porschakin	6 th Grade ELA Teacher	Smyrna Middle
Emily Hall Swafford	Band Teacher	Smyrna Middle
Candace D'Shawn Taylor	English Teacher	Smyrna West Alternative
Heather Dawn Wilson	Math Teacher	Smyrna West Alternative
Kristin Mullins Burford	7 th Grade ELA Teacher	Stewarts Creek Middle
Robin Wiglesworth Glascock	8 th Grade ELA Teacher	Stewarts Creek Middle
Brittany Nicole Belch Jerrell	Band Teacher	Stewarts Creek Middle
Jeffrey E. Priest	Exploratory Teacher	Stewarts Creek Middle
Makenzie Lauren Prince	Physical Education Teacher	Stewarts Creek Middle
Brent M. Shelton	7 th Grade Science Teacher	Stewarts Creek Middle
Hanna Mari Spence	Special Education Teacher	Stewarts Creek Middle
Brenda Michelle Duke	Band Teacher	Thurman Francis Arts
Brooke Campbell Feris	2 nd Grade Teacher	Thurman Francis Arts
Mark J. Gonyea	Principal	Thurman Francis Arts

Emily Grace Gill	School Counselor	Thurman Francis Arts
Heather Marie Calvert	Math Interventionist	Whitworth-Buchanan Middle
Joshua Caleb Picklesimer	7 th Grade Social Studies Teacher	Whitworth-Buchanan Middle
<i>High Schools:</i>		
Gregory D. Boyce	Chemistry Teacher	Blackman HS
Janet Holly. Cunningham	English Teacher	Blackman HS
Susan Lynn Drescher*	Math Teacher	Blackman HS
Andrew Nolan Feyka	English Teacher	Blackman HS
Robert N. Fortel	CTE - Computer Repair Teacher	Blackman HS
Bradley J. Frasier	Personal Finance Teacher	Blackman HS
LaTonya Maggaleane Jones	Health Science Teacher	Blackman HS
Leslie D. Mertz	CTE - Teach as a Profession Teacher	Blackman HS
Stephen D. Parkhurst	CTE - Criminal Justice Teacher	Blackman HS
Brandi Lee. Parsell	Math Teacher	Blackman HS
Marilyn Elizabeth Roberts	CTE - Marketing Teacher	Blackman HS
Amanda Spence Schneider	School Counselor	Blackman HS
Melinda Ann Fleischer	Math Instruction Specialist	CO – Curriculum & Instruction
Kristian Marie Danko	ESL Specialist	CO - ESL Department
Jody Myers Moore	ESL Title III Facilitator	CO - ESL Department
Ashley H. Toombs*	ESL Data Specialist	CO - ESL Department
Ashley Watts Carlson	Speech Language Pathologist	CO - SPED Department
Madison Elizabeth Clark	Speech Language Pathologist	CO - SPED Department

Tracy Hulse Harris	Speech Language Pathologist	CO - SPED Department
Kerri Handley Harrison	School Psychologist	CO - SPED Department
Kathy A Lindlau*	Compliance Liaison	CO - SPED Department
Lucy Estes Long	Speech Language Pathologist	CO - SPED Department
Jevetta Latrice Mitchell*	Speech Language Pathologist	CO - SPED Department
Rachael Noel Wrye	School Psychologist	CO - SPED Department
Courtney Linea Brown	Gifted Supervisor	CO – SPED Department
Jacob Anthony Harper	History Teacher	Central Magnet School
Laura Lynn Roland	English Teacher	Central Magnet School
Mahsa Marjorie P. Way- Kiani	Music & String Teacher	Central Magnet School
John D. McClaran	Physical Education Teacher	Eagleville School
Jill Greenfield Ethridge	Math Teacher	Holloway HS
Sher Macha Hernandez	Graduation Coach	Holloway HS
Haydee De La Martinez	Spanish Teacher	Holloway HS
Pamela M. Hammond	Math Teacher	LaVergne HS
Andrea Elaine Morris	History Teacher	LaVergne HS
Brooke Nicholson Quadrini	Biology Teacher	LaVergne HS
Rebecca G. Benson*	Special Education Teacher	Oakland HS
Bridget Anne Carlson	English Teacher	Oakland HS
Zoe Isabel Gillespie	Math Teacher	Oakland HS
Carol Elizabeth Keener	Instructional Coach	Oakland HS
Caitlin Faulk Laliberte	CTE - Agriculture Teacher	Oakland HS
Samantha Leigh Morton	Spanish Teacher	Oakland HS
Tiffany Lee Smith	CTE - Health Science Teacher	Oakland HS

Lesley Faye Sweeton	English Teacher	Oakland HS
Eric Juston Vetetoe	Personal Finance Teacher	Oakland HS
Sara Elizabeth Young	Physical Science Teacher	Oakland HS
Susan Louise Campbell	Math Teacher	Riverdale HS
LeBrian McGill	Business/Sociology Teacher	Riverdale HS
Ashley Danielle Coutta	CTE - Agriculture Teacher	Riverdale HS
Candice Marie Walls	ESL Teacher	Riverdale HS
Tia Marie Arceneaux*	English Teacher	Rockvale HS
Ashley Leann Elliott	CTE – Agriculture Teacher	Rockvale HS
David Vefingo Matikke II	Wellness/Physical Ed. Teacher	Rockvale HS
James Joseph Nelson	Drivers Education Teacher	Rockvale HS
Cody Jacob Patterson	English Teacher	Rockvale HS
Gregory E. Rains	Special Education Teacher	Rockvale HS
Kirstie Jones Boutwell	CTE - Health Science Teacher	Siegel HS
April Patrice Brown	Special Education Teacher	Siegel HS
Emily Staats Gullede	CTE - Business Teacher	Siegel HS
Gregory Scott Myers	CTE - Aviation Teacher	Siegel HS
Paul T. Roland	Physics Teacher	Siegel HS
Ann Smythe Winn*	Gifted Teacher	Siegel HS
Jennifer L. Brittain	CTE - Criminal Justice Teacher	Smyrna HS
Christina Neramith Fongnaly	ESL Teacher	Smyrna HS
Caroline Renee Huff*	CTE - Business Teacher	Smyrna HS
Raymond Anthony Minardi	French Teacher	Smyrna HS
Ann Britton Norton	CTE - Fashion Design Teacher	Smyrna HS
Deborah Nichole Bellenfant	English Teacher	Stewarts Creek HS
Casey Ray Lawrence	Assistant Principal	Stewarts Creek HS

William Tucker Webb	Art Teacher	Stewarts Creek HS
Christina L Williams	CTE - Auto/Collision Teacher	Stewarts Creek HS

*Reinstating tenure

Prior to voting, Mr. Young disclosed that his daughter is on the tenure list. He will be voting for the good of the school district as a whole.

Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve the recommendation of the Director of Schools to award tenure to the teachers who meet the criteria for 2023-2024 as presented.

**Vote: All yes
Motion passes.**

12. ENGINEERING AND CONSTRUCTION (TAB 5)

I. Batey Farm Property and the City of Murfreesboro Revised Transportation Plan:

RCS and the City of Murfreesboro currently have a development agreement for sewer service to property outside the city limits. This agreement has additional language not typically included in this type of agreement, they made very specific request for roadway improvements and other items. Staff has developed plans and has approval for the Rutherford County Engineering Department that we meet the agreement and the traffic impact study for short term development. There are several recommendations for now that the current development traffic requires and for the future as additional development takes place. Staff has met with the city, and they are wanting to amend the agreement. We will be providing information so the Board will understand what is taking place and staff can move the request forward to Health and Education, as we believe this is outside of our ability to negotiate.

City staff intends to brief our City Council at the April 11, 2024, workshop regarding this issue and have a proposal for engineering services to proceed with design improvements at the Blackman Rd., Burnt Knob Rd., and Manson Pike intersection.

II. Batey Property additional grading requirements: The Engineering and Construction department is requesting to increase the contract for Phase I for the grading portion of the project. There has been additional work required to obtain subgrade due to unforeseen nonstructural materials and subsurface geographic features. The request is to increase the budget for Phase 1 by \$1,000,000.00. Phase 1 funds are included in the overall project budget and additional funds are not required.

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to approve the increase for Phase 1 grading for \$1,000,000.00 as presented.

Vote: All yes
Motion passes.

13. FINANCIAL MATTERS

- I. Presentations by Brian Runion, Chief Finance Officer
Initial Fund 143 presentation- **Central Cafeteria Funds**
Initial Fund 177 presentation- **Education Capital Projects**
Initial Fund 141 presentation- **General Purpose Fund (Incomplete and not presented)**

Final approval of these Funds will be May 9, 2024.

- II. Board recognition of the Rockvale Baseball - Softball Rocket Boosters, Inc. as an RCS School Support Organization (SSO)

Per RCS Board Policy 2.404, only a group or organization that has entered into a written cooperative agreement with the board may use the name, mascot, or logo of a school or the school district to solicit or raise money, materials, property, securities, services, or other things of value. Rockvale High School has provided all information requested from the board's written cooperative agreement and can be recognized as an RCS SSO. It is noted that this SSO has NOT applied and to receive an IRS determination letter to be recognized as a 501(c)3 non-profit entity that is in compliant with the BOE written cooperative agreement. The IRS letter allows the SSO to open and operate out of a checking account that is separate from Rockvale High School student activity funds. Until the determination letter is applied for and received, the booster club will utilize the Rockvale High student activity funds for all its financial activities and be subject to the BOE financial policies and procedures.

Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve Rockvale Baseball - Softball Rocket Boosters Boosters Inc. as an RCS School Support Organization (SSO).

Vote: All yes
Motion passes.

14. TRANSPORTATION (TAB 6)

- I. Upgrade Bus GPS to Samsara GPS at a cost of \$117,192.00 for installation and hardware.

Dr. Sullivan made the recommendation to postpone motion until May 9, 2024.

Reoccurring licensing of \$63,611.00 beginning the second year. Funding is currently available. Samsara GPS is compatible with our current Edulog Routing System.

Motion made by Mrs. Rosales and seconded by Mrs. Darby, to postpone approval of purchase of the Samsara GPS until May 9, 2024, from the Tennessee State Bid in the amount of \$117,192.00 for installation and hardware. Plus, reoccurring licensing of \$63,611.00 beginning the second year as presented.

Vote: All yes
Motion passes.

II. Due to the increased number of bus routes needed to transport students in our growing district, logistical challenges in filling all routes, and lack of funding for transportation in TISA, RCS is interested in establishing parent responsibility zone (PRZ) of 1 mile similar to other Tennessee districts. The Parent Responsibility Zone would not be used for Title I schools.

Title I Schools:

Cedar Grove Elementary
David Youree Elementary
John Colemon Elementary
Kittrell Elementary
LaVergne High
LaVergne Lake Elementary
LaVergne Middle
Roy Waldron School
Smyrna Elementary
Smyrna Middle
Smyrna Primary
Whitworth-Buchanan Middle

Dr. Sullivan made the recommendation to table the motion.

Motion made by Mrs. Darby and seconded by Ms. Sharp, to table parent responsibility zone for transportation for the 24-25 SY as presented.

Vote: All yes
Motion passes.

15. INSURANCE

Dr. Sullivan stated that we are expecting to add 1-2% to the insurance cost and do not know what the state rates will be until the budget is passed.

16. FINANCIAL REPORT

Dr. Sullivan reported that we are running in the positive this year and will have a few clean up amendments.

Also indicated that we were notified about a potential loss of up to 155K per day surveyed by TN Pulse for TISA funding for ESL students. Dr. Sullivan stated he has a Superintendent meeting tomorrow with the Mid Cumberland region, and this will be a topic of discussion.

17. DIRECTOR'S UPDATE

Nothing new to report.

18. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Nothing new to report.

19. FEDERAL RELATIONS NETWORK (FRN) UPDATE

Nothing new to report.

20. GENERAL DISCUSSION

Mr. Young asked that if anyone needs to speak to him, please call him. If he doesn't respond by email right away, he asked to please give him a call.

Mrs. Darby thanked all the speakers, bus contractors and stated that it was a beautiful display of what the public should be able to do with your elected officials.

Mr. Tidwell asked that Mr. Suvak (Public Comment Speaker) share his (email) suggestions and concerns that Mr. Tidwell received earlier with the rest of the board members. He said it was good and worth looking into the PRZ moving forward.

Mrs. Rosales stated that her phone number is on the website and is accessible. She also asked Dr. Sullivan about the timeline to hear back on the books that were challenged to which he responded by mid to end of summer.

Ms. Sharp reminded everyone about Jazz Fest is being held on Friday, April 26th, 6:00pm-10:00pm and Saturday, April 27th, 11:00am-6:00pm.

Mrs. Bratton and Ms. Sharp will be delivering cakes from Kroger to all schools in honor of Teacher Appreciation Week on May 6, 2024.

21. ADJOURNMENT

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to adjourn the meeting at 7:41 P.M.

Approval of Agenda Minutes

Shelia Bratton, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

**Bid #3745 - CNC Plasma and CNC Router Machines
(Riverdale High School)**

Item #	Description	Learning Labs	Shop Sabre	Techno CNC Systems
1	CNC Plasma Machine (including delivery)	\$ 24,999.00	\$ 30,985.00	\$ 32,615.00
2	CNC Router Machine (including delivery)	\$ 44,999.00	\$ 51,753.00	\$ 59,986.00

Mailed to 10 vendors
7 vendors did not respond

Recommend: Motion to award to Learning Labs for overall lowest and best bid.

To be funded through Career and Technical Department.

Bid #3746 - LIFT Textbooks

Item #	Description	ISBN #	Textbook Agency	Cengage Learning	Textbook Warehouse	Superior Text
LIFT Welcome 1-year						
1	Bundle: Student's Book + Spark digital platform	9798214104652	\$ 85.75	\$ 65.00	\$ 74.62	\$ 71.07
2	Teacher's Guide (Print Only)	9798214172378	\$ 251.52	\$ 200.00	\$ 229.40	Included
LIFT Intro 1-year						
3	Bundle: Student's Book + Spark digital platform	9798214104669	\$ 126.51	\$ 100.00	\$ 114.70	\$ 108.68
4	Teacher's Guide (Print Only)	9798214172484	\$ 251.52	\$ 200.00	\$ 229.40	Included
LIFT Fundamentals 1-year						
5	Bundle: Student's Book + Spark digital platform	9780357918227	\$ 126.51	\$ 100.00	\$ 114.70	\$ 108.68
6	Teacher's Guide (Print Only)	9780357501245	\$ 251.52	\$ 200.00	\$ 114.70	Included
LIFT Level 1 1-year						
7	Bundle: Student's Book + Spark digital platform	9780357918234	\$ 126.51	\$ 100.00	\$ 114.70	\$ 108.68
8	Teacher's Guide (Print Only)	9780357501252	\$ 251.52	\$ 200.00	\$ 229.40	Included
LIFT Level 2 1-year						
9	Bundle: Student's Book + Spark digital platform	9780357918241	\$ 126.51	\$ 100.00	\$ 114.70	\$ 108.68
10	Teacher's Guide (Print Only)	9780357501269	\$ 251.52	\$ 200.00	\$ 229.40	Included

Mailed to 15 vendors

11 vendors did not respond

Recommend: Motion to approve to Superior Text for overall lowest and best bid.

To be funded from Federal and General Funds

Bid #3742 - USDA Commodity Processing

Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	USDA DF COST PER LB	SERVINGS PER CASE	PROCESSING FEE PER CASE	CN EQUIVALENT		DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	DELIVERY COST PER CASE	COST PER SERVING
					1.41				5.67					
1	Hot & Spicy Filet	CHICKEN – HOT & SPICY FILET, Fully Cooked, Whole Grain Breaded, “ALL WHITE MEAT”, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 - 3.75 oz filet must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.83470
			Rich Chicks											1.03000
			Goldcreek											0.83300
2	Chicken Tenders	CHICKEN - Tenders, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 3 (1.41oz) Tenders must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											1.05800
			Tyson											1.04570
			Rich Chicks											1.04000
			Goldcreek											0.88200
3	Mega Minis	CHICKEN – Home-style Chicken Chunks , Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 10 (.43 oz) Home-style Chunks must meet 2 m/ma and 1 grain. Approved				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.08700
4	Chicken Filet	CHICKEN - FILET, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 - 3.75 oz filet must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.91200
			Tyson											0.81180

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Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
			Rich Chicks											1.02000
			Goldcreek											0.81900
5	Boneless Wings	CHICKEN - Boneless Chicken Chunks, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 5 (.79 oz) Boneless Wings must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.92100
			Tyson											0.83460
			Rich Chicks											1.10000
			Goldcreek											0.82900
6	Breakfast Filet	BREAKFAST CHICKEN - FILET, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 – 2.12 oz filet must meet 1 m/ma and ½ grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.38100
			Tyson											0.45920
			Rich Chicks											0.55000
			Goldcreek											0.41500
7	Fajita Strips	CHICKEN - Fajita Strips, Fully Cooked, "All dark meat option". Unbreaded. Must conform to USDA Child Nutrition Program specifications. 3oz must meet 2 m/ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.72790
			Goldcreek											0.67400
8	Chicken Taco Meat	CHICKEN – Chicken Taco Meat, Fully Cooked, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 3oz = 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.36680

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9	Breaded Drumstick	CHICKEN - Drumsticks, Fully Cooked, Whole Grain Breaded, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 1 Drumstick must meet 2 m/ma and .75 grain				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.01240
			Goldcreek											1.05000
10	Buffalo Drumstick	CHICKEN - Drumsticks, Fully Cooked, Buffalo Flavor, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 1 Drumstick must meet 2 m/ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.01970
11	Chicken Nuggets	CHICKEN – Golden Crispy Nuggets, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. - CRAU 5 (.70 oz) Nuggets must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	0.38100
			Goldkist											0.50700
			Tyson											0.42010
			Rich Chicks											0.68000
			Foster Farms											0.64000
			Goldcreek											0.47800
12	Hot & Spicy Patty	CHICKEN – Hot & Spicy Golden Crispy Patty, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. CRAU 1 (3.53 oz) Patty must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.55400
			Tyson											0.40800
			Tyson											0.56420
			Rich Chicks											0.69000
			Foster Farms											0.59000
			Goldcreek											0.48900
Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
13	Chicken Patty	CHICKEN – Golden Crispy Patty, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. Certified Responsible Antibiotic Use Verified - CRAU 1 (3.54 oz) Patty must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000

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			Goldkist										0.51500		
			Tyson										0.42580		
			Rich Chicks										0.68000		
			Foster Farms										0.56000		
			Goldcreek										0.48100		
14	All Natural Low Sodium ½' Diced Chicken	CHICKEN – Fully Cooked, 100% All Natural, Low Sodium, ½ inch diced chicken, 60/40 white/dark meat. Must conform to USDA Child Nutrition Program specifications. 2.3oz must meet 2 m/ma .				1					0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.61400	
			Tyson											0.60070	
15	All Natural Low Sodium Pulled Chicken	CHICKEN – Fully Cooked, 100% All Natural, Low Sodium, Hand appearance pulled reverse blend chicken, 65/35 dark/white meat. Must conform to USDA Child Nutrition Program specifications. 2.2oz must meet 2 m/ma				1					0	0.0000	0.0000	5.67	5.67000
			International Food Solutions											0.65000	
			Tyson											0.52010	
			Goldcreek											0.73900	
16	Chicken Chunks (Smackers)	Whole Grain breaded fully cooked CN labeled popcorn chicken produced from USDA 100103 natural proportion white and dark meat commodity chicken. No added soy protein. Popcorn to be batter breaded with Whole Grain and enriched wheat flour breader. 10 popcorn pieces @ 0.43 oz each guaranteed by CN label to provide 2 ounces meat/meat alternative and 1 grain servings. Product to provide zero grams trans fats.				1					0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.75500	
			Tyson											0.47370	
			Rich Chicks											0.68000	
			Goldcreek											0.80700	
17	Chicken Chunks (Smackers)	Whole Grain breaded fully cooked CN labeled popcorn chicken produced from USDA 100103 dark meat commodity chicken. No added soy protein. Popcorn to be batter breaded with Whole Grain and enriched wheat flour breader. 10 popcorn pieces @ 0.43 oz each guaranteed by CN label to provide 2 ounces meat/meat alternative and 1 grain servings. Product to provide zero grams trans fats.				1					0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.81800	
			Tyson											0.89410	
			Rich Chicks											1.22000	
			Goldcreek											0.98300	

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18	Chicken Thighs	Chicken, WG Breaded Tradition Chicken Thigh, utilizes all dark meat, CN Portion 1 thigh = 3.25 M/MA and 1.25 Grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldcreek											1.05000
			Tyson											1.15770
19	Chicken Wing	Cooked and oven able, utilizes all white meat 4 wings = 2 M/MA				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.45630
20	Chicken Corndog	Chicken – Corn dog with whole Grain Breading, mini, utilizes all dark meat, no added Nitrates or Nitrites, 1 svg (6 Each) to equal 2oz M/MA and 2oz Grains				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.69500
			House of Raeford											0.69250

Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
21	GRILLED FILLET	Made with No Artificial Colors or Flavors & No Preservatives, Made with whole muscle. Lightly seasoned grilled flavor fully cooked, glazed, grilled portioned chicken breast filet with rib meat provides 2.00 oz. M/Ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.60630
			Rich Chicks											0.75000

USDA DF COST PER LB
2.99

Line Item No.	ITEM DESCRIPTION	USDA BEEF TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
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Bid #3742 - USDA Commodity Processing

1	Flame Grilled Beef Pattie	Fully cooked, Flame broiled lightly seasoned beef Pattie. Soy added. Sprocket shape with Char marks. Sleeve pack. CN labeled. .1 – 2.5 oz. Pattie must meet 2 m/ma			17	1				50.83	50.8300	0.0000	56.5	56.50000	
			Don Lee Farms											0.83680	
			Don Lee Farms												0.63000
			Tyson												0.75820
			JTM												0.68190
			Maid Rite												0.23700
2	Salisbury Steak	Fully cooked Flame broiled Salisbury Steak, seasoned perfectly for a terrific flavor profile. Soy added. Char marked. Oval shape. CN label 3oz must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000	
			Don Lee Farms											0.79750	
			Tyson												0.72290
			Maid Rite												0.29900
3	Flame Broiled Beef Pattie "Island Burger"	Fully cooked beef Pattie. Barbeque flavor and soy added. Round shape with char marks. Sleeve pack. CN labeled 1-2.4oz Pattie must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000	
			Don Lee Farms											1.07180	
			Don Lee Farms												0.78010
			Tyson												0.66110
4	Beef Crumbles	Fully cooked Beef crumbles. Soy added. CN labeled. 2.5 oz. must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000	
			Don Lee Farms											0.55160	
			Tyson												0.59170
			Albies												0.94000
5	Mini Twin Cheeseburger on Whole Grain Buns	Fully cooked, mini beef Pattie with onion and a slice of American cheese on a mini whole grain bun. Soy added. Char marked. Two sandwiches packaged together in Mylar film wrap. CN labeled. 1 package must meet				1				0	0.0000	0.0000	5.67	5.67000	
			Don Lee Farms											1.50230	
			Tyson												1.76930
			Tyson												1.39380
Line Item No.	ITEM DESCRIPTION	USDA BEEF TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING	
6	Fully Cooked Beef Steak Fritter for a Biscuit	Fully cooked, chopped beef with a whole grain-rich breading with black pepper. Perfect size for breakfast biscuits. Hourglass shape. CN labeled 1 – 1.97 oz. file must meet 1 m/ma and ½ grain.				1				0	0.0000	0.0000	5.67	5.67000	

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			Tyson											0.52250
7	Beef Crumbles Low Sodium	Fully cooked Beef crumbles. Soy added. Reduced sodium CN labeled 2.4 oz = 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Don Lee Farms											0.84720
			Don Lee Farms											0.55160
			Tyson											0.59380
			JTM											0.66260
8	Fully Cooked Sliced "Philly" Beef	Fully Cooked Sliced "Philly" Beef. No Soy Added. 2.82oz must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.19280
			JTM											1.17800
9	Spaghetti Sauce with Beef	Reduced Fat Beef Spaghetti Sauce, CN - #CP5578 – Made with Ground Beef that's no more than 20% fat. Sodium not to be more than 300 mg. Total Fat not to be more than 7 g. Product should be Gluten Free. Each Serving by Weight of Spaghetti Sauce with beef Provides 2.00 oz. Equivalent meat and ½ cup of re/orange vegetable for Child Nutrition Meal Pattern Requirements				1				0	0.0000	0.0000	5.67	5.67000
			JTM											1.12540
10	Rotini with meat sauce	Reduced fat beef with WG rotini pasta				1				0	0.0000	0.0000	5.67	5.67000
			JTM											1.41080
11	Cheeseburger Macaroni	Fully cooked 30 lb. case provides 100 servings 4.80 oz each. Each 4.80 oz serving (by weight) of Cheeseburger Mac provides 2.00 oz equivalent meat/meat alternate and 0.50 oz equivalent grains for Child Nutrition Meal Pattern Requirements.				1				0	0.0000	0.0000	5.67	5.67000
			JTM											0.91420
12	Beef Fingers	Four Fully Cooked Country Fried Breaded Beef Patties Stick Shaped Provide 2.00 oz. Equivalent Meat/Meat Alternate and 1.00 oz. Equivalent Grains for Child Nutrition Meal Pattern Requirements.				1				0	0.0000	0.0000	5.67	5.67000
			Don Lee Farms											1.05640
			Tyson											0.82460

Bid #3742 - USDA Commodity Processing

USDA DF COST PER LB.
1.59

Line Item No.	ITEM DESCRIPTION	USDA TURKEY TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
1	Ground Turkey	Precooked Ground Turkey Crumbles, frozen, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2848 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.64510
2	Deli Turkey Breast	Deli Style Turkey Breast, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2364 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.78810
3	Oven Roasted Turkey, Sliced	Oven Roasted Turkey Breast, sliced for deli sandwiches, Low Sodium, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2099-21 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											1.00690
4	Turkey Ham, Sliced	Ham Flavored Dark Meat Turkey, Sliced, Fully Cooked, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2565-21 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.77420
5	Turkey Breast Steak, Sliced	Turkey Breast Steak, Sliced, Low Sodium, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2307-24 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000

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			Jenni-O											0.89550
6	Turkey, Taco	Turkey Taco, Precooked and Seasoned Meat. Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2840-28 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O										0.65470	
			JTM										0.72960	
7	Turkey, Diced Ham	Turkey, Diced Ham Flavor. Made from Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #6409 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O										0.37430	
8	Turkey, Canadian Style Ham Sliced	Turkey, Canadian Style Sliced Ham. Made from Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2031 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O										0.40400	
9	Turkey & Gravy, Dark and White Meat	Turkey, Precooked Shredded Turkey and Gravy; Breast and Thigh Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2847 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O										0.91400	

USDA DF COST PER LB
1.40

Bid #3742 - USDA Commodity Processing

Line Item No.	ITEM DESCRIPTION	USDA PORK TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
1	PULLED PORK *	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12302, Nicks #23453, or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.63650
2	PULLED PORK - red Sauce	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender in Texas (Red) Sauce. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12305, Nicks #23452, or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.62600
3	PULLED PORK LOW SODIUM	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender in Lower Sodium Texas (Red) Sauce. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12307 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.62600
					USDA DF COST PER LB									
					0.59									
Line Item No.	ITEM DESCRIPTION		VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING

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1	Peanut Butter & Grape Jelly on Whole Grain Bread	Whole Grain Crust less Bread, Square Shape, Peanut Butter and Grape Jelly Sandwich, frozen, individually wrapped. 1 sandwich must provide a minimum of 1 oz meat/meat alternate and 1 eq. grains for the Child Nutrition Meal Pattern. Approved Brand: Advance # 92123				1					0	0.0000	0.0000	5.67	5.67000
			Smuckers										0.59681		
2	Peanut Butter & Strawberry Jelly on Whole Grain Bread	Whole Grain Crust less Bread, Square Shape, Peanut Butter and Strawberry Jelly Sandwich, frozen, individually wrapped. 1 sandwich must provide a minimum of 1 oz meat/meat alternate and 1 eq. grains for the Child Nutrition Meal Pattern. Approved Brand: Advance # 92127				1					0	0.0000	0.0000	5.67	5.67000
			Smuckers										0.62472		

*Goldkist was lowest bid on breakfast fillet but eliminated because they only won one product and we would not be able to use dark meat on any winning items.

**Maid Rite did not fill out the forms correctly

Recommend: Motion to award to lowest and best bidder highlighted above.

To be funded through School Nutrition

Request to Purchase:

LaVergne High School would like to purchase a used 2006 Toro 3500D mower in the amount of \$5,000.00.

To be funded through LaVergne High School.

Request to Purchase:

Curriculum and Instruction recommend renewing the yearly contract with Curriculum Associates, LLC for the Ellevation Platform for 2024-2025 school year.

All to be funded through General Purpose Funding

MEMORANDUM

DATE: April 16, 2024
TO: Dr. James Sullivan, Director of Schools
FROM: Monika B. Ridley, General Counsel
RE: Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for fighting.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place into alternative school.

MEMORANDUM

DATE: April 25, 2024
TO: Dr. James Sullivan, Director of Schools
FROM: Monika B. Ridley, General Counsel
RE: Transfer Student Under Discipline (2)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC after failing to attend drug intervention program.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

Rutherford County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 07/19/23
		Rescinds: 1.704	Issued: 12/15/22

1 *General*

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

6 **APPLICATION PROCESS²**

7 A prospective charter school sponsor shall send notice to the Director of Schools of its intent sixty (60)
8 calendar days prior to February 1st of the year preceding the year in which the proposed charter school
9 plans to begin operation as a charter school.

10 A sponsor seeking board approval of an initial charter school application shall complete the forms
11 provided by the Department of Education. The application shall provide all the information required by
12 state law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed
13 by state law for the formation of a charter school, and the proposed charter school will be able to
14 implement a viable program of quality education for its students.³

15 Applications shall be submitted to the Board and Department of Education on or before 11:59 p.m. on
16 February 1st of the year preceding the year in which the proposed charter school plans to begin
17 operation as a charter school. If the 1st of February falls on a Saturday, Sunday, or holiday on which
18 the school district offices are closed, applications will be accepted on the next business day on or
19 before 11:59 p.m. Late applications will not be accepted, without exception. The sponsor shall pay an
20 application fee of \$2,500.00.²

21
22 The Director of Schools or his/her designee shall determine whether an application is complete within
23 ten (10) business days of receiving the application and shall notify the sponsor within five (5) business
24 days of the determination if the application is determined to be incomplete.

25 **REVIEW TEAM¹**

26 If necessary, the Board shall appoint a review team to assist in reviewing and evaluating charter school
27 applications. The team shall be comprised of members of the administrative staff for the district,
28 community members, and a member of the Board with relevant educational, organizational, financial,
29 and legal experience. At the board meeting in ~~December~~ **January** of each year, the Director of Schools
30 shall make a recommendation to the Board on which members of his/her administrative staff should be
31 appointed to the team. The Board shall name the members of the team at ~~it's~~ **a** meeting in January of
32 each year. The Board shall designate a Chair of the review team as the contact person for answering

1 questions about the application process and receiving applications. The Director of Schools shall
2 develop an orientation for the team to ensure consistent evaluation standards and the elimination of
3 real or perceived conflicts of interest.

4 The Board shall require the Director of Schools to develop a procedure for receiving, reviewing, and
5 ruling on applications for the establishment of charter schools by the review team. The procedure shall
6 include a timeline for the application and review process. A copy of the procedure, including the
7 review criteria, shall be available to any interested party upon request.

8 The review team shall:

- 9 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 10 2. Recommend one of the following options to the Board for each application: approve, reject, or
11 reject with stipulations for reconsideration; and
- 12 3. Make recommendations for revocation, renewal, or non-renewal of charter school contracts.
13

15 **APPROVAL/DENIAL OF APPLICATION⁴**

16 After presentation of the review committee's findings to the Board, the Board shall rule by resolution
17 on the approval or denial of a charter school application within ninety (90) calendar days of receipt of
18 the completed application, or the application shall be deemed approved by state law. The Director of
19 Schools shall report the action taken by the Board to the Department of Education.

20 *Approval*

21 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
22 the Board which shall be binding on the charter school's governing body. The charter school agreement
23 shall be in writing and signed by the sponsor and the Board.

24 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
25 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁵

26 Charter schools approved by the Board are expected to implement the application as submitted and
27 approved. Material variations in operations from the approved application require amendment pursuant
28 to state law and the charter school agreement.⁶

29 The Board shall not provide services to charter schools that are not requested during the application
30 process except for those services that are required under state or federal law. Services agreed to be
31 provided to the charter school by the Board shall be provided at board actual cost. The Board and
32 charter school shall execute a service contract for any additional services.

33 New charter school agreements are approved for a ten (10) year period.⁷ The Board may revoke or
34 deny renewal of a charter school agreement for any of the reasons enumerated in state law.⁸
35

1 *Denial*

2 Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days within
3 which to submit an amended application to correct the deficiencies. The Board shall have sixty (60)
4 calendar days either to deny or to approve the amended application, or the application shall be deemed
5 approved by state law.⁴

6 Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter
7 School Commission.⁹

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TRR/MS 0520-14-01-06; TCA 49-13-110
7. TCA 49-13-110
8. TCA 49-13-122
9. TCA 49-13-108(b)(5)

Rutherford County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Emergency Preparedness Plan	Descriptor Code: 3.202	Issued Date: 07/19/23
		Rescinds: 3.202	Issued: 07/27/22

1 *General*

2 The Director of Schools shall be responsible for developing, maintaining, and acquiring board
3 approval of the district Emergency Preparedness Plan¹ which shall include procedures for bomb
4 threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and
5 medical emergencies.

6 The principal of each school shall develop and implement emergency preparedness drills which shall
7 be approved by the Director of Schools. When appropriate, such drills shall be held in conjunction with
8 emergency response agencies.

9 **FIRE AND SAFETY DRILLS**

10 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)
11 school days, with two (2) fire drills occurring during the first thirty (30) full days of the school year.
12 Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted
13 throughout the year.²

14 The principal shall ensure that three (3) additional safety drills are given during the school year.³ These
15 drills may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not
16 require full evacuation. A record of all fire or safety drills, including the time and date, shall be kept in
17 each school's office.³

18 The principal shall regularly check the quantity, locations, and conditions of fire extinguishers and
19 shall give all school personnel instructions on how to properly use fire extinguishers.

20 **ANNUAL DRILLS⁴**

21 The principal shall ensure that the school safety team conducts each of the following type of drills
22 annually:

- 23 1. An armed intruder drill in coordination with local law enforcement;
24
25 2. An incident command drill; and
26
27 3. An emergency safety bus drill.
28

1 AED DRILLS⁵

2 All schools shall conduct a CPR and AED drill to ensure awareness of the steps that shall be taken in
3 the event of a medical emergency. The principal shall ensure that the drill occurs.

4 The Director of Schools or his/her designee shall develop the necessary administrative procedures on
5 AED and CPR training, planning, notification, and maintenance to comply with state law.

6 MEDICAL EMERGENCIES/PANDEMIC FLU⁶

7 In the event of medical emergencies such as a pandemic flu outbreak, school officials shall cooperate
8 and consult with the local and state health departments and other local emergency or healthcare
9 providers in protecting students and the community from further infection. The Director of Schools
10 shall develop procedures for health emergencies in accordance with state law and regulations.

11 REMOTE LEARNING DRILLS⁷

12 At least once each school year, a remote learning drill shall be conducted. The drill shall accurately
13 reflect how students will transition to remote learning in the event of a disruption to school operations.
14 Students shall not be asked or required to transition to remote learning at any time during the drill.

15 TRAINING FOR SUBSTITUTE TEACHERS

16 New substitute teachers shall receive lockdown and school security training within sixty (60) days of
17 start date with the substitute vendor.

Legal References

1. TRR/MS 0520-01-02-.30(2); TCA 49-6-804; TCA 49-6-805(8)
2. TCA 68-102-137(b)
3. TCA 68-102-137(f)
4. TCA 49-6-807; Public Acts of 2023, Chapter No. 367
5. TCA 49-2-122; TCA 49-6-1208
6. TCA 49-6-3004(a), (e); TCA 49-5-404
7. TCA 49-2-139

Cross References

Emergency Closings 1.8011
Safety 3.201
Community Use of School Facilities 3.206

Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 07/27/22
		Rescinds: 4.406	Issued: 08/12/21

1 The Board supports the right of staff and students to have reasonable access to various information
2 formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate
3 and responsible manner.

4 **Employees**

5 Before any employee is allowed use of the District's internet or intranet access, the employee shall sign
6 a written agreement, developed by the Director of Schools/designee that sets out the terms and conditions
7 of such use. Any employee who accesses the district's computer system for any purpose agrees to be
8 bound by the terms of that agreement, even if no signed written agreement is on file.

9 The Director of Schools shall develop and implement procedures for appropriate internet use which shall
10 address the following:

- 11 1. Development of the Network and Internet Use Agreement.
- 12 2. General rules and ethics of internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student internet use.
- 14 4. Prohibited and illegal activities, including but not limited to the following:¹
 - 15 • **Accessing**, sending or displaying offensive messages or pictures
 - 16 • Using obscene language
 - 17 • Harassing, insulting, defaming, or attacking others
 - 18 • Damaging computers, computer systems or computer networks
 - 19 • Hacking or attempting unauthorized access to any computer
 - 20 • Violation of copyright laws
 - 21 • Trespassing in another's folders, work, or files
 - 22 • Intentional misuse of resources
 - 23 • Using another's password or other identifier (impersonation)
 - 24 • Use of the network for commercial purposes
 - 25 • Buying or selling on the internet
 - 26 • **Bypassing or attempting to bypass any security mechanism or network filters**

27 **Students**

28 The Director of Schools shall develop and implement procedures for appropriate internet use by students.
29 Procedures shall address the following:

- 30 1. General rules and ethics of internet use; and
- 31 2. Prohibited or illegal activities, including, but not limited to:¹
 - 32 • **Accessing**, sending or displaying offensive messages or pictures

- 1 • Using obscene language
- 2 • Harassing, insulting, defaming, or attacking others
- 3 • Damaging computers, computer systems or computer networks
- 4 • Hacking or attempting unauthorized access
- 5 • Violation of copyright laws
- 6 • Trespassing in another's folders, work, or files
- 7 • Intentional misuse of resources
- 8 • Using another's password or other identifier (impersonation)
- 9 • Use of the network for commercial purposes
- 10 • Buying or selling on the internet
- 11 • Bypassing or attempting to bypass any security mechanism or network filters

12 INTERNET SAFETY MEASURES²

13 Internet safety measures shall be implemented that effectively address the following on District
14 supported devices:

- 15 • Controlling access by students to inappropriate matter on the internet
- 16 • Safety and security of students when they are using electronic mail, chat rooms, and other
17 forms of direct electronic communications
- 18 • Preventing unauthorized access, including "hacking" and other unlawful activities by
19 students online
- 20 • Unauthorized disclosure, use, and dissemination of personal information regarding
21 students
- 22 • Restricting students' access to materials harmful to them

23 The Director of Schools/designee shall establish a process to ensure the District's education technology
24 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process shall
25 include, but not be limited to:

- 26 • Utilizing technology that blocks or filters internet access (for both students and adults) to
27 material that is obscene or pornographic³
- 28 • Prohibiting and preventing a user from sending, receiving, viewing, or downloading
29 materials that are deemed to be harmful to minors⁴
- 30 • Maintaining and securing a usage log
- 31 • Monitoring online activities of students²

32 The Board shall provide reasonable public notice of and at least one (1) public hearing or meeting to
33 address and communicate its internet safety measures.²

34 Annually, a notification about the use of the internet and technology will be provided to
35 parents/guardians and students. Parents/guardians may choose to opt-out and disallow their student from
36 accessing the internet or technology by opting out on the provided form and confirming the request with
37 the District Office of Instructional Technology.

38 Complaints alleging a violation of the internet safety measures shall be submitted to ~~Assistant~~
39 ~~Superintendent for Curriculum and Instruction~~ Chief Academic Officer. All complaints shall be
40 reviewed to determine how to appropriately respond.

1 E-MAIL

2 Users with network access shall not utilize district resources to establish electronic mail accounts through
3 third-party providers or any other nonstandard electronic mail system. All data including e-mail
4 communications stored or transmitted on school system computers shall be monitored.
5 Employees/students have no expectation of privacy with regard to such data. E-mail correspondence
6 may be a public record under the public records law and may be subject to public inspection.⁵

7 INTERNET SAFETY INSTRUCTION⁶

8 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
9 computer resources. The Director of Schools shall provide adequate in-service instruction on internet
10 safety. Parents/guardians and students will be provided with material to raise awareness of the dangers
11 posed by the internet and ways in which the internet may be used safely.

12 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance
13 with the existing disciplinary procedures of this District.

14 VENDOR CONTRACTS³

15 Prior to entering into any contract for the provision of digital or online materials created or marketed for
16 pre-kindergarten through grade twelve (PK-12), the district shall obtain an assurance that the vendor
17 shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or
18 otherwise prevents access to pornography or obscenity and verifying that the technology prevents a user
19 from sending, receiving, viewing, or downloading materials that are harmful to minors.

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131
3. Public Acts of 2022, Chapter No. 1002
4. TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221

Cross References

- Use of Email 1.805
- School and System Websites 4.407
- Controversial Materials 4.801
- Student Publications 6.704

Rutherford County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Issued Date: 07/19/23
		Rescinds: 5.106	Issued: 07/22/21

1 APPLICATION

2 An individual desiring a position shall make application to the Director of Schools on forms developed
3 by his/her office. To ensure the safety and welfare of students and staff, the District shall require criminal
4 history background checks and fingerprinting of applicants for teaching positions and any other positions
5 that require proximity to children.¹ If applying for a teaching position, the Director of Schools shall also
6 check the applicant's license status in the State Board of Education's database to determine if there is a
7 hold on that applicant's license, and if so, the reasoning behind the hold.²

8 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall
9 also constitute a Class A misdemeanor which must be reported to the District Attorney General for
10 prosecution.³

11 Any costs incurred to perform these background checks and fingerprinting shall be paid by the Board
12 the first time such applicant applies for a position with the Board. If a successful applicant does not
13 remain employed with the Board for a period of six (6) months, then the costs of the background check
14 will be withheld from his/her last regular paycheck. All applicants shall be advised that all hiring
15 decisions are contingent upon satisfactory background check results.

16 *Professional Employees*

17 The application shall include a transcript of credits earned at the colleges or universities attended along
18 with references from persons such as previous employers, college professors, and supervisors of student
19 teachers. Other information shall include whether such applicant has been dismissed for cause from a
20 school system.⁵ If previously employed by a local board of education, the applicant shall provide
21 evidence of acceptable resignation.

22 No person shall be employed:

- 23 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board
24 of Education;⁶
- 25 2. Who has been identified by the Department of Children's Services, or on a similar registry in
26 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or
27 child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
- 28 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
29 of Health, or on a similar registry in another jurisdiction;⁷
- 30 4. ~~Who does not present a certificate from a licensed health care provider showing a satisfactory~~
31 ~~physical examination or who has a contagious or communicable disease in such form that might~~

1 ~~endanger the health of school children, subject to the provisions of the Americans with~~
2 ~~Disabilities Act and the associated regulations;~~⁸

- 3 5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee
4 and of the United States of America;⁹
- 5 6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
6 employment for cause; or
- 7 7. Who does not receive a satisfactory background check.¹⁰

8 *Support Employees*

9 The application process shall be in accordance with procedures approved by the Director of Schools.
10 Procedures for screening, interviewing, and employment shall be defined or approved by the Director of
11 Schools. All employment shall be done in a fair and equitable manner. There shall be no discrimination
12 on the basis of sex, race, national origin, religion, age or disabilities.

13 No person shall be employed:

- 14 1. Who has any contagious or communicable disease in such form that might endanger the health
15 of the children, subject to the provisions of the Americans with Disabilities Act and the associated
16 regulations;⁸
- 17 2. Who has been identified by the Department of Children's Services, or on a similar registry in
18 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or
19 child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
- 20 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
21 of Health, or on a similar registry in another jurisdiction;⁷
- 22 4. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
- 23 5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
24 employment for cause; or
- 25 6. Who does not receive a satisfactory background check.¹⁰

26 **EMPLOYMENT**

27 After checking references and receiving written recommendations, the Director of Schools shall hire
28 and assign qualified applicants.

29 No person who has any contagious or communicable disease in a form that might endanger the health
30 of school children shall teach in any school, and any teacher must submit to a physical examination by
31 a competent physician when so required by the Board.

32 *Initial Employment for Professional Employees*

33 Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and
34 conditions of employment. Upon receipt of employment notification, such person shall respond within
35 the timeline established by state law. From the date of the written acceptance, such person is considered
36 to be under employment with the system and is subject to all rights, privileges, and duties.

37 *Support Employees*

1 Each person hired in a regular non-certified position shall be required to successfully complete a
2 probationary period of six (6) months.¹² The probationary period shall be an essential part of the
3 employment process, and shall be utilized for the most effective adjustment of a new employee. This
4 probationary period may preclude the permanent hiring or promotion of any employee whose
5 performance does not meet the required standard of work.

6

7

Legal References

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406 (a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e); Public Acts of 2023, Chapter No. 222
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413(a), (f)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*
12. TCA 49-5-406(b)

Cross References

Orientation and Probation 5.107
Compensation Guides & Contracts 5.110
Background Investigations 5.118
Recommendations and File Transfers 5.203
Qualifications and Duties of the Director of Schools 5.802

Rutherford County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Personal and Professional Leave	Descriptor Code: 5.303	Issued Date: 09/18/19
		Rescinds: 5.303	Issued: 11/20/14

1 Personal and professional leave shall be granted in accordance with the laws of the State of Tennessee
2 and the rules and regulations of the State Board of Education.

3 The Director of Schools shall develop procedures for granting personal leave to employees.

4
5 ~~Any personal leave remaining unused at the end of a year shall be credited to sick leave except in the~~
6 ~~case of the following circumstances:¹~~

- 7 ~~1. Certified personnel with ten (10) to fifteen (15) years of experience shall be able to retain~~
8 ~~up to three (3) earned personal days. One (1) of those days, if available, will roll over from~~
9 ~~the previous year.~~
- 10 ~~2. Certified personnel with sixteen (16) to twenty five (25) years of experience shall be able to~~
11 ~~retain up to four (4) earned personal days. Two (2) of those days, if available, will roll over~~
12 ~~from the previous year.~~
- 13 ~~3. Certified personnel with twenty six (26) or more years of experience shall be able to retain~~
14 ~~five (5) earned personal days. Three (3) of those days, if available, will roll over from the~~
15 ~~previous two (2) years.~~

16 All certified personnel shall be able to retain up to five (5) earned personal days. Any personal leave
17 days beyond the five (5) shall be credited as sick leave.

18 If, at the termination of services, any employee has been absent for more days than leave has been earned,
19 an amount sufficient to cover the excess days used shall be deducted from the employee's final salary
20 payment.²

21 Subject to the following conditions, personal leave may be taken at the discretion of the employee:

- 22 1. Except in emergency, each employee shall give the principal/supervisor at least one day's notice
23 in writing of intent to take leave;
- 24 2. The approval of the principal of the school shall be required:³
 - 25 a. If more than ten percent (10%) of the teachers in any given school request its use on the
26 same day;
 - 27 b. If requested during any prior established student examination period;
 - 28 c. If requested on the day immediately preceding or following a holiday or vacation period;

- 1 d. If personal leave is requested for days scheduled for professional development or in-
2 service training, according to a school calendar adopted by the local board of education
3 prior to the commencement of the school year; or
- 4 e. If personal leave is requested for days scheduled for parent-teacher conferences,
5 according to a school calendar adopted by the local board of education prior to the
6 commencement of the school year.
- 7 Professional leave is a short, temporary absence for the purpose of attending workshops and other
8 meetings relating to school business or serving on boards and commissions which meet during daytime
9 hours when appointed by a mayor, city council, county executive or county commission.³
- 10 Requests shall be submitted to the principal at least five (5) days prior to requested leave of absence.

Legal References

1. TCA 49-5-711; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711 (c)(1)
3. TCA 49-5-205

Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Sabbatical Leave	Descriptor Code: 5.308	Issued Date: 09/18/19
		Rescinds:	Issued:

1 Certified and classified employees shall be entitled to a leave of absence without pay not exceeding one
2 (1) year to further education on a full-time basis, provided such academic work entails a minimum of
3 nine (9) hours per semester. No certified and classified employees shall be eligible for more than one (1)
4 sabbatical leave every seven (7) years of consecutive service with the school district. **Certified employees**
5 **must have five (5) years or more of service to be entitled to qualify for sabbatical leave.**

6 Additionally, certified employees must apply **in writing to the Human Resources Department** no later
7 than **April 1st May 31st** for leave during the next fiscal school year. Proof of enrollment and completion
8 of courses must be provided each semester, and the program of study must be an advanced study in
9 education beyond the employee's current degree attained. Employee must return and work for the
10 district for a minimum of one (1) year after sabbatical has ended. Educational leave is not automatically
11 granted **by the Director of Schools**. Factors to be considered are: current position, availability of an
12 interim replacements, budget, school needs, and other factors that impact student achievement.

13 **Certified and classified employees shall have the opportunity to continue participation, at their own**
14 **expense, in group insurance plans subject to the restrictions of the insurance carrier. Arrangements for**
15 **direct payment shall be made by the employee in writing to Human Resources.**

16 **This leave shall in no way change a certified employee's status for reduction-in-force procedures.**

Cross References

Long-Term Leaves of Absence for Professional Personnel
5.304

Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 02/18/21
		Rescinds: 6.3041	Issued: 07/28/20

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with
6 federal law. This policy shall be disseminated annually to all school staff, students, and
7 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
8 grievance process shall not have a conflict of interest against any party of the complaint.³ These
9 individuals shall receive training as to how to promptly and equitably resolve student and employee
10 complaints.³

11 All employees shall receive training on complying with this policy and federal law.⁴

12 **TITLE IX COORDINATOR⁵**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

17 **Title:** Pierrecia Lyons

18 **Mailing address:** 2240 Southpark Drive, Murfreesboro, Tennessee 37128

19 **Phone number:** 615-893-5812

20 **Email:** lyonsp@rcschools.net

21 **DEFINITIONS⁴**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or
2 activity on an individual's participation in unwelcome sexual conduct;
3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
5 objectively offensive that it effectively denies a person equal access to the education program
6 or activity; or
- 7 3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;
11
- 12 2. Verbal harassment or abuse;
13
- 14 3. Sexually suggestive pictures;
15
- 16 4. Sexually suggestive gesturing;
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
19
- 20 6. Subtle or direct propositions for sexual favors; and
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited
27 to, the following:

- 28 1. Counseling;
29
- 30 2. Course modifications;
31
- 32 3. Schedule changes; and
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that
36 maintaining such confidentiality would not impair the ability of the school district to provide the
37 supportive measures.

1 **GRIEVANCE PROCESS**

2 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the
3 Title IX Coordinator shall:

- 4 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 5
- 6 2. Consider the complainant's wishes with respect to supportive measures;
- 7
- 8 3. Inform the complainant of the availability of supportive measures; and
- 9
- 10 4. Explain the process for filing a formal complaint.¹⁰

11 While the school district will respect the confidentiality of the complainant and the respondent as much
12 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall
13 be consistent with the school district's legal obligations and the necessity to investigate allegations of
14 harassment and take disciplinary action.

15 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
16 process has been completed. Unless there is an immediate threat to the physical health or safety of any
17 student arising from the allegation of sexual harassment that justifies removal, the respondent's
18 placement shall not be changed.¹¹ If the respondent is an employee, he/she may be placed on
19 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
20 keep the Director of Schools informed of any employee respondents so that he/she can make any
21 necessary reports to the State Board of Education in compliance with state law.¹³

22 **Complaints**

23 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
24 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires
25 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint
26 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

27 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
28 notification shall be made per the board policy on reporting child abuse.

29 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 30 1. Provide written notice of the allegations, and the grievance process to all known parties to give
31 the respondent time to prepare a response before an initial interview;
- 32
- 33 2. Inform the parties of the prohibition against making false statement or knowingly submitting
34 false information;
- 35
- 36 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 37
- 38 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
2 shall be provided to both parties simultaneously.¹⁵

3 **Investigations**¹⁶

4 The Title IX Coordinator, and as needed, principals, shall serve as the investigator/s and be responsible
5 for investigating complaints in an equitable manner that involves an objective evaluation of all relevant
6 evidence. The burden for obtaining evidence sufficient to reach a determination regarding responsibility
7 rests on the school district and not the complainant or respondent.

8 ~~Once a complaint is received~~ Timely investigation shall commence upon written notice from the Title
9 IX Coordinator to the respondent. The investigator shall initiate an investigation ~~within forty-eight (48)~~
10 ~~hours in a timely manner~~ after receipt of the complaint. If an investigation is not initiated ~~within forty-~~
11 ~~eight (48) hours in a timely manner~~, the investigator shall provide the Title IX Coordinator, or, if the
12 Title IX Coordinator is the investigator, the Director of Schools, with appropriate documentation
13 detailing the reasons why the investigation was not initiated within the required timeframe.

14 All investigations shall be completed within ~~twenty (20)~~ ninety (90) calendar days from the receipt of
15 the initial complaint. If the investigation is not complete within ~~twenty (20)~~ ninety (90) calendar days,
16 the investigator shall provide the Title IX Coordinator with appropriate documentation detailing the
17 reasons why the investigation has not been completed.

18 All investigations shall:

- 19 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 20 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
21 and present relevant evidence;
- 22 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
23 seek disclosure of information protected under a legally recognized privilege unless such
24 privilege has been waived;¹⁷
- 25 4. Provide the parties with the same opportunities to have others present during any grievance
26 proceeding;
- 27 5. Provide to parties whose participation is requested written notice of the date, time, location,
28 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
29 for the party to prepare to participate;
- 30 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
31 the allegations in the formal complaint; and
- 32 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
 - 33 a. Prior to the completion of the investigative report, the investigator shall send to each
34 party the evidence subject to inspection and review. All parties shall have at least ten
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1 (10) days to submit a written response which shall be taken into consideration in
2 creating the final report.

3 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
4 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
5 process. At the close of the investigation, a written final report on the investigation will be delivered to
6 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
7 Director of Schools.

8 **Determination of Responsibility**¹⁹

9 The respondent is presumed not responsible for the alleged conduct until a determination regarding
10 responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of the evidence
11 standard shall be used in making this determination.²¹

12 The Assistant Superintendent of Human Resources and Support Services and/or his/her designee shall
13 act as the decision-maker. He/she shall receive the final report of the investigation and allow each party
14 the opportunity to submit written questions that he/she wants asked of any party or witness prior to the
15 determining responsibility.

16 The decision-maker shall make a determination regarding responsibility and provide the written
17 determination to the parties simultaneously along with information about how to file an appeal.

18 A substantiated charge against a student may result in corrective or disciplinary action up to and
19 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
20 and including termination.

21 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant
22 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine
23 whether any other actions are necessary to prevent reoccurrence of the harassment.

24 **APPEALS**²²

25 Either party may appeal from a determination of responsibility based on a procedural irregularity that
26 affected the outcome, new evidence that was not reasonably available at the time of the determination
27 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or
28 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
29 Coordinator within ten (10) days of a determination of responsibility.

30 Upon receipt of an appeal, the Title IX Coordinator shall:

- 31 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 32 32
- 33 2. Notify the parties in writing.

34 ~~During the appeal process, the parties shall have a reasonable, equal opportunity~~ **ten (10) calendar days**
35 **from the date of written notice of the appointment letter of the hearing officer** to submit written
36 statements. ~~Within ten (10) calendar days;~~ The hearing officer shall issue a written decision describing

1 the result of the appeal and the rationale for the result. The written decision shall be provided
 2 simultaneously to both parties.

3 RETALIATION²³

4 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
 5 participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

Cross References

Section 504 and ADA Grievance Procedures 1.802
 Discrimination/Harassment of Employees (Sexual, Racial,
 Ethnic, Religious) 5.500
 Staff-Student Relations 5.610
 Code of Conduct 6.300
 Student Discrimination, Harassment, Bullying, Cyber-
 bullying, and Intimidation 6.304
 Child Abuse and Neglect 6.409

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Physical Examinations and Immunizations	Descriptor Code: 6.402	Issued Date: 07/19/23
		Rescinds: 6.402	Issued: 07/22/21

PHYSICAL EXAMINATIONS¹

The principal shall ensure that there is a complete physical examination of each student prior to:²

1. Entering school for the first time. This applies to kindergarten, first grade and other students for whom there is no health record. However, the enrollment of any student deemed to be homeless may not be denied or delayed because of the student's lack of a medical examination or immunization records.
2. Participation as a member of any athletic team or in any other strenuous physical activity program. A physical shall be required prior to any level of participation on athletic teams including, but not limited to, on- or off-season conditioning, practices, and/or games.
3. Physical examinations are required for students participating in any club that involves physical exertion or athletic activity, including but not limited to, rugby, ultimate frisbee, dance/half-timers, walking clubs, archery, performance band, etc.

Cost of the examination shall be borne by the parent or guardian of the student and the exam must have been completed within one year prior to the enrollment or participation. These records shall be on file in the principal's office.

Screening tests as required by the Tennessee Department of Education and the Department of Health will be conducted. Parent(s)/guardian(s) will receive written notice of any screening result that indicates a condition that might interfere with the student's progress. Parents will receive notification prior to any health screening. Parent(s)/guardian(s) may excuse their student from participating in health screenings that are part of a coordinated school health program by submitting a request in writing to the school nurse, instructor, school counselor, or principal.³

IMMUNIZATIONS

No students entering school, including those entering kindergarten or first grade, those from out-of-state and those from nonpublic schools, will be permitted to enroll (or attend) without proof of immunization, as determined by the Commissioner of Health unless circumstances outlined in state or federal law prevent a student from producing such records. It is the responsibility of the parents or guardians to have their children immunized and to provide such proof to the principal of the school which the student is to attend.⁴

1 Exceptions-will be granted to any child whose parent or guardian shall file with school authorities a
2 signed, written statement that such measures conflict with one of the following:

- 3 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an
4 epidemic*; or
- 5
6 2. Due to medical reasons if such child has a written statement from his/her doctor excusing him
7 from such immunization.⁶
- 8

9 Furthermore, the enrollment of any student deemed homeless may not be denied or delayed because of
10 the student's lack of a medical examination or immunization records.

11 Proof of exceptions will be in writing and filed in the same manner as other immunization records.

12 A list of transfer students shall be kept at each school throughout the school year in order that their
13 records can be monitored by the Department of Health.

Legal References

1. 20 USCA § 1232h(c)
2. TRR/MS 0520-1-13-.01(1)(a)
3. Public Acts of 2023, Chapter No. 353; Tennessee School Health Screening Guidelines,
https://www.tn.gov/content/dam/tn/education/csh/csh_school_health_screening_guidelines.pdf
; 20 USCA § 1232h(c)(2)(C)
4. TCA 49-6-5001(a),(c)
5. TCA 49-6-5001(b)(2), Public Acts of 2021, Chapter No. 513
6. TCA 49-6-5001(c)(2)

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Prevention and Treatment of Sports Related Concussions	Descriptor Code: 6.413	Issued Date: 03/08/23
		Rescinds: 6.413	Issued: 11/15/16

1 A concussion is a traumatic brain injury caused by a direct or indirect blow to the head or body. In order
2 to ensure the safety of students that participate in interscholastic athletics, it is imperative that student
3 athletes, coaches, and parents are educated about the nature and treatment of sports related concussions.
4 The board recognizes that concussions can be a serious health issue and should be treated as such.

5 The board adopts the guidelines and other pertinent information and forms developed by the Tennessee
6 Department of Health to inform and educate coaches, school administrators, student athletes, and
7 parent(s) / guardian(s) of the nature, risk and symptoms of concussions and head injuries. These
8 guidelines and materials may be viewed on the Department of Health's website and shall be made
9 available to interested parties through the Central Office.

10 This policy shall govern all activities and those individuals involved in those activities which constitute
11 an organized athletic game or competition against another team or in practice or preparation for an
12 organized game or competition. It does not govern those activities or individuals involved in those
13 activities which are entered into for instructional purposes only or those that are incidental to a
14 nonathletic program or lesson.

15 **REQUIRED TRAINING** ¹

16 The director of schools shall ensure that each school's athletic director and coaches, employed or
17 volunteer, annually complete the *Concussion in Sports – What You Need to Know* online course. This
18 course may be accessed online at www.nfhslearn.com.

19 Prior to the annual initiation of practice or competition, the following persons must review and sign a
20 concussion and head injury information sheet approved by the Tennessee Department of Health: the
21 director of schools, licensed healthcare professionals (if appointed), each school athletic director, and
22 each coach, employed or volunteer.

23 In addition, prior to the annual initiation of practice or competition, all student athletes and their parent(s)
24 / guardian(s) shall review the concussion and head injury information sheet approved by the Tennessee
25 Department of Health. A form confirming this review shall be signed and returned by the student athlete,
26 if the athlete is eighteen (18) years of age or older; or by the student athlete's parent(s) / guardian(s), for
27 athletes younger than eighteen (18) years of age.

28 All documentation of the completion of a concussion recognition and head injury safety education course
29 program and signed concussion and head injury information sheets shall be maintained by the director
30 of schools or his/her designee for a period of three (3) years.

1 **Removal from Athletics²**

2 ~~Any student athlete who shows signs, symptoms and/or behaviors consistent with a concussion during~~
3 ~~an athletic activity or competition shall be immediately removed for evaluation by a licensed healthcare~~
4 ~~professional, if available, and if not, by the coach or other designated individuals.~~

5 ~~No student athlete who has been removed from an athletic activity or competition due to a concussion~~
6 ~~or suspected concussion shall be allowed to return to any supervised team activities involving physical~~
7 ~~exertion, including games, competitions, or practices, until the student athlete has been evaluated by and~~
8 ~~received written clearance on forms approved by the Department of Health from a licensed health care~~
9 ~~provider for a full or graduated return. "Health care provider" means a Tennessee licensed medical~~
10 ~~doctor (M.D.), osteopathic physician (D.O.), a clinical neuropsychologist with concussion training.³~~

11
12 Any student who shows signs, symptoms, and/or behaviors consistent with a concussion during an
13 athletic activity or competition shall be immediately removed. The school shall have the player examined
14 by the school's designated healthcare provider. If the designated healthcare provider determines that the
15 student has not sustained a concussion, the player may return to the activity or competition. Designated
16 Healthcare Providers: Certified Athletic Trainer, Certified Nurse Practitioner, Physician Assistant,
17 Doctor of Medicine, or Osteopathic Physician

18
19 If the school does not have immediate access to a designated healthcare provider, or if the school's
20 designated healthcare provider suspects the athlete may have a concussion, the athlete shall be removed
21 from the athletic activity or competition. If the athlete is removed from the athletic activity or
22 competition, the only means for an athlete to return to practice or play is for the student to be evaluated
23 and receive written clearance by a licensed medical doctor (M.D.), Osteopathic Physician (D.O.), or a
24 Clinical Neuropsychologist with Concussion Training on forms approved by the Department of Health
25 for a full or graduated return. Until this form is received, no student-athlete who has been removed from
26 athletic activity or competition due to a concussion or suspected concussion shall be allowed to return
27 to any supervised team activities involving physical exertion, including games, competitions, or
28 practices. Schools must keep this form on file.

29 This requirement for clearance prior to a student athlete returning to an athletic activity shall not apply
30 if there is a legitimate explanation other than a concussion for the signs, symptoms, and/or behaviors
31 observed.

32 The Director of schools or his/her designee shall ensure that all protocols approved by the Tennessee
33 Department of Health or required by law relative to the provisions of this policy are followed and
34 implemented within each school.

Legal References

1. TCA 68-55-502(b)(1)(B)
2. TCA 68-55-502(b)(1)(F)
3. TCA 68-55-501

Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Site Selection and Acquisition	Descriptor Code: 2.9002	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 School facilities occupy a prominent place in the community. The selection of a school site or other
2 property for school system use should meet the educational needs of the system. Size, location, health
3 and safety issues, topography and population needs will be considered to ensure proper location of
4 facilities.

5 The purpose of this policy is to direct the process of obtaining property for school system use.

6 I. STANDARDS

7 A. Determination of Need

8 The need for a site is determined by numerous factors, including, but not limited to, overcrowding
9 of existing buildings, projected enrollment, observed and anticipated increase in development, census
10 data relating to size of families, and changes in facility needs to keep pace with program or system
11 requirements. Trends in present and future availability and price of land and infrastructure will be used
12 to determine the optimum time for acquiring sites at the least cost to the taxpayers.

13 B. Considerations for School Sites

14 The process for selecting new school sites should consider the following:

- 15 1. Sufficient and appropriate acreage to provide the anticipated educational program as well
16 as parking, playing fields, and accommodations for community use. The Director of
17 Schools will recommend guidelines for the acreage of school sites of each organizational
18 level.
- 19 2. Restrictions on the location of school service areas such as neighborhood boundaries and
20 the presence of reasonably well-defined geographic barriers which constitute impractical
21 or hazardous crossing conditions, such as major highways, railroad tracks, large bodies
22 of water, etc.
- 23 3. The prescribed limits which a child is expected to walk to school, if walking is desirable,
24 beyond which transportation must be provided.

- 1 4. The desirability of maintaining sufficient flexibility in site location to allow for
2 population migration and/or possible changes in future educational programs for staffing
3 requirements.
- 4 5. Economic considerations in developing a pattern for school facilities which will result in
5 the greatest degree of facility utilization while providing optimum learning environments.

6 C. Location of Sites

- 7 1. Selection of proposed sites is to be based upon relevant regulations to ensure proper
8 location and maximum utilization of the facility. Applicable guidance and regulations
9 include, but are not limited to, the School System's master plans as well as regulations
10 pertaining to subdivision, roads, wetlands, and stormwater management.
- 11 2. School sites should be as central as possible to the ultimate area to be served by the school
12 in order to minimize long-range transportation requirements, reduce the need for some
13 children to walk disproportionate or long distances, and enhance the ability of the greatest
14 number of children to participate in after-school activities.
- 15 3. Location of school sites near industrial or employment complexes should be avoided in
16 order to minimize traffic hazards, disturbing noises, odors, smoke and fumes. School sites
17 planned for a part of a mixed use community may be considered.
- 18 4. All school sites should have frontage on or egress to a public road or street to obtain a
19 reasonable means of vehicular egress.
- 20 5. Consideration of property for acquisitions must be in designated growth areas.

21 D. Physical Properties of Sites

22 The site must be suitable for the economical construction of the proposed facility.

- 23 1. Generally, a Phase 1 Environmental Site Assessment should be conducted prior to
24 acquisition to determine suitability.
- 25 2. Safe pedestrian and vehicular access should be reasonably attainable.
- 26 3. The shape of a school site should be suitable for school construction and use. Elongated
27 and extreme shapes should be avoided.
- 28 4. The topography of the site should facilitate property drainage and allow for economical
29 grading costs at the time the site is developed.
- 30 5. Consideration should be given as to whether public water and sewer are available, and if
31 not, whether onsite water and sewer service meeting regulatory requirements are
32 reasonably attainable.

1 E. Approval of Sites

2 1. Procedures for the identification and acquisition of sites must comply with state and local
3 laws and regulations and include the following:

4 a. Preliminary consultation with school staff.

5 b. Consideration and recommendations by the Director of Schools.

6 2. To purchase property, the school system should only deal with the owner of the property,
7 the owner's licensed realtor, or the owner's attorney. Proof of ownership is required. If
8 dealing with owner's licensed realtor, proof of seller agency agreement is also required.

9 3. When authorized by the Board, the site may be acquired.

10 **II. COMPLIANCE**

11 A. The Director of Schools is responsible for recommending property for acquisition to the
12 Board. Any parcels of land must be vetted by Director's designee before presenting the land
13 before the Board on whether to proceed.

14 B. The Director or his/her designee is responsible for directing staff on all matters relating to
15 site acquisition.

16 **III. DELEGATION OF AUTHORITY**

17 The Director of Schools is authorized to develop procedures to implement this policy.

Legal References

1. TCA 39-13-609(b)
2. FAA Modernization and Reform Act of 2012, Public Law 112-95 § 336 (112th Congress, 2d session).
3. FAA Modernization and Reform Act of 2012, Public Law 112-95 § 333 (112th Congress, 2d session); 14 CFR § 21
4. TCA 39-13-903(a)(3)

Cross References

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: School Resource Officers (SROs) and Nursing Staff Participation in Safety Days	Descriptor Code: 3.2052	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 The participation of School Resource Officers (SROs) and nursing staff in Safety Days for Rutherford
2 County Schools is mandated to include a dedicated block of time, lasting one and a half to two hours,
3 with 45 minutes earmarked for nursing staff and the remaining time dedicated to SROs. During this
4 allocated time, the SROs will comprehensively address safety protocols and guidelines, encompassing
5 procedures for emergency scenarios like active shooter situations, while allowing the nursing staff to
6 focus on medical emergencies, student referrals to the nurse, and conducting demonstrations of first aid
7 techniques, including tourniquet procedures.

- 8 1. Enhanced Preparedness: By actively incorporating both School Resource Officers (SROs) and
9 nursing staff into Safety Days, ensures comprehensive preparedness, ensuring that staff are
10 well-versed in emergency procedures, evacuations, as well as protocols for seeking medical
11 attention, including the process for sending children to nurses' office and addressing minor
12 emergencies effectively.
- 13 2. Expert Guidance: SROs and nurses possess specialized training and expertise in emergency
14 response, making them valuable resources for educating school communities on safety
15 protocols.
- 16 3. Proactive Approach: Regular review of safety procedures promotes a proactive approach to
17 school safety, empowering individuals within the school community to recognize and respond
18 to potential threats and emergencies.
- 19 4. Community Engagement: Involving SROs and nurses in Safety Days fosters positive
20 relationships between law enforcement and medical staff and the school community, enhancing
21 trust and collaboration in matters of safety, emergencies, and security.

22 Implementation:

- 24 1. Two safety days are scheduled annually in January and August during the academic year, with
25 coordination between the Safety Director, Health Services Coordinator, school administration,
26 and law enforcement to ensure the availability of School Resource Officers and nursing staff
27 for comprehensive safety preparedness.
- 28 2. During Safety Days, a dedicated block of time, lasting one and a half to two hours, will be
29 allocated for SRO-led sessions covering safety procedures and guidelines and 45 minutes
30 designated for nurse-led session.
- 31 3. Safety Days for SROs:
 - 32 a. For August Safety, SROs will deliver comprehensive presentations that include
33 information on emergency response protocols, evacuation procedures, lockdown drills,
34 and specific actions to take in the event of an active shooter incident.

- 1 b. For January Safety Day, SROs will facilitate a table talk session with the crisis team,
2 including the relocation, crisis, and evacuation teams.
- 3 4. Safety Days for Nurses:
 - 4 a. For August safety day, nurses will deliver a 45-minute PowerPoint presentation
5 outlining emergency protocols, procedures for sending students to the nurse,
6 administering epinephrine pens, and conducting first aid demonstrations, including
7 tourniquet application.
- 8 5. Interactive elements, such as scenario-based exercises and Q&A sessions, may be incorporated
9 to facilitate active engagement and reinforce learning.
- 10 6. Documentation of SRO participation and nursing staff in Safety Days, including session
11 content and attendee feedback, will be maintained for review and continuous improvement
12 purposes.
- 13 7. In the event of a district-wide safety meeting, the time allocated for SROs and nurses may be
14 subject to change to accommodate the obligations and priorities established by the Director and
15 Board.

Legal References

- 1.

Fund 141 Revenue & Expense Summary				
Revenue	Account	FY24 Projected	FY25 Amount	Comments
40110	Current Prop. Tax	76,000,000.00	75,852,655.00	IMPORTANT INFO BELOW: Yellow highlight means CC can use these funds to meet MOE County Finance will provide these numbers after the property tax report on 5/6/24
40120	Prior Year Prop. Tax Collections	846,300.00	596,020.00	
40130	Clerk and Master PY Collections	473,500.00	329,380.00	
40140	Interest and Penalty	177,300.00	138,030.00	
40150	Pick-Up Taxes	134,000.00	109,794.00	
40161	Pay in Lieu of Taxes-TVA	6,247.00	6,247.00	
40162	Pmnts in Lieu of Taxes-Local	145,000.00	145,000.00	
40210	Local Option Sales Tax	101,000,000.00	101,250,000.00	
40240	Wheel Tax	4,748,240.00	4,961,320.00	
40270	Business Tax	2,821,190.00	2,850,000.00	
40275	Mix Drink Tax	620,000.00	620,000.00	
41110	Marriage License	13,000.00	13,000.00	
43513	Tuition-Summer School	70,000.00	70,000.00	
43517	Tuition-Other	25,000.00	25,000.00	
43541	Contract Adm Svrs/Other LEA's	15,000.00	15,000.00	
43548	Charter Authorizer Fee		2,500.00	
43990	Other Charges for Service	45,000.00	50,000.00	
44110	Investment Income	1,500,000.00	1,250,000.00	
44120	Lease/Rentals	35,000.00	35,000.00	
44130	Sale of Materials and Supplies	10,000.00	10,000.00	
44170	Miscellaneous Refunds	3,000.00	15,000.00	
44530	Sale of Equipment	5,000.00	15,000.00	
44570	Contributions & Gifts	60,000.00	60,000.00	
44990	Other Local Revenues	768,000.00	768,000.00	
46510	TISA	322,000,000.00	342,083,308.00	
46550	Drivers Education	250,000.00	250,000.00	
46590	Other State Education Funds	516,000.00	400,000.00	
46591	Coordinated School Health	200,000.00		
46610	Career Ladder	500,000.00	500,000.00	
46790	Other Vocational	64,000.00	64,000.00	
46851	State Revenue- TVA	2,500,000.00	2,500,000.00	
46980	Other State Grants	20,000.00	20,000.00	
46981	Safe Schools	1,016,781.00		
47143	IDEA	650,000.00	500,000.00	
47145	IDEA PRESCHOOL	45,000.00		
47640	ROTC Reimbursement	725,000.00	850,000.00	
49700	Insurance Recovery	15,000.00	50,000.00	
49800	Transfers In	1,600,000.00	1,600,000.00	
Total Revenue		\$ 519,622,558.00	\$ 538,004,254.00	
Expenses				
	Account	FY24 Projected	FY25 Amount	
71100	Regular Instruction	271,351,951.00	278,081,515.33	
71150	Alternative Instruction	3,141,036.00	3,573,560.82	
71200	Special Ed Instruction	44,650,616.00	46,598,348.46	
71300	Vocational Ed Instruction	20,153,760.00	22,502,528.00	
72110	Attendance	1,526,191.00	1,893,361.88	
72120	Health Services	5,663,525.00	6,417,697.28	
72130	Other Student Support	17,670,344.00	18,598,787.28	
72210	Instructional Support	14,625,979.00	15,749,245.79	
72215	Alternative Ins Support	1,370,039.00	1,849,607.23	
72220	Special Ed Support	3,275,978.00	3,534,109.44	
72230	Vocational Ed Support	596,697.00	712,490.06	
72250	Technology	5,581,827.00	6,422,362.44	
72310	Board of Ed	8,857,474.00	7,818,576.03	
72320	Office of Superintendent	1,594,407.00	1,849,654.06	
72410	Office of Principal	30,936,462.00	32,349,927.36	
72510	Fiscal Services	1,863,091.00	2,125,639.56	
72520	Human Resources	1,587,778.00	1,986,416.82	
72610	Operation of Plant	36,893,670.00	37,361,789.20	
72620	Maintenance of Plant	12,212,239.00	11,964,255.51	
72710	Transportation	28,380,418.00	30,262,635.95	
73300	Community Services	10,000.00	10,000.00	
73400	Early Childhood Ed	5,157,787.00	5,613,919.95	
76100	Regular Capital Outlay	948,612.00	356,397.00	
82130	Principal on Debt	366,943.00	366,943.00	
82230	Interest on Debt	4,122.00	4,122.00	
99100	Transfer to Other Funds		5,378,179.00	
Total Expenses		\$ 518,420,946.00	\$ 543,382,069.47	
Difference		\$ 1,201,612.00	\$ (5,377,815.47)	Deficit for Charter School operational cost
2024 Ending Unassigned Fund Balance & amount to balance CY				81,000,000.00
2025 projected income(loss)				(5,378,179.00)
2025 projected ending fund balance				75,621,821.00
				13.92%
3% of Total Expenditures				16,301,462.08
				Percent of Fund Balance to Expenses
Difference		60,069,192.62	59,320,358.92	Amount that can be used to balance Budget
		61,270,804.62	53,942,543.45	Amount Over/(under) 3% of fund balance
				9.93%
				Percent of Fund Balance to Expenses (not including 3%)

Regular Instruction - 71100

116	TEACHERS	186,443,867	187,769,919	197,790,145	3013 Teachers (2973 Positions + 40 Growth (25 ESL, 15 GenEd)
117	CAREER LADDER PROGRAM	300,000	300,000	300,000	
163	EDUCATIONAL ASSISTANTS	6,374,200	6,876,401	7,531,787	297 positions (5 growth)
189	Other Salaries & Wages	1,710,333	1,710,333	1,902,350	ROTC (20 positions)
201	Social Security	12,079,361	12,192,712	12,866,505	6.2% of Salaries
204	State Retirement	17,084,844	17,255,872	13,614,299	6.36% of Salaries
206	LIFE INSURANCE	80,000	80,000	90,000	
207	MEDICAL INSURANCE	27,000,000	27,000,000	28,000,000	
210	Unemployment	50,000	50,000	25,000	
212	Employer Medicare	2,825,012	2,851,521	3,009,102	1.45% of Salaries
217	Retirement Hybrid	980,000	980,000	980,000	
299	Other Fringe Benefits	269,924	269,924	300,000	
312	Contracts with Private Agencies	85,000	385,000	385,000	Recommend to leave at amended amount
336	Maint. & Repair Serv.-Equip.	74,500	74,500	25,000	Recommend to reduce to \$50k
369	Contract For Sub Teachers- Cert	821,601	821,601	850,000	
370	Contract For Sub Teachers- NonCert	2,513,952	2,513,952	2,600,000	
399	Other Contracted Services	565,350	615,350	2,922,327	
429	Instr. Supplies & Materials	3,277,800	3,277,800	3,050,000	
449	TEXTBOOKS	2,000,000	2,000,000	1,500,000	
471	Software	2,306,977	2,306,977	-	moved to other contracted services per Brian Runion
499	OTHER SUPPLIES & MATERIALS	30,600	30,600	50,000	Recommend to leave at budgeted amount
535	Fee Waivers	80,000	80,000	40,000	Recommend to leave at budgeted amount
599	OTHER CHARGES	366,000	166,000	50,000	Recommend to reduce to \$100k
722	REGULAR INSTRUCTION EQUIP.	4,032,630	4,232,630	200,000	reduction and postponment of 1 to 1 replacements for MS
	Total	271,351,950	273,841,093	278,081,515	

116	TEACHERS	2,110,779	2,110,779	2,525,308	37 Positions(31 + 6 Growth positions)	
117	Career Ladder Program	7,000	7,000	7,000		
163	EDUCATIONAL ASSISTANTS	210,220	210,220	247,207	9.5 Positions	
201	Social Security	144,336	144,336	172,330	6.2% of salaries	
204	State Retirement	232,800	232,800	190,423	10% of salaries	
206	LIFE INSURANCE	811	811	900		
207	MEDICAL INSURANCE	316,000	316,000	316,000		
210	Unemployment	4,000	4,000	2,000		
212	Employer Medicare	33,756	33,756	40,303	1.45% of salaries	
217	Retirement Hybrid	7,000	7,000	7,000		
299	Other Fringe Benefits	3,044	3,044	3,100		
399	Other Contracted Services	1,290	1,790	1,990		Recommend to increase to \$2k
429	Instr. Supplies & Materials	20,000	20,000	20,000		Recommend to leave at budgeted amount
790	Other Equipment	50,000	45,000	40,000	No more than \$10k spent in last two years	Recommend to reduce to 40k
	Total	3,141,036	3,136,536	3,573,561		

Vocational ED Instruction - 71300

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget		Recommendations
116	TEACHERS	13,533,174	13,533,174	14,721,720	(206 Positions	
117	Career Ladder Program	13,000	13,000	13,000		
162	Clerical Personnel	307,877	307,877	321,905	8 pos	
163	Educational Assistants	27,984	27,984	27,332	1 pos	
189	Other Salaries & Wages	-	1,253,077	664,005		
201	Social Security	860,686	940,314	976,374	6.2% of Salaries	
204	State Retirement	1,214,477	1,321,855	1,020,848		
206	LIFE INSURANCE	4,724	5,525	6,500		
207	MEDICAL INSURANCE	1,650,283	1,854,553	2,000,000		
210	Unemployment	10,000	10,000	10,000		
212	Employer Medicare	201,290	219,911	228,345	1.45% of Salaries	
217	Retirement Hybrid	65,000	65,000	75,000		
299	Other Fringe Benefits	17,715	19,540	23,000		
336	MAINT. & REPAIR-EQUIPMENT	88,350	88,350	70,500		Recommend to reduce to \$70.5k
399	Other Contracted Services	45,520	65,520	75,000		Recommend to increase to \$75k
429	INSTR. SUPPLIES & MAT.	586,850	496,850	590,000		Recommend to stay at budgeted amount
448	T&I Construction Materials	120,000	120,000	120,000		Recommend to stay at budgeted amount
449	Textbooks	304,000	314,000	334,000		Recommend to increase to \$334k
499	Other Supplies and Materials	379,960	5,086,710	500,000		Recommend increasing to \$500k
730	Instr. Equipment	722,870	1,957,120	725,000		Recommend budgeting the original
	Total	20,153,759	27,700,360	22,502,528		

Attendance - 72110

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget	
105	Supervisor/Director	123,625.00	123,625.00	193,847.50	1.5 position
117	Career Ladder Program	4,500.00	4,500.00	4,500.00	
130	Social Workers	363,070.00	363,070.00	554,394.70	6.5 positions
162	Clerical Personnel	273,479.00	273,479.00	275,912.00	4 positions
189	Other salaries and Wages	136,904.00	136,904.00	94,008.10	1 FTE position
201	Social Security	55,897.84	55,898.00	69,605.06	6.2% of Salaries
204	State Retirement	76,467.40	76,147.00	91,820.91	6.36% for Legacy & 11.88% for Classified
206	LIFE INSURANCE	316.00	316.00	400.00	
207	MEDICAL INSURANCE	98,630.00	98,630.00	100,000.00	
212	Employer Medicare	13,072.88	13,073.00	16,278.60	1.45% of Salaries
217	Retirement Hybrid	-	320.00	320.00	
299	Other Fringe Benefits	964.00	1,109.00	1,200.00	
355	Travel	8,190.00	8,190.00	5,000.00	
399	Other Contracted Services	350,000.00	348,000.00	460,000.00	Skyward and new possible SIS
499	Other Supplies and Materials	11,000.00	10,855.00	10,000.00	Haven't spent more than \$5500 in last two years
524	In Service/Staff Development	4,000.00	8,000.00	12,000.00	Haven't spent more than \$3k in two years
599	OTHER CHARGES	2,000.00	-	-	
704	Attendance & Health Equipment	4,075.00	4,075.00	4,075.00	
	Total	1,526,191.12	1,526,191.00	1,893,361.88	

Health Services - 72120

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget	
105	Supervisor/Director	200,169	201,345	208,889	2 positions (Nurse Director, CSH Director) Change to budgeted number in red
131	Medical Personnel	3,798,099	3,852,548	4,333,705	57.5 positions (47.5 filled (,6 Class. AS School Nurses), 1 cert. growth
189	Other Salaries & Wages	47,367	47,367	49,880	1 position (CSH Assistant)
201	Social Security	250,829	254,278	284,733	6.20%
204	Pensions	404,564	410,126	436,285	
206	Life Insurance	1,470	1,470	1,550	
207	Medical Insurance	540,115	540,115	540,115	
210	Unemployment Compensation	-			
212	Employer Medicare	58,662	59,468	66,591	1.45% of Salaries
217	State Retirement - Hybrid	38,500	38,500	30,000	
299	Other Fringe Benefits	5,513	5,513	6,000	
355	Travel	17,200	17,200	17,200	
399	Other Contracted Services	150,000	225,000	225,000	
413	Drugs and Medical Supplies	15,000	15,000	15,000	
499	OTHER SUPPLIES & MATERIALS	71,287	71,287	94,000	
524	In Service/ Professional Development	9,000	9,000	15,000	
599	Other Charges	3,750	2,750	2,750	
735	Health Equipment	52,000	80,000	91,000	Replace Comp & AED's
	Total	5,663,525	5,830,967	6,417,697	

Other Student Support - 72130

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget	
117	Career Ladder Program	21,000	21,000	21,000	
123	Guidance Personnel	8,132,501	8,132,501	8,467,651	122 positions
124	Psychological Personnel	275,139	367,469	-	5 positions
130	Social Workers	1,048,612	1,048,612	1,309,685	19 positions
162	Clerical Personnel	424,753	424,753	480,235	12 positions
163	Educational Assistants	50,000	50,000	-	18.5 positions moved to IDEAB
171	Speech Pathologists	120,247	120,247	63,716	1.0 positions
189	Other Salaries and Wages	3,146,651	3,146,651	3,619,969	48.0 positions= (11 behavior Specialists), , 1 At risk coach, 1 AD, 1 AT Coord., 8 grad coaches, 17AT's+ 2 Growth, 8-EA's (2 H/V EA's, 2 504 EA), 1 Safe Schools Coordinator, 1 Safe Schools Assist.
201	Social Security	819,572	825,296	865,660	6.2% of Salaries
204	Pensions	1,160,212	1,168,235	1,028,175	
206	Life Insurance	4,069	4,069	5,000	
207	Medical Insurance	1,533,906	1,533,906	1,700,000	
210	Unemployment Compensation	3,000	3,000	2,000	
212	Employer Medicare	191,674	193,013	202,453	1.45% of Salaries
217	State Retirement - Hybrid	50,000	50,000	50,000	
299	Other Fringe Benefits	15,147	15,147	17,000	
309	Contracts W/ Govt. Agencies	250,000	450,000	320,000	All SRO pay comes through this line including ADM money @ \$129k
322	Evaluation & Testing	295,477	195,477	200,000	
355	Travel	26,224	26,224	26,244	
399	Other Contracted Services	75,400	575,400	80,000	\$500k of this is PSG
422	Food Supplies	-	-		
499	OTHER SUPPLIES & MATERIALS	9,800	54,765	55,000	Part of ADM allocation \$26K
524	In Service/ Professional Development	11,960	17,027	25,000	
790	Other Equipment	5,000	55,000	60,000	
	Total	17,670,344	18,477,793	18,598,787	

Instruction Support - 72210

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget	
105	Supervisor/Director	1,157,483	1,054,483	1,221,608	9 positions
117	Career Ladder	43,000	43,000	43,000	
129	Librarians	4,255,676	4,262,811	4,359,070	59 positions
132	Materials Supervisor	74,410	74,410	77,516	1 position (Debra Murphy)
138	Instructional Computer Personnel	434,114	377,114	541,455	5 positions
161	Secretary(S)	100,132	100,132	102,727	2.0 positions
162	Clerical Personnel	116,392	116,392	115,519	2.5 positions
163	Educational Assistants	815,789	815,789	839,620	32.5 (Library EA's)
189	Other Salaries and Wages	2,851,938	2,860,986	4,077,025	39 Positions
196	In-Service Training	-	15,000	10,000	
201	Social Security	610,634	601,717	706,028	6.2% of Salaries
204	State Retirement	984,893	970,512	914,303	6.36% Certified & 11.88% Classified of Salaries
206	LIFE INSURANCE	3,326	3,326	3,400	
207	MEDICAL INSURANCE	1,364,304	1,364,304	1,400,000	
210	Unemployment	1,000	1,000	1,000	
212	Employer Medicare	142,810	140,724	164,974	1.45% of Salaries
217	Retirement Hybrid	15,000	15,000	15,000	
299	Other Fringe Benefits	12,473	12,473	13,000	
336	Maint. & Repair Serv.- Equip.	1,500	1,500	2,000	
355	Travel	72,000	73,900	75,000	
399	Other Contracted Services	271,647	271,647	272,000	
432	Books/Media	239,200	239,200	245,000	ADM funds charged here are \$177k
471	Software	-	-		
499	OTHER SUPPLIES & MATERIALS	238,758	245,158	200,000	
524	In Service/Staff Development	242,000	242,000	250,000	
790	Other Equipment	577,500	577,500	100,000	Do we add \$275k for Teacher Growth?
	Total	14,625,979	14,480,078	15,749,246	

72215 Alt Inst Program

105	Supervisor/Director	249,385	249,385	464,638	4 positions(2 Growth) WWW/Simon Springs
117	Career Ladder Program	6,000	6,000	6,000	
123	Guidance Personnel	152,368	152,368	333,377	4 positions (1 growth)
129	Librarians	67,564	67,564	70,384	1 position (Kenyon .5 & Messerly.5)
130	Social Workers			60,990	1 growth position
162	Clerical Personnel	109,674	109,674	79,272	2 positions (1 Growth)
189	Other Salaries & Wages	459,567	459,567	525,793	7 positions (2 Custodians),1 Growth BCBA Specialist, 4 AP's (2 Growth)
201	Social Security	64,763	64,763	95,508	6.2% of salaries
204	State Retirement	104,456	104,456	118,859	
206	LIFE INSURANCE	264	264	300	
207	MEDICAL INSURANCE	100,034	100,034	10,100	
212	Employer Medicare	15,146	15,146	22,337	1.45% of salaries
217	Retirement Hybrid	-	350	350	
299	Other Fringe Benefits	1,109	1,109	1,200	
399	Other Contracted Services	-	4,500	4,500	No budget for FY 23 Amended \$4.5K for FY24
432	Library Books	2,709	2,709	10,000	No exp in FY 23; \$2500 in FYFY24
499	OTHER SUPPLIES & MATERIALS	25,000	25,000	30,000	
524	In Service/Staff Development	4,000	4,000	6,000	Max total of \$2700 exp
790	Other Equipment	8,000	8,000	10,000	Total of \$6500 exp
	Total	1,370,038	1,374,888	1,849,607	

Special ED Support - 72220

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget	
105	Supervisor/Director	140,672	140,672	145,630	1 position
117	Career Ladder	9,000	9,000	9,000	
124	PSYC Personnel	-			
131	Medical Personnel	1,168,321	1,168,321	1,364,625	19 positions (8 COTA's, 6 OT's, 4 PT,s, 1 PTA)
162	Clerical Personnel	197,517	197,517	205,774	4 positions
189	Other Salaries & Wages	750,352	831,242	816,721	8 positions
201	Social Security	140,483	145,499	157,589	6.2% of Salaries
204	State Retirement	226,586	234,675	173,014	
206	LIFE INSURANCE	821	821	821	
207	MEDICAL INSURANCE	285,841	285,841	285,000	
212	Employer Medicare	32,855	34,028	36,855	1.45% of Salaries
217	Retirement Hybrid	6,000	6,000	6,000	
299	Other Fringe Benefits	3,080	3,080	3,080	
336	Maint. & Repair Serv.-Equip	5,000	5,000	5,000	
355	Travel	103,000	103,000	110,000	
399	Other Contracted Services	34,950	34,950	20,000	
499	OTHER SUPPLIES & MATERIALS	100,000	100,000	60,000	
524	In Service/Staff Development	30,000	42,768	35,000	
599	Other Charges	11,500	11,500	75,000	
790	Other Equipment	30,000	30,000	25,000	Has not been over \$17k in 2 years
	Total	3,275,979	3,383,914	3,534,109	

Vocational Ed Support - 72230

		Original FY24 Budget	Amended as of 3/15/24	FY25 Budget		Recommendations
105	Supervisor/Director	120,861	131,135	135,420	1 position	
162	Clerical Personnel	53,852	53,852	56,118	1.0 position	
189	Other Salaries & Wages	115,163	223,352	230,930	2.0 positions	
201	Social Security	17,972	25,317	26,193	6.2% of Salaries	
204	State Retirement	28,988	40,834	29,967		
206	LIFE INSURANCE	125	125	135		
207	MEDICAL INSURANCE	45,026	45,026	47,000		
212	Employer Medicare	4,203	5,921	6,126	1.45% of Salaries	
299	Other Fringe Benefits	507	507	600		
355	Travel	70,000	70,000	60,000		Recommend to reduce to \$60k
499	Other Supplies and Materials	40,000	40,000	40,000		Recommend leaving budgeted amount
524	In Service/Staff Development	50,000	78,050	40,000		Recommend reducing to \$40k
790	Other Equipment	50,000	50,000	40,000		Recommend reducing to \$40k
	Total	596,697	764,119	712,490		

Technology - 72250

		Original FY24	Amended as of 3/15/24	FY25 Budget
105	Supervisor/Director	117,694	117,694	122,609
120	Computer Programmer(S)	1,907,698	1,907,698	2,041,860
189	Other Salaries & Wages	154,898	154,898	213,949
201	Social Security	135,178	135,178	147,462
204	State Retirement	218,029	218,029	282,556
206	LIFE INSURANCE	840	840	840
207	MEDICAL INSURANCE	248,224	248,224	260,000
212	Employer Medicare	31,614	31,614	34,487
217	Retirement Hybrid	-	-	300
299	Other Fringe Benefits	3,152	3,152	3,300
336	Maint. & Repair Serv. -Equip.	13,000	13,000	5,000
350	Internet Connectivity	530,000	530,000	530,000
355	Travel	13,000	13,000	15,000
399	Other Contracted Services	300,000	395,000	1,000,000
470	Cabling	150,000	130,000	100,000
471	Software	150,000	150,000	0
499	Other Supplies & Materials	500,000	520,000	350,000
524	In Service/Staff Development	13,500	13,500	15,000
790	Other Equipment	1,095,000	1,000,000	1,300,000
	Total	5,581,827	5,581,827	6,422,362

Board of Ed - 72310

		Original FY24	Amended as of 3/15/24	FY25 Budget		Recommendations
118	Secretary To Board	123,705	123,705	131,574	2.0 positions	
191	Board Member Fees	150,200	150,200	130,000		
201	Social Security	16,982	16,982	16,218	6.2% of Salaries	
204	Pensions	27,391	27,391	31,075		
206	Life Insurance	106	106	106		
207	Medical Insurance	3,620,307	3,620,307	2,500,000	retiree insurance (havent expended total funds)	
212	Employer Medicare	3,972	3,972	3,793	1.45% of Salaries	
299	Other Fringe Benefits	397	397	397		
305	Audit Services	63,000	123,000	63,000		Recommend to budget at original amount
320	Dues and Membership	11,000	11,000	12,000		Recommend to increase to \$12k
331	Legal Services	300,000	400,000	400,000	may need to increase due to litigation	Recommend to budget at \$350k
355	Travel	-	-			
399	Other Contracted Services	10,000	10,000	10,000		Recommend leaving at budgeted amount
499	Other Supplies & Materials	15,000	15,000	5,000		Recommend to reduce to \$5k
506	Liability Insurance	850,000	850,000	850,000		Will get amount from County
508	Prem on Corp. Surety Bonds	4,033	4,033	4,033	No expenditures for last two years	Recommend either same amount or reduce to \$0
510	Trustee's Commission	3,000,000	3,000,000	3,000,000		Will get amount from County
513	Workers Comp Insurance	526,381	526,381	526,381		Will get amount from County
524	In Service/Staff Development	35,000	35,000	35,000		Recommend to leave at budgeted amount
533	Criminal Investigation of Applicants-TBI	100,000	100,000	100,000		Recommend to leave at budgeted amount
		8,857,473	9,017,473	7,818,576		

Superintendent - 72320

		Original	Amended as of 3/15/24	FY25 Budget	
101	County Official/Administrative	399,715	399,715	414,708	2.0 positions (DOS and Deputy)
161	Secretary	52,125	97,125	132,995	3.0 positions
189	Other Salaries & Wages	589,425	589,425	591,759	7.0 positions (4 Legal & 3 Communication positions)
201	Social Security	64,558	67,348	70,647	6.2% of Salaries
204	State Retirement	102,932	107,716	112,476	
206	LIFE INSURANCE	347	347	347	
207	MEDICAL INSURANCE	57,204	57,204	115,000	
212	Employer Medicare	15,098	15,751	16,522	1.45% of Salaries
299	Other Fringe Benefits	1,303	1,303	1,500	
307	Communication	100,000	100,000	100,000	
320	Dues & Memberships	15,700	15,700	15,700	
348	Postal Charges	25,000	25,000	30,000	
355	Travel	6,000	6,000	8,000	
399	Other Contracted Services	50,000	140,000	100,000	
499	Other Supplies and Materials	25,000	35,000	30,000	
524	In Service/Professional Development	25,000	25,000	25,000	
599	Other Charges	55,000	55,000	75,000	
701	Administration Equipment	10,000	10,000	10,000	
	Total	1,594,408	1,747,634	1,849,654	

Office of Principal - 72410

		Original	Amended as of 3/15/24	FY25 Budget		Recommendations
104	Principals	6,193,502	6,589,531	6,403,683	48.5 positions (.5 Growth for Poplar Hill/PH3)	
117	Career Ladder Program	55,000	55,000	55,000		
119	Bookkeepers	1,888,723	1,888,723	1,930,818	53 positions	
139	Asst. Principals	10,294,876	10,987,905	11,222,992	112.25 positions (.25 Growth for PH3)	
161	Secretarys	1,833,108	1,833,108	1,927,289	49 positions	
162	Clerical Personnel	2,564,100	2,565,950	2,631,686	74 positions	
201	Social Security	1,415,417	1,483,053	1,498,631	6.2% of Salaries	
204	State Retirement	2,135,986	2,230,831	1,895,542		
206	LIFE INSURANCE	8,206	8,206	8,300	\$ per position	
207	MEDICAL INSURANCE	3,251,743	3,251,743	3,500,000	\$ per position	
210	Unemployment	5,000	5,000	5,000	\$ per position	
212	Employer Medicare	331,025	346,843	350,486	1.45% of Salaries	
217	Retirement Hybrid	4,000	10,430	10,500		
299	Other Fringe Benefits	30,775	30,775	35,000		
307	Communication	175,000	175,000	175,000		Recommend leaving the same budgeted amount
320	Dues and Memberships	50,000	50,000	50,000		Recommend leaving the same budgeted amount
399	Other Contracted Services	250,000	400,000	250,000	Timeclocks for schools are being charged here	Recommend leaving at amended amount
435	Office Supplies	15,000	15,000	15,000	\$7k is most spent in two years	Recommend leaving the same budgeted amount
499	Other Supplies and Materials	5,000	5,000	5,000	\$1500 is most spent in two years	Recommend leaving the same budgeted amount
524	In Service/Professional Developme	10,000	10,000	10,000	\$1000 is the most spent in two years	Recommend leaving the same budgeted amount
599	Other Charges	350,000	315,000	350,000	ADM unds for Admin are charged here equaling \$277K	Recommend leaving budgeted amount at \$350k
701	Administration Equipment	70,000	40,000	20,000	Expended \$6k	Recommend reducing to 60K
	Total	30,936,462	32,297,099	32,349,927		

Fiscal Services - 72510

		Original	Amended as of 3/15/24	FY25 Budget		Recommendations
105	Supervisor/Director	423,242	271,812	384,221	3 positions	
119	Bookkeepers/Accountants	637,207	769,338	842,639	13 positions (1 Growth)	
122	Purchasing Personnel	170,630	170,630	187,754	2.0 positions	
201	Social Security	74,470	75,130	87,706	6.2% of Salaries	
204	State Retirement	133,446	134,629	168,056	11.88 for Classified	
206	LIFE INSURANCE	474	474	474		
207	MEDICAL INSURANCE	186,929	186,929	190,000		
212	Employer Medicare	17,416	17,571	20,512	1.45% of Salaries	
299	Other Fringe Benefits	1,778	1,778	1,778		
355	Travel	2,000	2,000	2,000		Recommend to keep the same
399	Other Contracted Services	150,000	150,000	175,000		Recommend to increase to \$175k
435	Office Supplies	30,000	30,000	30,000		Recommend to keep the same
499	Other Supplies and Materials	3,000	3,000	3,000		Recommend to keep the same
524	In-Service/Staff Development	17,500	17,500	17,500		Recommend to keep the same
701	Administration Equipment	15,000	15,000	15,000	\$7K expended	Recommend to keep the same
	Total	1,863,092	1,845,790	2,125,640		

Human Resources - 72520

	Original	Amended as of 3/15/24	FY25 Budget		Recommendations
105 Supervisor/Director	393,032	393,032	516,471	4.0 positions (1 Growth)	
				Benefits Coordinator growth	
117 Career Ladder	2,000	2,000	2,000		
162 Clerical Personnel	304,346	323,296	343,127	7.0 positions	
189 Other Salaries & Wages	264,455	321,455	449,031	6.0 positions	
201 Social Security	59,758	64,467	81,259	6.2% of Salaries	
204 State Retirement	96,383	103,978	132,724		
206 LIFE INSURANCE	271	271	300	\$ per position	
207 MEDICAL INSURANCE	109,064	109,064	120,000	\$ per position	
212 Employer Medicare	10,112	10,112	19,004	1.45% of Salaries	
217 Retirement- Hybrid Stab	-	1,070	2,000		
299 Other Fringe Benefits	1,017	1,017	1,500		
355 Travel	1,500	1,500	2,000	\$1200 of exp	Recommend increasing to \$2K
399 Other Contracted Services	285,840	266,890	267,000	Over \$200k of exp	Recommend to keep amended amount
499 Other Supplies & Materials	15,000	20,000	20,000	Exp of \$10k	Recommend to keep amended amount
524 In-Service/Staff Development	20,000	20,000	10,000	Exp of only around \$2000	Recommend to decrease to \$10K
701 Administration Equipment	25,000	25,000	20,000	Exp of \$4K	Recommend to decrease to \$20K
Total	1,587,778	1,663,152	1,986,417		

Operation of Plant - 72610

	Original	Amended as of 3/15/24	FY25 Budget		Recommendations
166	9,929,447	9,929,447	10,109,000	280 positions	
189	122,959	122,959	195,021	2.0 positions	
201	623,249	623,249	638,849	6.2% of Salaries	
204	1,116,822	1,116,822	1,224,118	11.88% for Classified	
206	3,700	3,700	5,000	per position (1 Total Positions)	
207	1,776,765	1,776,765	1,800,000		
210	18,000	18,000	15,000		
212	145,760	145,760	149,408	1.45% of Salaries	
299	13,878	13,878	15,000	N/A	
336	100,000	-	-	No exp this year	Recommend to move to 399 or other line
399	1,250,000	1,350,000	1,500,000	Increased the last two years	Recommend to increase to \$1.5 million
410	2,300,000	2,200,000	1,780,000	Reduced this year but increased last year	Recommend to stay the amended amount
415	12,060,337	12,060,337	12,422,147	Will continue to increase a percentage every year until LED project is complete	
434	1,503,022	1,503,022	1,578,173	Will continue to increase a percentage every year	
454	1,844,731	1,844,731	1,900,073	Will continue to increase a percentage every year	
499	275,000	175,000	175,000	This number has been reduced the last two years	Recommend to reduce budget to amended amount
502	2,000,000	2,000,000	2,700,000	This number is going to continue to increase every year	Get this number from Michael Smith
524	5,000	5,000	5,000	No expenditures in last two year	Recommend to no budget and move the money to 72620-524
599	55,000	100,000	150,000	Homard Pittard Work Orders & Portable Permit fees. Increased to \$100K	Recommend budgeting the amended amount.
720	1,750,000	1,705,000	1,000,000	Was reduced last two years	Recommend to reduce \$250k and distribute it to 72620-717
	Total	36,893,670	37,361,789		

Maintenance of Plant - 72620

	Original	Amended as of 3/15/24	FY25 Budget		Recommendations
105 Supervisor/Director	663,619	663,619	691,157	7.0 positions	
162 Secretary	159,162	159,162	163,114	3.0 positions	
167 Maintenance Personnel	4,024,557	4,029,632	4,401,946	78 positions (2 growth)	
201 Social Security	300,535	300,850	325,885	6.2% of Salaries	
204 State Retirement	538,539	539,103	624,439	11.88% for Classified	
206 LIFE INSURANCE	1,752	1,752	2,000	\$ per position	
207 MEDICAL INSURANCE	806,719	806,719	850,000	\$ per position	
210 Unemployment	1,000	1,000	1,000	\$ per position	
212 Employer Medicare	70,286	70,360	76,215	1.45% of Salaries	
299 Other Fringe Benefits	6,570	6,570	7,000		
329 Laundry Service	30,000	30,000	35,000	This line is at 75% with 3.5 months to go	Recommend increasing this line \$5k
335 Maint. & Repair Serv. - Bldgs.	900,000	900,000	900,000	This line has been amended up over the last 2 years and is 91% used with 3 months to go	Recommend to increase this line to \$1 million
336 Maint. & Repair Serv. - Equip	910,000	210,000	150,000	This line has been reduced for the last two years.	Recommend to reduce this line to \$200k and distribute it to 701, 499, and/or 399
355 Travel	2,500	2,500	2,500		Recommend to budget same amount
399 Other Contracted Services	2,250,000	2,250,000	1,478,000	\$800k of stripping and waxing last year.	Recommend to increase to \$2.5 million if continue to pay for stripping and waxing.
499 Other Supplies & Materials	1,200,000	1,800,000	1,800,000	Amended last 2yrs significantly.	Recommend increasing to \$2 million
511 Vehicle & Equip. Insurance	71,000	71,000	71,000		Recommend keeping the same budgeted amount
524 In Service/Professional Development	16,000	16,000	25,000	Budget request of \$25k	Recommend budgeting at \$25k.
599 Other Charges	10,000	10,000	10,000	No budget request	Recommend leaving at budgeted amount.
701 Administration Equipment	150,000	2,000,008	150,000	\$150k budgeted this year and most expenditures is SSG or SSA	
717 Maintenance Equipment	100,000	200,000	200,000	There is a \$500k budget request. Would	Recommend budgeting at the \$200k amount unless budget request is approved
Total	12,212,240	14,068,275	11,964,256		

Transportation - 72710

	Original	Amended as of 3/15/24	FY25 Budget		Recommendation
105 Supervisor/Director	98,594	210,935	217,070	3 positions	
162 Clerical Personnel	365,644	-			
164 Attendants	659,405	659,405	687,851	24.5 positions	
189 Other Salaries & Wages	203,197	477,953	609,363	12 Positions	
201 Social Security	82,264	83,594	83,594	6.2% of Salaries	
204 State Retirement	147,412	149,795	179,897	11.88% of Salaries	
206 LIFE INSURANCE	818	818	1,500		
207 MEDICAL INSURANCE	302,523	302,523	350,000		
210 Unemployment	2,000	2,000	2,000		
212 Employer Medicare	19,239	19,550	21,957	1.45% of Salaries	
299 Other Fringe Benefits	2,520	2,520	3,000		
312 Contracts W/ Private Agencies	300,000	200,000	200,000	We have reduced budgeted amount by at least \$100K the last two years.	Recommend leaving at amended amount
313 Contracts W/ Parents	4,000	4,000	2,000	No expenditures last two years.	Recommend leaving same or reducing to \$2k
315 Contracts W/ Vehicle Owners	25,533,402	25,533,402	27,169,404	Budget requests asked for \$870K additional in buses.	Recommend increasing to \$26,450,000 if PRZ is approved
355 Travel	12,000	7,000	8,000	Will not use 50% of budget.	Recommend leaving the same or reducing to \$8k
399 Other Contracted Services	350,000	450,000	450,000	Amended to \$450K this year. Requested additional \$108K in budget	Recommend leaving at amended amount
499 Other Supplies and Materials	70,000	70,000	50,000	Decreased budget to \$70K this year and will not spend 50%	Recommend reducing to \$50k
511 Vehicle & Equipment Insurance	87,000	87,000	87,000	Expenditure amount has been the same last two years at \$70820.	Recommend staying the same
524 In Service/Staff Development	20,000	20,000	20,000	Budget Request was to remain the same amount	Recommend staying the same
599 Other Charges	40,000	40,000	40,000	Was increased in current year budget to \$40,000	Recommend staying the same
701 Administration Equipment	40,000	40,000	30,000	Was amended down last year to current amount and only 20% spent in current year; Additional \$4000 was requested for computers and monitors.	Recommend staying the same
729 Transportation Equipment	40,400	621,750	50,000	This amount includes \$581,350 of ISM grant; Requested an additional \$150K for bus radios and cameras.	Recommend increasing budget to 200K
Total	28,380,418	28,982,245	30,262,636		

Community Services - 73300

		Original	Amended as of 3/15/24	FY25 Budget		Recommendation
599	Other Charges	10,000	10,000	10,000		
	Total	10,000	10,000	10,000		

Regular Capital Outlay - 76100

		Original	Amended as of 3/15/24	FY25 Budget		Recommendations
399	Other Contracted Services	25,000	25,000	25,000		Recommend keeping same amount
706	Building Construction		8,727,000		CTE ISM Projects	
707	Building Improvements		117,000		CTE ISM Projects	
799	Other Capital Outlay	923,612	642,406	331,397	Maintenance Projects	Recommend keeping as much budgeted here as possible
	Total	948,612	9,511,406	356,397		

Early Childhood Education - 73400

	Original	Amended as of 3/15/24	FY25 Budget		Recommendation	
116	Teachers	2,475,640	2,475,640	2,795,177	43 positions (Integrated Special Education and VPK)	
117	Career Ladder	4,000	4,000	4,000		
163	Educational Asst.	1,269,246	1,269,246	1,374,449	55 positions	
201	Social Security	232,431	232,431	258,765	6.2% of Salaries	
204	State Retirement	354,262	346,287	341,312		
206	LIFE INSURANCE	1,081	1,556	2,000	\$ per position	
207	MEDICAL INSURANCE	663,612	663,612	690,000	\$ per position	
212	Employer Medicare	54,359	54,359	60,518	1.45% of Salaries	
217	Retirement Hybrid	-	7,500			
299	Other Fringe Benefits	4,054	4,054			
355	Travel	650	3,300	1,500	Has been amended up last two years;	Recommend increasing to \$1500
399	Other Contracted Services	20,000	20,000	10,000	No more than \$3000 of expenditures in last two years.	Recommend reducing to \$10k
422	Food Supplies	6,500	6,500	3,000	No expenditures the last two years.	Recommend reducing to \$3k
429	Instructional Supplies & Materials	35,492	40,492	45,000	Has been amended up last 2 years;	Recommend increasing to \$45K
499	Other Supplies and Materials	10,200	5,200	5,200	Has been amended down to \$5200 because no expenditures in FY24	Recommend budgeting same amount
524	In Service/Staff Development	18,260	15,610	15,000	Has been amended down for last two years	Recommend decreasing to \$15k
790	Other Equipment	8,000	8,000	8,000		Recommend budgeting the same
	Total	5,157,787	5,157,787	5,613,920		

82130/82230 Principal Intrest DEBT

	<u>2019 Energy (Fund 151)</u>	<u>HVAC Lease</u>	<u>Total</u>
82130-56010 (Principal on Bonds)			-
82130-56100 (Principal on Capital Leases)	366943		366,943
82230-56030 (Interest on Bonds)			-
82230-56110 (Interest on Capital Leases)	4,122.00		4,122
	<hr/>		
	371,065.00	-	
Total Principal	366,943.00		
Total Interest	4,122.00		

99100
Transfers Out

	Original	Amended as of 3/15/24	FY25 Budget		Recommendation
590	-	0	5,378,179.00		Charter School startup
Total	-	-	5,378,179.00		

Rutherford County Schools Proposed Certified Pay Schedule 2024-2025

Grade/Step	BA	MA	MA+45	EDS	DR		
0	\$48,355.91	\$52,466.16	\$56,925.79	\$59,772.08	\$62,760.68	200 day certified teacher	
1	\$49,202.14	\$53,384.33	\$57,921.99	\$60,818.09	\$63,859.00	<i>Placement on New Scale</i>	
2	\$50,063.18	\$54,318.55	\$58,935.62	\$61,882.41	\$64,976.52		Years 22 Step 22
3	\$50,939.28	\$55,269.13	\$59,967.00	\$62,965.35	\$66,113.62		Years 26 Step 23
4	\$51,830.72	\$56,236.33	\$61,016.43	\$64,067.25	\$67,270.61		Years 30 Step 24
5	\$53,385.64	\$57,923.43	\$62,846.91	\$65,989.26	\$69,288.72		Years 35 Step 25
6	\$55,254.14	\$59,950.74	\$65,046.55	\$68,298.89	\$71,713.83		
7	\$56,635.49	\$61,449.51	\$66,672.72	\$70,006.35	\$73,506.68		
8	\$58,051.38	\$62,985.75	\$68,339.54	\$71,756.52	\$75,344.34		
9	\$59,502.66	\$64,560.39	\$70,048.03	\$73,550.42	\$77,227.95		
10	\$60,990.24	\$66,174.40	\$71,799.23	\$75,389.19	\$79,158.65		
11	\$62,210.04	\$67,497.89	\$73,235.21	\$76,896.98	\$80,741.82		
12	\$63,143.19	\$68,510.35	\$74,333.74	\$78,050.43	\$81,952.95		
13	\$64,090.34	\$69,538.02	\$75,448.74	\$79,221.18	\$83,182.25		
14	\$65,051.69	\$70,581.08	\$76,580.48	\$80,409.50	\$84,429.98		
15	\$65,864.84	\$71,463.35	\$77,537.73	\$81,414.62	\$85,485.35		
16	\$66,688.15	\$72,356.64	\$78,506.95	\$82,432.30	\$86,553.92		
17	\$67,521.75	\$73,261.10	\$79,488.29	\$83,462.71	\$87,635.84		
18	\$68,365.77	\$74,176.86	\$80,481.89	\$84,505.99	\$88,731.29		
19	\$69,049.43	\$74,918.63	\$81,286.71	\$85,351.05	\$89,618.60		
20	\$69,739.92	\$75,667.82	\$82,099.58	\$86,204.56	\$90,514.79		
21	\$70,262.97	\$76,235.33	\$82,715.33	\$86,851.09	\$91,193.65		
22	\$70,789.94	\$76,807.09	\$83,335.69	\$87,502.48	\$91,877.60		
23	\$71,320.87	\$77,383.14	\$83,960.71	\$88,158.74	\$92,566.68		
24	\$71,677.47	\$77,770.06	\$84,380.51	\$88,599.54	\$93,029.51		
25	\$72,035.86	\$78,158.90	\$84,802.42	\$89,042.54	\$93,494.67		

This is a new pay scale for the 23-24 school year. This scale increases the number of steps from 21 to 26 5% increase to the base teacher salary of Bachelors with 0 years experience from 22-23 SY. (Percentage increase varies based on years and degree with new scale) Employees will be assigned a step based on years of total certified teaching experience (or recognized equivalent such as military, etc) Certified employees with more than 21 years experience (the current end of the scale) will be placed on a new step based on range of recognized experience years.

Rutherford County Schools Proposed Administrative Pay Scale	
1. Find Teacher Salary for individual employee on Certified Pay Schedule (years experience + degree)	
2. Teacher Salary / 200 = Daily Rate	
3. Daily Rate X Number of days in contract = Salary	
4. Salary X Index for position = FY 23-24 Salary	
Assistant Principal:	
Grades K-8, Alternative Schools, Virtual Schools	1.15
High School	1.18
Staff Supplement: more than 60 certified staff members	\$2,500.00
Principal:	
Grades K-5, Alternative Schools, Virtual School	1.25
Grades K-8	1.30
Grades 6-8	1.30
Grades 9-12 under 1500 and Eagleville	1.35
Grades 9-12 over 1500 students	1.40
Staff Supplement more than 60 certified staff member	\$2,500.00
Student Supplement- ES more than 800 students	\$2,500.00
Student Supplement- MS more than 1100 students	\$2,500.00
Student Supplement- HS more than 2000 students	\$2,500.00
Administrative	
Specialists (SPED, Non- Supervisory)	1.10
Specialists	1.15
Supervisor	1.20
Coordinator	1.25
Director Tier I	1.30
Deputy Director	1.35
Assistant Superintendent	1.41
Deputy Superintendent	1.45

Rutherford County Schools Classified Pay Schedule 2024-2025

Institutions:

For Prospective Employees/New Hires in FY23-25

1. First pay grade position (in grey on hourly or salary pay schedule)
2. First pay grade for New Hires (in grey on hourly or salary pay schedule)
3. Move to the right along "Yearly or Salary Classified Pay Schedule" by the years of experience
4. Check to see correlation of Experience to Employer Steps for New Employees.

* Example: If a new employee is a **Classified**, the green chart shows they are at pay grade **R01B** with 10 years experience in FY24-25, then moving across the "Yearly Classified Pay Schedule 2024-2025" the grey inside pay grade **R01B** to 10 years in grey across the top, the employee would make **\$18,487 per year**

For Current Employees after 1st year of Salary Conversion (Per FY24-25)

1. First Pay Grade position (in green on hourly or salary pay schedule)
2. Go to Pay Grade on green on the "Yearly or Salary Classified Pay Schedule" and find step employee was in FY23-24.
3. Move to the right along scale and move to next step.

* Example: If an employee was at pay grade **R01B** with 10 years experience in FY23-24, then they would of been at Step 9 on the Classified Hourly Pay scale. In FY24-25 they would find **R01B** in light green on the hourly pay scale and move to Step 9 and receive **\$18.18 per hour**.

* If employee does not know what Step they are in FY24-25, then they can refer back to the FY23-24 Classified Pay Schedule and find what they were earning by referencing their Pay Grade and Experience in grey on the scale. Then move up to the same Pay Grade above to the position they are in on the hourly or salary scale.

Position	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Classified Salary Staff	EA (non-union)	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061
Classified Salary Staff	EA (union)	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061
Classified Salary Staff	EA (non-union)	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061
Classified Salary Staff	EA (union)	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061

Rutherford County Schools Classified Hourly Pay Schedule 2024-2025

Current Status	Pay Grade	Experience																									
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Current Employees	R01A	\$18.00	\$18.21	\$18.42	\$18.63	\$18.84	\$19.05	\$19.26	\$19.47	\$19.68	\$19.89	\$20.10	\$20.31	\$20.52	\$20.73	\$20.94	\$21.15	\$21.36	\$21.57	\$21.78	\$21.99	\$22.20	\$22.41	\$22.62	\$22.83	\$23.04	\$23.25
New Hires Employees	R01B	\$18.00	\$18.21	\$18.42	\$18.63	\$18.84	\$19.05	\$19.26	\$19.47	\$19.68	\$19.89	\$20.10	\$20.31	\$20.52	\$20.73	\$20.94	\$21.15	\$21.36	\$21.57	\$21.78	\$21.99	\$22.20	\$22.41	\$22.62	\$22.83	\$23.04	\$23.25
Current Employees	R01C	\$18.00	\$18.21	\$18.42	\$18.63	\$18.84	\$19.05	\$19.26	\$19.47	\$19.68	\$19.89	\$20.10	\$20.31	\$20.52	\$20.73	\$20.94	\$21.15	\$21.36	\$21.57	\$21.78	\$21.99	\$22.20	\$22.41	\$22.62	\$22.83	\$23.04	\$23.25
New Hires Employees	R01D	\$18.00	\$18.21	\$18.42	\$18.63	\$18.84	\$19.05	\$19.26	\$19.47	\$19.68	\$19.89	\$20.10	\$20.31	\$20.52	\$20.73	\$20.94	\$21.15	\$21.36	\$21.57	\$21.78	\$21.99	\$22.20	\$22.41	\$22.62	\$22.83	\$23.04	\$23.25

Rutherford County Schools Classified Salary Pay Schedule 2024-2025

Pay Grade	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
EA (non-union)	Step 1	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061
EA (union)	Step 1	\$18,861	\$19,411	\$19,961	\$20,511	\$21,061	\$21,611	\$22,161	\$22,711	\$23,261	\$23,811	\$24,361	\$24,911	\$25,461	\$26,011	\$26,561	\$27,111	\$27,661	\$28,211	\$28,761	\$29,311	\$29,861	\$30,411	\$30,961	\$31,511	\$32,061

Rutherford County Schools Classified Salary Pay Schedule 2024-2025

Current Status	Pay Grade	Experience																									
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Current Employees	R01A	\$50,820.00	\$51,720.00	\$52,620.00	\$53,520.00	\$54,420.00	\$55,320.00	\$56,220.00	\$57,120.00	\$58,020.00	\$58,920.00	\$59,820.00	\$60,720.00	\$61,620.00	\$62,520.00	\$63,420.00	\$64,320.00	\$65,220.00	\$66,120.00	\$67,020.00	\$67,920.00	\$68,820.00	\$69,720.00	\$70,620.00	\$71,520.00	\$72,420.00	\$73,320.00
New Hires Employees	R01B	\$50,820.00	\$51,720.00	\$52,620.00	\$53,520.00	\$54,420.00	\$55,320.00	\$56,220.00	\$57,120.00	\$58,020.00	\$58,920.00	\$59,820.00	\$60,720.00	\$61,620.00	\$62,520.00	\$63,420.00	\$64,320.00	\$65,220.00	\$66,120.00	\$67,020.00	\$67,920.00	\$68,820.00	\$69,720.00	\$70,620.00	\$71,520.00	\$72,420.00	\$73,320.00
Current Employees	R01C	\$50,820.00	\$51,720.00	\$52,620.00	\$53,520.00	\$54,420.00	\$55,320.00	\$56,220.00	\$57,120.00	\$58,020.00	\$58,920.00	\$59,820.00	\$60,720.00	\$61,620.00	\$62,520.00	\$63,420.00	\$64,320.00	\$65,220.00	\$66,120.00	\$67,020.00	\$67,920.00	\$68,820.00	\$69,720.00	\$70,620.00	\$71,520.00	\$72,420.00	\$73,320.00
New Hires Employees	R01D	\$50,820.00	\$51,720.00	\$52,620.00	\$53,520.00	\$54,420.00	\$55,320.00	\$56,220.00	\$57,120.00	\$58,020.00	\$58,920.00	\$59,820.00	\$60,720.00	\$61,620.00	\$62,520.00	\$63,420.00	\$64,320.00	\$65,220.00	\$66,120.00	\$67,020.00	\$67,920.00	\$68,820.00	\$69,720.00	\$70,620.00	\$71,520.00	\$72,420.00	\$73,320.00

Fund 143 Central Cafeteria

Statement of Proposed Operations
 Fiscal Year Ending June 30, 2025

Account Number		Actual 2023	Original Budget 2024	Amended Budget 2024	Est & Bgt Current Year 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Estimated/Appropriated/Actual		Revenues						
43521	Lunch Payments - Children	7,636,741	6,500,000	6,500,000	5,160,745	0	6,305,000	0
43522	Lunch Payments - Adults	85,565	210,000	210,000	57,152	0	203,700	0
43523	Income From Breakfast	409,881	600,000	600,000	224,470	0	582,000	0
43525	A La Carte Sales	547,802	500,000	500,000	491,724	0	485,000	0
44110	Investment Income	614,387	25,000	25,000	635,218	0	24,250	0
44170	Miscellaneous Refunds	0	0	0	23,920	0	0	0
46520	School Food Service	218,827	190,000	190,000	180,297	0	184,300	0
47111	Usda School Lunch Program	11,960,837	15,000,000	15,000,000	7,960,536	0	14,550,000	0
47112	Usda - Commodities	750,983	2,000,000	2,000,000	0	0	1,940,000	0
47113	Breakfast	3,304,824	3,000,000	3,000,000	2,558,824	0	2,910,000	0
47114	Usda - Other Fresh Fruit & Veg	1,812,858	1,690,000	1,690,000	1,307,981	0	1,639,300	0
Total	Revenues	27,342,705	29,715,000	29,715,000	18,600,867	0	28,823,550	0
Total	Revenues	27,342,705	29,715,000	29,715,000	18,600,867	0	28,823,550	0

Fund 143 Central Cafeteria

Statement of Proposed Operations
Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget 2024	Est & Bgt Current Year 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Excess of Estimated Revenue Over Under Estimated Expenditures	27,342,705	29,715,000	29,715,000	18,600,867	0	28,823,550	0
Estimated Beg Fund Bal JULY 01	0	4,745,215	4,745,215	4,745,215	23,346,082	52,169,632	23,346,082
Prior Prior Year Ending Encumbered Fund Balance	0						
Excess/Deficit Revenues/Expenditures	4,745,215						
Adjustments	0						
Prior Year Ending Fund Bal	4,745,215						
Adjustment	0						
Estimated End Fund Bal JUNE 30	4,745,215	34,460,215	34,460,215	23,346,082	23,346,082	52,169,632	23,346,082

Rutherford County Government
Budget Report 7 Column by Fund-Summarized (Expense
For Fiscal Year Ending JUNE 30,2025

Fund 143 Central Cafeteria			Statement of Proposed Operations Fiscal Year Ending June 30, 2025				Department Request	Mayor/Board Recomm	Budget Comm Recomm
Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024			
Estimated/Appropriated/Actual									
Expenditures									
72310	Board Of Education								
72310	305	Audit Services	12,844	16,000	16,000	0	0	16,000	0
72310	513	Worker's Compensation Insuranc	56,000	56,000	56,000	28,000	0	56,000	0
Total	Board Of Education		68,844	72,000	72,000	28,000	0	72,000	0
73100	Food Service								
73100	105	Supervisor/Director	177,438	195,465	195,465	142,678	0	198,182	0
73100	119	Accountants/Bookkeepers	94,965	108,667	108,667	81,983	0	120,973	0
73100	165	Cafeteria Personnel	7,576,061	9,392,768	9,392,768	6,553,375	0	9,581,849	0
73100	189	Other Salaries & Wages	259,765	333,237	333,237	213,074	0	303,764	0
73100	201	Social Security	487,722	621,868	621,868	421,511	0	632,696	0
73100	204	Pensions	420,377	1,114,348	1,114,348	372,800	0	649,023	0
73100	206	Life Insurance	2,764	5,000	5,000	1,993	0	5,000	0
73100	207	Medical Insurance	1,008,184	1,200,000	1,200,000	743,963	0	1,236,000	0
73100	210	Unemployment Compensation	916	15,100	15,100	1,416	0	15,100	0
73100	212	Employer Medicare	114,142	145,437	145,437	98,738	0	147,969	0
73100	299	Other Fringe Benefits	6,431	7,700	7,700	5,273	0	7,700	0
73100	307	Communication Rock Springs Elementary	0	0	0	48	0	0	0
73100	336	Maint. & Repair Serv. - Equip.	13	50,000	50,000	0	0	50,000	0
73100	348	Postal Charges	305	2,500	2,500	0	0	2,500	0
73100	354	Transp. Other Than Students	154,381	185,000	185,000	205,293	0	310,000	0
73100	355	Travel	22,812	36,000	36,000	16,046	0	52,000	0
73100	399	Other Contracted Services	562,346	750,000	750,000	520,884	0	800,000	0
73100	421	Food Preparation Supplies	839,051	1,365,000	1,365,000	972,172	0	1,400,000	0
73100	422	Food Supplies	8,300,851	13,245,000	13,245,000	9,370,250	0	14,000,000	0
73100	435	Office Supplies	16,150	25,000	25,000	17,223	0	25,000	0
73100	451	Uniforms	1,912	20,000	20,000	6,529	0	16,000	0
73100	469	Usda-Commodities	750,983	2,000,000	2,000,000	0	0	1,552,000	0

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Rutherford County Government
Budget Report 7 Column by Fund-Summarized (Expense
For Fiscal Year Ending JUNE 30,2025

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Fund 143 Central Cafeteria

Statement of Proposed Operations
 Fiscal Year Ending June 30, 2025

Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
73100	499	Other Supplies And Materials	284,418	225,000	225,000	333,943	0	325,000	0
73100	524	In Service/Staff Development	38,297	70,000	70,000	35,495	0	75,000	0
73100	599	Other Charges	18,637	21,000	21,000	0	0	21,000	0
73100	710	Food Service Equipment	739,690	3,000,000	3,000,000	1,792,396	0	1,850,000	0
Total Food Service			21,878,611	34,134,090	34,134,090	21,907,083	0	33,376,756	0
99100 Transfers Out									
99100	590	Transfers To Other Funds Brown's Chapel El	29,302	0	0	30,281	0	0	0
Total Transfers Out			29,302	0	0	30,281	0	0	0
Total Expenditures			21,976,757	34,206,090	34,206,090	21,965,364	0	33,448,756	0
Total Expenditures			21,976,757	34,206,090	34,206,090	21,965,364	0	33,448,756	0

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Rutherford County Government
Budget Report 7 Column by Fund-Summarized (Expense
For Fiscal Year Ending JUNE 30,2025

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Fund 143 Central Cafeteria

Statement of Proposed Operations
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Excess of Estimated Revenue Over							
Under Estimated Expenditures	(21,976,757)	(34,206,090)	(34,206,090)	(21,965,364)	0	(33,448,756)	0
Estimated Beg Fund Bal JULY 01	0	4,745,215	4,745,215	4,745,215	(17,220,149)	(50,668,905)	(17,220,149)
Undesignated Fund Bal		UndesignatedBalance					
Reserves		Reserves					
Designated Fund Bal		DesignatedFundBalan					
		ce					
Beginning Fund Bal		0					
Excess (Diff) in Rev/Exp		4,745,215					
Unadjusted Fund Bal		UnadjustedFundBalan					
		ce					
Adjustment		0					
Total Ending Fund Bal		4,745,215					
Adjustment	0						
Estimated End Fund Bal JUNE 30	4,745,215	(29,460,875)	(29,460,875)	(17,220,149)	(17,220,149)	(50,668,905)	(17,220,149)

Fund : 177 Education Capital Projects

Monthly Comparative: 75.00%

Account Number	Account Description	Prior Year Year End Actual	Original Budget	Amended Budget	Actual March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Revenue								
Local Taxes								
40110	Current Property Tax	16,430,188.16	14,961,206.00	14,961,206.00	15,279,788.31	0.00	14,961,206.00	0.00
40120	Trustee's Collect. - Prior Yr.	79,903.93	117,560.00	117,560.00	34,595.19	0.00	117,560.00	0.00
40130	Circuit Clerk/Clerk & Mast. Co	71,306.86	64,970.00	64,970.00	25,125.30	0.00	64,970.00	0.00
40140	Interest And Penalty	32,947.10	27,220.00	27,220.00	11,701.18	0.00	27,220.00	0.00
40150	Pick-Up Taxes	28,930.22	21,656.00	21,656.00	13,957.43	0.00	21,656.00	0.00
40161	Payments In Lieu Of Taxes-Tva	1,037.40	959.00	959.00	541.18	0.00	959.00	0.00
	Total County Property Taxes	16,644,313.67	15,193,571.00	15,193,571.00	15,365,708.59	0.00	15,193,571.00	0.00
40270	Business Tax	634,478.45	494,990.00	494,990.00	90,705.25	0.00	494,990.00	0.00
40285	School Facilities/Development Tax	2,975,463.25	2,400,000.00	2,400,000.00	2,415,907.00	0.00	500,000.00	0.00
	Total County Local Option Tax	3,609,941.70	2,894,990.00	2,894,990.00	2,506,612.25	0.00	994,990.00	0.00
	Total Local Taxes -	20,254,255.37	18,088,561.00	18,088,561.00	17,872,320.84	0.00	16,188,561.00	0.00
Total Revenues		20,254,255.37	18,088,561.00	18,088,561.00	17,872,320.84	0.00	16,188,561.00	0.00
Total For Fund: 177		20,254,255.37	18,088,561.00	18,088,561.00	17,872,320.84	0.00	16,188,561.00	0.00

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Rutherford County Government
Budget Report 7 Column by Fund-Summarized (Expense
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Fund 177 Education Capital Projects

Statement of Proposed Operations
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Estimated/Appropriated/Actual							
Expenditures							
72310 Board Of Education							
72310 510 Trustee's Commission	368,501	575,000	575,000	333,055	0	325,000	0
Total Board Of Education	368,501	575,000	575,000	333,055	0	325,000	0
91300 Education Capital Projects							
91300 304 Architects Holloway High School	12,395	0	0	62,576	0	0	0
91300 335 Maint. & Repair Serv. - Bldgs.	10,004,005	17,513,561	29,421,982	9,894,166	0	15,863,561	0
91300 399 Other Contracted Services	687,638	0	167,108	0	0	0	0
91300 732 Building Purchases	48,467	0	1,502,369	19,453	0	0	0
Total Education Capital Projects	10,752,505	17,513,561	31,091,459	9,976,195	0	15,863,561	0
Total Expenditures	11,121,006	18,088,561	31,666,459	10,309,250	0	16,188,561	0
Total Expenditures	11,121,006	18,088,561	31,666,459	10,309,250	0	16,188,561	0

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Rutherford County Government
Budget Report 7 Column by Fund-Summarized (Expense
For Fiscal Year Ending JUNE 30,2025

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Fund 177 Education Capital Projects

Statement of Proposed Operations
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
Excess of Estimated Revenue Over							
Under Estimated Expenditures	(11,121,006)	(18,088,561)	(31,666,459)	(10,309,250)	0	(16,188,561)	0
Estimated Beg Fund Bal JULY 01	0	9,133,248	9,133,248	9,133,248	(1,176,002)	(17,364,563)	(1,176,002)
Undesignated Fund Bal	UndesignatedBalance						
Reserves	Reserves						
Designated Fund Bal	DesignatedFundBalan ce						
Beginning Fund Bal	0						
Excess (Diff) in Rev/Exp	9,133,248						
Unadjusted Fund Bal	UnadjustedFundBalan ce						
Adjustment	0						
Total Ending Fund Bal	9,133,248						
Adjustment	0						
Estimated End Fund Bal JUNE 30	9,133,248	(8,955,313)	(22,533,211)	(1,176,002)	(1,176,002)	(17,364,563)	(1,176,002)

Fund 141 - General Purpose School

Budget Amendment #9

Summer Camp Amendment

Function	Object	Description	2024 Budget	Budget Amendment #9		Amended Budget
				Decreases	Increases	
40110		Current Property Tax	75,852,655.00			75,852,655
40120		Trustee's Collect. - Prior Yr.	596,020.00			596,020
40130		Clerk & Master Collections	329,380.00			329,380
40140		Interest And Penalty	138,030.00			138,030
40150		Pick-Up Taxes	109,794.00			109,794
40161		Pay In Lieu Of Taxes - Tva	6,247.00			6,247
40162		Pmnts In Lieu Of Taxes - Local	145,000.00			145,000
40210		Local Option Sales Tax	101,250,000.00			101,250,000
40240		Wheel Tax	4,961,320.00			4,961,320
40270		Business Tax	2,850,000.00			2,850,000
40275		Mixed Drink Tax	620,000.00			620,000
41110		Marriage Licenses	13,000.00			13,000
43513		Tuition - Summer School	70,000.00			70,000
43517		Tuition - Other	25,000.00			25,000
43541		Contract Adm Svcs/Other Lea's	15,000.00			15,000
43990		Other Charges For Services	2,500.00			2,500
44110		Investment Income	50,000.00			50,000
44120		Lease/Rentals	1,250,000.00			1,250,000
44130		Sale Of Materials And Supplies	35,000.00			35,000
44146		Erate Funding	10,000.00			10,000
44170		Miscellaneous Refunds	15,000.00			15,000
44530		Sale Of Equipment	15,000.00			15,000
44570		Contributions & Gifts	61,100.00			61,100
44990		Other Local Revenues	768,000.00			768,000
46510		Basic Education Program	324,257,546.00			324,257,546
46515		Early Childhood Education	1,971,821.00			1,971,821
46550		Driver Education	250,000.00			250,000
46590		Other State Education Funds	829,168.00		5,556,938	6,386,106
46592		Internet Connectivity	0			0
46610		Career Ladder Program	500,000			500,000
46790		Other Vocational	17,064,000			17,064,000
46851		State Revenue Sharing - T.V.A.	2,500,000.00			2,500,000
46980		Other State Grants	20,000.00			20,000
46981		Safe Schools	2,361,940.00			2,361,940
47143		Special Education - Grants	500,000.00			500,000
47640		Rotc Reimbursement	850,000.00			850,000
49700		Insurance Recovery	50,000.00			50,000

49800	Transfers In	1,600,000.00			1,600,000
Total Revenue & Operating Transfers		541,942,521	0	5,556,938	547,499,459

Function	Object	Description	2023 Budget	Increases	Decreases	Amended Budget
71100	116	Reg Education Prg - Elem/Sec - Teachers	187,769,919	2,250,000		190,019,919
71100	163	Reg Education Prg - Elem/Sec - Educational Assistants	6,876,401	225,000		7,101,401
71100	201	Reg Education Prg - Elem/Sec - Social Security	12,192,712	153,450		12,346,162
71100	204	Reg Education Prg - Elem/Sec - Pensions	17,255,872	254,925		17,510,797
71100	212	Reg Education Prg - Elem/Sec - Employer Medicare	2,851,521	35,888		2,887,409
71100	429	Reg Education Prg - Elem/Sec - Instructional Supp & Mat	3,277,800	1,000,000		4,277,800
71100	499	Reg Education Prg - Elem/Sec - Other Supplies And Materials	30,600	419,148		449,748
71100 Total			273,841,092	4,338,411	0	278,179,503
72120	131	Health Services - Medical Personnel	3,852,548	70,000		3,922,548
72120	201	Health Services - Social Security	254,278	4,340		258,618
72120	204	Health Services - Pensions	410,126	7,210		417,336
72120	212	Health Services - Employer Medicare	59,468	1,015		60,483
72120 Total			5,803,967	82,565	0	5,886,532
72130	399	Other Student Support - Other Contracted Services	575,400	100,000		675,400
72130 Total			18,477,792	100,000	0	18,577,792
72410	104	Office Of The Principal - Principals	6,589,531	85,000		6,674,531
72410	161	Office Of The Principal - Secretary(S)	1,833,108	70,000		1,903,108
72410	201	Office Of The Principal - Social Security	1,483,053	9,610		1,492,663
72410	204	Office Of The Principal - Pensions	2,230,831	15,965		2,246,796
72410	212	Office Of The Principal - Employer Medicare	346,843	2,248		349,091
72410 Total			32,297,098	182,823	0	32,479,921
72710	312	Transportation - Contracts W/Private Agencies	200,000	40,000		240,000
72710	315	Transportation - Contracts W/Vehicle Owners	25,533,402	813,140		26,346,542
72710 Total			28,982,245	853,140	0	29,835,385
Fund 141 Total			576,788,421	5,556,938	0	582,345,359

This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$5,556,938 to recognize the awarded Summer Camp Grant for FY23-24. On January 22, 2021, the Tennessee General Assembly enacted the Tennessee Learning Loss Remediation and Student Acceleration Act to address the learning loss of students due to COVID-19 related school closures. Through this law, all Tennessee school districts were required to offer learning loss remediation summer programs for students in rising grades K - 8, starting in summer 2021. Provisions of this law that were set to expire in summer 2023 included Summer Learning Camps for rising grades 1 - 3 and After School Summer Learning Mini Camps (STREAM camps). However, in the 2023 Legislative Session, the Tennessee General Assembly amended the Act to continue summer programming/Summer Learning

However, in the 2023 Legislative Session, the Tennessee General Assembly amended the Act to continue summer programming (Summer Learning Camps, After School Summer Learning Mini Camps (STREAM”), and Learning Loss Bridge Camps) for rising grades K-9 annually. The funds will be used fund summer work for principals, teachers, education assistants & secretaries. There is no local match required for this grant.

Recommended Motion:

To amend budgeted revenues & expenditures in Fund 141 General Purpose in the amount of \$5,556,938 as presented.

Dr. James Sullivan, Director of Schools

Date

Shelia Bratton, Chairman of the Board

Rutherford County Schools
 2023/24 Fund 177 Budget
 Major Capital Projects
 Budget Amendment

Object	Description	Amendment #2 <i>Capital Projects</i>			
		Original	Decrease	Increase	Amended
34685	Comm for Capital Proj.	19,455,196		13,577,898	33,033,094

Object	Description	Original Budget	Increase	Decrease	Amended Budget
91300	Education Capital Projects				
335	Maint. & Repair Serv. - Bldgs.	29,421,982		11,908,421	17,513,561
399	Other Contracted Services	167,108		167,108	-
732	Building Purchases	1,502,369		1,502,369	-
	Total Education Capital Projects	31,091,459	-	13,577,898	17,513,561
	Total Expenditures	31,666,459	-	13,577,898	18,088,561

(13,577,898)

Each July 1 outstanding purchase orders in this fund are liquidated. The funds go to fund balance which in this fund is 34685, Committed for Capital Projects. These purchase orders are for projects that were not finished by June 30. Amendment #1 took those funds out of 34685, Committed for Capital Projects, and re-budgeted the expenditures for the carry over projects that were approved in the previous year, but haven't been completed. Due to accounting procedures set forth by Tn Comptrollers Office, this amendment reverses Amendment #1 to bring the budgeted amounts in balance and not over budget.

Recommended motion – to reverse the 2023/24 Capital Projects Budget, Fund 177, by increasing account 34685, Committed for Capital Projects by \$13,577,898 and by decreasing Maintenance and Repair Services – Buildings, account 91300-335, Other Contracted Services, account 91300-399, and Building Purchases, account 91300-732 for a combined total of the same \$13,577,898 as presented.

 Director of Schools

 Chairman of the Board



Samsara Inc
 1 De Haro Street
 San Francisco, CA 94107
 www.samsara.com

QUOTE #Q-1136316

Issued 03-11-2024

Expires 04-15-2024

Prepared For:
 Rutherford County Schools
 2240 Southpark Dr
 Murfreesboro, Tennessee
 37128

Quote Summary

Subtotal

Hardware and Accessories \$0.00

Licenses
 License Term – 60
 Months

Third Party Services- Alpha \$43,750.00

Third Party Services Credit- Alpha (\$43,750.00)

Shipping and Handling \$1,272.00

Upfront Hardware Sales Tax \$0.00

Annual License Sales Tax \$5,651.10

First Year Payment \$64,883.10

Payments Beginning Year Two \$63,611.10

If shipping is "Pending" - Amount is pending due to size of order; Shipping and Handling subject to change.
 If Sales tax is "Pending" – Final amount will be provided prior to payment
 *3% processing fee charged on credit card transactions (fee waived for ACH (credit or debit), check, or wire)
 *Sales tax subject to change



Samsara Inc
 1 De Haro Street
 San Francisco, CA 94107
 www.samsara.com

SHIP TO Wanda Barnett
2240 Southpark Dr
Murfreesboro, Tennessee, 37128-5507
United States

Hardware and Accessories	Quantity	Net Unit Price	Total Price
Vehicle IoT Gateway, model VG54, for Heavy Duty Vehicles HW-VG54-NAH	350	\$0.00	\$0.00
Enhanced VG Series J1939 or J1708 (9-pin) CBL-VG-CJ1939	350	\$0.00	\$0.00
Enhanced VG Series direct-wire non-diagnostic power cable CBL-VG-CPC	350	\$0.00	\$0.00
VG54 Aux Cable CBL-VG-CAUX	350	\$0.00	\$0.00
		Hardware Due	\$0.00

Bundles	Quantity	Annual Unit Price	Total Annual Price
License for Vehicle Gateways - Public Sector Only, No WiFi, No ELD LIC-VG-PS	350	\$165.60	\$57,960.00
		Annual License Due	\$57,960.00



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Thank you for considering Samsara for your fleet.

Samsara provides real-time visibility, business-relevant tools, and powerful analytics that enable customers to increase the productivity of their fleets and reduce operating costs. A solution for your fleet is proposed below.

What is included?

Samsara's fleet tracking solution includes hardware accessories and a per-gateway license. Gateway licenses provide all ongoing elements of the service, including:

- Real-time location and vehicle telematics
- Dashboard access with unlimited administrator accounts
- Driver App for iOS and Android devices with unlimited driver accounts
- Over-the-air software feature upgrades
- API access as it relates to features for integration with 3rd party systems
- Maintenance and phone support

Samsara does not include hidden costs in its licenses. If you want access to Samsara's full set of fleet features--including but not limited to WiFi hotspot and ELD capabilities--you will need to upgrade your license. Samsara reserves the right to audit usage of features unrelated to the solution as well as remove them from the Samsara Dashboard.



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Payment Terms

This order form includes a license fee for the Samsara Software associated with the Hardware to be paid annually and, if applicable, a one-time Hardware cost to be paid upfront (Net-30). The annual fees are payable by recurring transfer. All transfers are subject to a 3% processing fee, unless the transfer is done via ACH (credit or debit), check, or wire, in which case the 3% processing fee will be waived. Late payments are subject to 1.5% per month late fee. If license payments are delinquent by 60 days, Samsara may suspend the Service until late payments are remitted.

License Term

The license term for the Samsara Software licenses purchased under this Order Form begins on the day Samsara activates the applicable Samsara Software license by providing you a claim number and access to the Hosted Software ("License Start Date"). If Hardware associated with a then-unactivated Samsara Software license will be shipped to you under this Order Form, such Samsara Software license will be activated on the day the Samsara Hardware ships. Notwithstanding the foregoing, if you are renewing the license term for a previously-activated Samsara Software license under this Order Form, the License Start Date for the renewal license term shall be the day that Samsara extends your access to the Hosted Software for the renewal license term. Samsara Hardware requires a valid license to function.

Samsara may ship Hardware under this Order Form subject to a schedule as mutually agreed between the Parties or as determined by Samsara. To the extent such Hardware is associated with then-unactivated Samsara Software licenses, the Samsara Software license term for each such Hardware device will start on the day that device ships regardless of the shipment schedule for the other such Hardware devices. If all such Hardware is shipped in one shipment, the license term for all such Hardware will be the full license term under this Order Form. If such Hardware is shipped in multiple shipments, only the license term of such Hardware in the initial shipment will be such full license term. The license term of the remaining such Hardware shipped after the initial shipment will be set to match the then-remaining license term of the initial shipment, so that the license term for all such Hardware under this Order Form expires on the same date. The total cost of the licenses for such Hardware shipped after the initial shipment will be pro-rated based on their actual license term, rounded up to the nearest month, as compared to the full license term under this Order Form. Certain payment amounts under this Order Form assume that the entire order is fulfilled at the same time and are subject to potential reduction based on the actual schedule of order fulfillment.

Support and Warranty

Samsara stands behind its Products. Hardware Products that require a valid license to function come with a warranty that lasts as long as you maintain a valid license for such Hardware. All other Hardware Products, such as accessories, come with a one-year warranty, unless otherwise specified on the relevant Samsara data sheet. During the warranty period, Hardware exhibiting material defects will be replaced pursuant to our Hardware Warranty & RMA policy at www.samsara.com/support/hardware-warranty. Additional support information can be found at www.samsara.com/support.

Terms

Unless otherwise set forth herein, your use and access of the Hardware, Products, and Services specified herein are governed by Samsara's terms of service found at <https://www.samsara.com/legal/public-sector-customers-platform-terms-of-service>, unless the Parties have entered into a separate terms of service agreement and/or a separate terms of service agreement is attached to this Order Form, in which case such separate terms of service



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1 De Haro Street
San Francisco, CA 94107
www.samsara.com

agreement shall govern (the "Terms of Service"). You agree to be bound by the Terms of Service, and any capitalized terms not defined herein shall have the meaning set forth in the Terms of Service. You further agree that any other Order Forms you enter into for the purchase of Products shall also be governed by the Terms of Service unless otherwise set forth in the applicable Order Form. For clarity, unless otherwise agreed by the Parties or approved by Samsara, the pricing and payment terms under this Order Form shall not apply to any such other Order Forms.

The continuation of this Order Form one (1) year after the license start date and annually thereafter is contingent upon the appropriation of sufficient funds by Customer. If sufficient funds fail to be appropriated by Customer to provide for the continuation of the Order Form for Customer's then-subsequent fiscal year, Customer may terminate this Order Form with prior written notice effective as of the later of the date of the beginning of such subsequent fiscal year and the end of the then-current annual license period. If Customer so terminates this Order Form, Samsara shall be entitled to payment of and for: all amounts due as of the date of termination; deliverables in progress; liabilities, fees, or costs caused by such termination including for obligations that extend beyond the date of termination; and reasonable Order Form close-out costs.

To the extent this Order Form includes any description of third-party products and/or services not directly provided by Samsara, the applicable third-party provider or subcontractor will be solely and exclusively responsible for the provision of such products and/or services, and Customer may not withhold payment to Samsara due to such third-party products and/or services not withstanding any acceptance or delivery requirements or delays with respect thereto



Samsara Inc
1 De Haro Street
San Francisco, CA 94107
www.samsara.com

Notification of Confidentiality

Except as legally required under applicable public records request laws, provided that you use reasonable efforts to provide Samsara with advance notice of any such disclosure, you agree that the pricing and payment terms specified in this Order Form shall (i) be held in strict confidence; (ii) not be disclosed to any Samsara competitor or other entity, except as pre-approved in writing by Samsara; and (iii) not be used except to evaluate the suitability of the Samsara Products for your business. You will immediately notify Samsara in the event of any unauthorized use or disclosure under these terms. Violation of these obligations will cause irreparable harm to Samsara for which Samsara may obtain compensatory and timely injunctive relief from a court, as well as any other remedies that may be available, including recovery of all reasonable attorney's fees and costs incurred in seeking such remedies. Your obligations specified herein shall last until the pricing and payment terms herein are, through no fault or action by you, public. This Order Form is a legally binding agreement between you ("Customer") and Samsara Inc. ("Samsara"). IN WITNESS WHEREOF, Customer has caused this Order Form to be executed by its duly authorized representative.

I confirm acceptance of this Order Form on behalf of the Customer identified herein and represent and warrant that I have full and complete authority to bind the Customer to this Order Form, including all terms and conditions herein. Please confirm acceptance of this Order Form by signing below:

Signature: _____

Print Name: _____

Date: _____

Title: _____

School Enrollment with Special Education Breakdown for SCHOOL

200 Stewartsboro Elementary School

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hispanic/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	1	0	1	1	4	5	1	0	18	33	20	31	1	3	46	73	119
02	0	0	3	0	4	4	0	0	33	32	18	20	3	5	61	61	122
03	0	1	0	1	3	5	0	0	31	26	19	17	2	3	55	53	108
04	0	0	1	0	7	5	0	0	24	29	13	18	2	2	47	54	101
05	0	0	2	2	9	7	0	0	30	33	12	18	1	8	54	68	122
K	1	1	5	2	9	8	0	0	25	35	17	24	2	6	59	76	135
P3	0	0	0	0	1	0	0	0	2	3	3	1	0	0	6	4	10
P4	0	0	1	4	5	3	0	0	10	13	4	3	2	3	22	26	48
TOTAL	2	2	13	10	42	37	1	0	173	204	106	132	13	30	350	415	765

Total Special Education Students:

01	0	0	0	0	0	0	0	0	2	1	2	0	0	0	4	1	5
02	0	0	0	0	1	0	0	0	7	2	6	1	0	0	14	3	17
03	0	0	0	0	1	0	0	0	7	4	1	2	3	0	12	6	18
04	0	0	1	0	1	2	0	0	5	2	3	0	0	2	10	6	16
05	0	0	1	0	2	0	0	0	10	5	3	1	3	1	19	7	26
K	0	0	0	0	0	0	0	0	6	1	1	1	2	0	9	2	11
P3	0	0	1	0	6	4	0	1	7	3	4	1	0	0	18	9	27
P4	0	0	0	0	6	1	0	0	8	3	6	1	0	0	20	5	25
TOTAL	0	0	3	0	17	7	0	1	52	21	26	7	8	3	106	39	145

***** End of report *****

School Enrollment with Special Education Breakdown for SCHOOL

039 Browns Chapel Elementary

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hispanic/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	0	0	4	5	12	13	0	0	49	33	15	9	4	1	84	61	145
02	0	0	2	2	8	8	0	1	39	34	11	5	4	7	64	57	121
03	0	1	0	1	9	12	0	0	31	43	12	14	4	3	56	74	130
04	0	0	4	1	7	15	0	0	38	28	22	13	5	2	76	59	135
05	0	0	1	3	9	8	0	0	25	31	14	12	4	5	53	59	112
K	0	0	5	1	8	5	0	0	26	27	13	10	4	3	56	46	102
P3	0	0	0	0	0	1	0	0	3	0	2	1	0	0	5	2	7
P4	0	0	0	0	0	0	0	0	2	5	0	0	0	0	2	5	7
TOTAL	0	1	16	13	53	62	0	1	213	201	89	64	25	21	396	363	759

Total Special Education Students:

01	0	0	1	0	1	2	0	0	4	2	3	1	0	0	9	5	14
02	0	0	1	0	1	3	0	0	6	0	0	0	0	0	8	3	11
03	0	0	0	1	3	1	0	0	7	3	1	1	1	0	12	6	18
04	0	0	1	1	3	1	0	0	11	3	5	0	0	0	20	5	25
05	0	0	0	0	2	2	0	0	7	7	0	1	0	0	9	10	19
K	0	0	0	0	2	1	0	0	5	1	0	0	0	1	7	3	10
P3	0	0	0	0	2	0	0	0	6	1	1	2	0	0	9	3	12
P4	0	0	0	1	2	0	0	0	2	0	3	0	0	0	7	1	8
TOTAL	0	0	3	3	16	10	0	0	48	17	13	5	1	1	81	36	117

***** End of report *****

**AGREEMENT FOR SPONSORSHIP AND ADVERTISING
BETWEEN
MIDDLE TENNESSEE STATE UNIVERSITY
AND
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

WHEREAS, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

WHEREAS, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

NOW THEREFORE, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
 2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
 3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
 4. Attachment A will also specify any other rights or duties of MTSU and the high school.

B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.
2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.


C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.
2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

RUTHERFORD COUNTY SCHOOL DISTRICT

MIDDLE TENNESSEE STATE UNIVERSITY


 Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
 Date: 2024.04.23 13:47:26 -05'00'

Alan Thomas, VP Business and Finance

Date

Date

**ATTACHMENT A
Form**

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) is to set out the specific rights and obligations of Middle Tennessee State University (“MTSU”) and **Blackman High School** (“School”), which is a high school in the District, with regard to MTSU sponsorship of School activities and placement of advertising for MTSU at School. This Attachment A is subject to the terms and conditions of the Sponsorship and Advertising Agreement between MTSU and the District, to which it is attached.

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- **\$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029**
- **MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.**
- **Checks will be payable to Blackman High School on or before September 1 each year -2024, 2025, 2026, 2027, 2028.**

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- **Fixed signage under the video board**
- **Digital advertising slide to be placed in the rotation for the video board.**

Design and installation of signage rights and duties –

- **MTSU inspected current signage at the above location on April 2, 2024, and determined that the signage is in good condition; therefore, no design or installation of new signage is needed at this time.**

Other sponsorship rights or duties during the five-year agreement -

- **Costs of any design changes requested by MTSU will be paid by MTSU.**
- **Costs to replace any damaged or degraded signage will be paid by Blackman High School**
- **MTSU will supply designs.**

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

On Behalf of Blackman High School

On behalf of MTSU



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:47:40 -05'00'

PRINT Name and title

Alan Thomas, VP Business and Finance

Signature Date

Signature Date

**AGREEMENT FOR SPONSORSHIP AND ADVERTISING
BETWEEN
MIDDLE TENNESSEE STATE UNIVERSITY
AND
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

WHEREAS, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

WHEREAS, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

NOW THEREFORE, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
 2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
 3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
 4. Attachment A will also specify any other rights or duties of MTSU and the high school.

- B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.

2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.

C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.

2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

RUTHERFORD COUNTY SCHOOL DISTRICT

MIDDLE TENNESSEE STATE UNIVERSITY



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:46:36 -05'00'

Alan Thomas, VP Business and Finance

Date

Date

ATTACHMENT A
Form

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University ("MTSU") and the Rutherford County School District ("District") is to set out the specific rights and obligations of Middle Tennessee State University ("MTSU") and Eagleville High School ("School"), which is a high school in the District, with regard to MTSU sponsorship of School activities and placement of advertising for MTSU at School. This Attachment A is subject to the terms and conditions of the Sponsorship and Advertising Agreement between MTSU and the District, to which it is attached.

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- \$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029
• MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.
• Checks will be payable to Eagleville High School on or before September 1 each year - 2024, 2025, 2026, 2027, 2028.

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- Football Field below Scoreboard
• New Gym
• Old Gym
• Cafeteria

Design and installation of signage rights and duties –

- MTSU inspected current signage at the above locations on April 2, 2024, and determined that all signage is in good condition; therefore, no design or installation of new signage is needed at this time.

Other sponsorship rights or duties during the five-year agreement -

- Costs of any design changes requested by MTSU will be paid by MTSU.
• Costs to replace any damaged or degraded signage will be paid by Eagleville High School
• MTSU will supply designs.

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years, (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

On Behalf of Eagleville High School

On behalf of MTSU

Handwritten signature of Alan R. Thomas

Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:46:50 -05'00'

PRINT Name and title

Alan Thomas, VP Business and Finance

Signature

Date

Signature

Date

**AGREEMENT FOR SPONSORSHIP AND ADVERTISING
BETWEEN
MIDDLE TENNESSEE STATE UNIVERSITY
AND
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

WHEREAS, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

WHEREAS, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

NOW THEREFORE, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
 2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
 3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
 4. Attachment A will also specify any other rights or duties of MTSU and the high school.

B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.

2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.

C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.

2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

RUTHERFORD COUNTY SCHOOL DISTRICT

MIDDLE TENNESSEE STATE UNIVERSITY



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:45:33 -05'00'

Alan Thomas, VP Business and Finance

Date

Date

ATTACHMENT A
Form

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University ("MTSU") and the Rutherford County School District ("District") is to set out the specific rights and obligations of Middle Tennessee State University ("MTSU") and Siegel High School ("School"), which is a high school in the District, with regard to MTSU sponsorship of School activities and placement of advertising for MTSU at School. This Attachment A is subject to the terms and conditions of the Sponsorship and Advertising Agreement between MTSU and the District, to which it is attached.

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- \$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029
• MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.
• Checks will be payable to Siegel High School on or before September 1 each year - 2024, 2025, 2026, 2027, 2028.

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- Football Scoreboard
• Back of football stadium facing parking lot
• One sign above each of the basketball gymnasium scoreboards

Design and installation of signage rights and duties –

- MTSU inspected current signage at the above locations on March 22, 2024, and determined that the football scoreboard signage needs replacing. All other signage does not need replacing.
• Siegel High School will pay to produce and install the replacement sign in the existing location before the first payment is due.
• MTSU will supply designs.

Other sponsorship rights or duties, if any –

- Costs of any design changes requested by MTSU will be paid by MTSU.
• Costs to replace any damaged or degraded signage will be paid Siegel High School
• MTSU will supply designs.

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

On Behalf of Siegel High School

On behalf of MTSU

Handwritten signature of Alan R. Thomas

Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:45:55 -05'00'

PRINT Name and title

Alan Thomas, VP Business and Finance

Signature

Date

Signature

Date

REAL ESTATE PURCHASE AGREEMENT
(Approximately 112.52 Acres on Stewart Creek Rd, Murfreesboro, TN)

THIS AGREEMENT is made as of the _____ day of _____, 2024 ("Effective Date"), between the Carl Brewer Family Limited Partnership, L.P. a/k/a Robert Carl Brewer Family Limited Partnership, L.P. ("Seller"), and the Rutherford County Board of Education ("Buyer").

Background

Buyer wishes to purchase real property on 2418 Stewart Creek Rd, Murfreesboro, Rutherford County, Tennessee consisting of approximately 112.52 acres, more or less, owned by Seller, as more particularly shown on Exhibit "A", being all of Tax Map 72, Parcel 047.00, together with all appurtenant easements for ingress, egress and utilities, and other appurtenances thereto, together with all trade names, franchises, licenses, permits, development rights and approvals, deposits, credits, petroleum and mineral interests and royalties, water rights and other intangibles owned or utilized by or for the benefit of Seller in connection therewith (the "Property").

Seller wishes to sell the Property to Buyer;

In consideration of the mutual agreements herein, and other good and valuable consideration, including the sum of Ten Dollars (\$10.00) paid to Seller by Buyer, the receipt of which is hereby acknowledged, Seller agrees to sell to Buyer and Buyer agrees to purchase the Property from Seller, subject to the following terms and conditions:

1. PURCHASE PRICE AND PAYMENT

1.1 Purchase Price; Payment. The total Purchase Price for the Property shall be determined by multiplying Fifty-Six Thousand Six Hundred Twelve and 00/100 Dollars (\$56,612.00) per acre based on a survey to be obtained by Buyer ("Purchase Price"). The Purchase Price shall be paid in cash at closing.

1.2 Earnest Money Deposit. An earnest money deposit in the amount of Five Thousand and 00/100 Dollars (\$5,000.00) ("Earnest Money Deposit") shall be deposited with Escrow Agent by Buyer within three (3) business days after the Effective Date. All deposits made as earnest money shall be deemed included within the meaning of the term Earnest Money Deposit for all purposes. The Earnest Money Deposit shall be held as specifically provided in this Agreement and shall be applied to the Purchase Price at Closing.

1.3 Prorations. Ad valorem taxes and matters of income and expense, if any, and other items customarily prorated in transactions of this kind shall be prorated as of midnight of the day preceding the Closing Date. In the event the Property has been assessed for property tax purposes at such rates or with exemptions that would result in additional taxes and assessments for prior tax years or for the Closing tax year being assessed because of supplemental taxes resulting from delayed assessments or other causes, including without limitation Buyer's change in land usage or the change in ownership of the Property attributable to Buyer's acquisition of the Property (known variously as "rollback", "agricultural recoupment" or "school board revaluation" taxes), Seller shall pay all such taxes and assessments when due, prorated as of midnight of the day preceding the Closing Date.

1.4 Closing Costs.

- (a) Seller shall pay:
- (1) For the costs to prepare the Warranty Deed; and
 - (2) Seller's attorneys' fees.

- (b) Buyer shall pay:
- (1) Any transfer taxes on the deed;
 - (2) The costs of the title insurance;
 - (3) The costs of any Phase I environmental site assessment to be obtained by Buyer, if any;
 - (4) The costs of a Survey of the Property;
 - (5) The costs of recording the deed; and
 - (6) Buyer's attorneys' fees.

2. INSPECTION PERIOD AND CLOSING

2.1 Inspection Period. Buyer shall have an Inspection Period which begins on the next business day following the date upon which the Agreement, fully executed by Seller, Buyer and Escrow Agent, has been received by Buyer (the "Effective Date") and ends at midnight one hundred eighty (180) days later ("Inspection Period"). Buyer shall have the Inspection Period within which to physically inspect the Property, to conduct its due diligence and to inspect all books, records and accounts of Seller related thereto. Buyer and Buyer's officers, employees, consultants, attorneys and other authorized representatives, shall have the right to reasonable access to the Property and to all records of Seller related thereto (including without limitation title information, surveys, environmental assessment reports and other information concerning the condition of the Property), at reasonable times during the Inspection Period for the purpose of inspecting the Property, taking soil and ground water samples, conducting hazardous materials and wetlands inspections, tests and assessments, reviewing the books and records of Seller concerning the Property and otherwise conducting its due diligence review of the Property. Buyer hereby agrees to indemnify and hold Seller harmless from any damages, liabilities or claims for property damage or personal injury and mechanics or construction liens caused or created by Buyer and its agents and contractors in the conduct of such inspections and investigations, other than pre-existing conditions merely discovered by Buyer or its agents or contractors. Seller shall cooperate with and assist Buyer in making such inspections and reviews and in obtaining any governmental approvals of its contemplated use of the Property. Seller shall make available to Buyer such of the foregoing as may be in Seller's possession in order to facilitate Buyer's due diligence. Seller shall give Buyer any authorizations which may be required by Buyer in order to gain access to records or other information pertaining to the Property or the use thereof maintained by any third party, governmental or quasi-governmental authorities or organizations. The indemnities contained in this section shall survive the termination of this Agreement. If Buyer does not obtain approval from Rutherford County prior to the end of the Inspection Period, Buyer shall have the right to extend the Inspection Period two (2) times for periods of sixty (60) days each.

2.2 Buyer's Termination Right. Within the Inspection Period, Buyer may, in its sole discretion, for any reason or for no reason, elect whether or not to go forward with this Agreement to Closing, which election shall be made by notice to Seller given within the Inspection Period. If such notice is not timely given, this Agreement and all rights, duties and obligations of Buyer and Seller hereunder, except any which expressly survive termination, shall terminate, whereupon Escrow Agent shall forthwith return to Buyer the Earnest Money Deposit. If such notice is timely given, this Agreement and all rights, duties and obligations of Buyer and Seller hereunder (including without limitation their respective obligations to close the transaction), shall, subject to the terms and conditions hereof, become fully binding and the Earnest Money Deposit shall become nonrefundable except for the failure of a closing condition or the default of Seller hereunder.

2.3 Time and Place of Closing. The Closing for the seller shall take place at the offices of Rick Mansfield, agent for the seller, at 10:00 A.M. no later than thirty (30) days after the Rutherford County Commission approves funding and the Rutherford County Board of Education approves the purchase of the Property, or at such other time and place and in such manner as Seller and Buyer may agree.

3. WARRANTIES, REPRESENTATIONS AND COVENANTS OF SELLER

Seller warrants and represents as follows as of the date of this Agreement and as of the Closing and where indicated covenants and agrees as follows:

3.1 Title. Seller is the owner in fee simple of all of the Property.

3.2 Eminent Domain/Condemnation. No condemnation or eminent domain proceedings are now pending or threatened concerning the Property, and Seller has received no notice from any governmental agency or authority or other potential condemnor concerning any right-of-way, utility or other taking which may affect the Property.

3.3 Environmental Matters. To the best of Seller's knowledge the Property does not now contain nor has the Property contained any underground storage tanks, material amounts of hazardous material or landfills. Seller has used no hazardous material at the Property nor has Seller permitted any other person to do so. To the best of Seller's knowledge the Property contains no wetlands, vegetation, animal species or significant historic/archaeological sites which are subject to special regulations or limitations under local, state or federal laws, regulations or orders.

3.4 Foreign Investment and Real Property Tax Act. Seller is not a "foreign person" within the meaning of Section 1445 of the Internal Revenue Code, or under any comparable state statutes which are applicable to this transaction. At Closing Seller will execute and deliver to Buyer an affidavit regarding such matters. If Seller fails to execute and deliver such affidavit, Buyer may deduct and withhold from the Purchase Price such amounts as Buyer may be required to withhold in order to satisfy any of Buyer's tax withholding obligations under such statutes or regulations promulgated pursuant thereto.

3.5 Conveyance of Easements. For no additional cost to the Buyer, Seller shall grant the Buyer the following easements:

(a) Utility easements for water, sewer, electric, and gas utilities along, across, and through any remaining property of Seller at locations to be mutually agreed by Buyer and Seller, if reasonably needed for Buyer's intended use; and

(b) An easement for drainage of surface water along, across, and through any remaining property of Seller at a location to be mutually agreed by Buyer and Seller, if reasonably needed for Buyer's intended use.

(c) Road right of way on any remaining property of Seller for any improvements needed, if reasonably needed for Buyer's intended use.

4. POSSESSION; RISK OF LOSS

4.1 Possession. Possession of the Property will be transferred to Buyer at the conclusion of the Closing.

4.2 Risk of Loss. All risk of loss to the Property shall remain upon Seller until the conclusion of the Closing. If, before Closing, any material portion of the Property is damaged by casualty, or if any material portion of the Property is taken or threatened by eminent domain, or if there is a material

obstruction of access by virtue of a taking by eminent domain, Seller shall, within ten (10) days of such damage or taking, notify Buyer thereof and Buyer shall have the option to:

(a) terminate this Agreement upon notice to Seller given within ten (10) business days after such notice from Seller, in which case Buyer shall receive a return of the Earnest Money Deposit; or

(b) proceed with the purchase of the Property, in which event Seller shall assign to Buyer all Seller's right, title and interest in all amounts due or collected by Seller under applicable insurance policies or as condemnation awards. In such event, the Purchase Price shall be reduced by the amount of any insurance deductible to the extent it reduces the insurance proceeds payable.

4.3 USA Patriot Act.

(a) None of the funds to be used for payment by Buyer of the Purchase Price will be subject to 18 U.S.C. §§ 1956-1957 (Laundering of Money Instruments), 18 U.S.C. §§ 981-986 (Federal Asset Forfeiture), 18 U.S.C. §§ 881 (Drug Property Seizure), Executive Order Number 13224 on Terrorism Financing, effective September 24, 2001, or the United and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act of 2001, H.R. 3162, Public Law 107-56 (the "US Patriot Act").

(b) Buyer is not, and will not become, a person or entity with whom U.S. persons are restricted from doing business with under the regulations of the Office of Foreign Asset Control ("OFAC") of the Department of Treasury (including those named on OFAC's Specially Designated and Blocked Persons list) or under any statute, executive order (including the September 24, 2001 Executive Order Blocking Property and Prohibiting Transactions With Persons Who Commit, Threaten to Commit, or Support Terrorism), the USA Patriot Act, or other governmental action.

5. TITLE MATTERS

Within ten (10) days after the Effective Date, Seller shall deliver to Buyer's counsel copies of any title information, including prior title policies and surveys, in Seller's possession. During the Inspection Period Buyer may order a title insurance commitment from a national title insurance company acceptable to it and a current survey from a reputable surveyor. Buyer will have thirty (30) business days after its receipt of both the title insurance commitment and survey within which to notify Seller in writing of any conditions, defects, encroachments or other objections to title or survey which are not acceptable to Buyer. Any matter disclosed by the title insurance commitment (other than liens removable by the payment of money) or by the survey which is not timely specified in Buyer's written notice to Seller shall be deemed a "Permitted Exception". Seller shall use reasonable and diligent efforts to cure all objections to title or survey by Closing. If such title defects and/or objections are not cured within said period, Buyer may (i) refuse to purchase the Property, terminate this Agreement and receive a return of the Earnest Money Deposit; or (ii) waive such objection(s) and close the purchase of the Property subject to them.

6. CONDITIONS PRECEDENT

6.1 Conditions Precedent to Buyer's Obligations. The obligations of Buyer under this Agreement are subject to satisfaction or written waiver by Buyer of each of the following conditions or requirements on or before the Closing Date:

(a) The title insurance commitment shall have been issued and "marked down" through Closing, subject only to Permitted Exceptions.

(b) The physical and environmental condition of the Property shall not have materially changed from the Effective Date, ordinary wear and tear excepted.

(c) Buyer must be able to extend water and electric utilities to the boundary of the Property with adequate capacity for Buyer's proposed use of the Property.

(d) Soils must be suitable for a STEP sewer system with sufficient capacity for Buyer's planned use of the Property.

(e) Seller granting to the Buyer at no additional cost any right of way, gas, water, sewer, and/or electric utility line easements the Buyer determines are reasonably necessary for Buyer's planned use of the Property across Seller's remaining Property.

(f) Seller granting to the Buyer at no additional cost any drainage easements the Buyer determines are reasonably necessary for Buyer's planned use of the Property across Seller's remaining property.

(g) Seller granting to the Buyer at no additional cost any easements or sufficient property for road improvements from Seller's remaining property which the Buyer determines are reasonably needed for Buyer's planned use of the property as a school site.

(h) Approval of the purchase of the Property and funding for the purchase of the same by the Rutherford County Commission and Rutherford County Board of Education.

(i) Buyer receiving any easements from Seller which Buyer determines are reasonably needed for the Buyer's intended use of the Property.

(j) Approval of funding for the purchase of the Property by the Rutherford County Commission.

(k) Buyer shall have received the following in form reasonably satisfactory to Buyer:

(1) A warranty deed in proper form for recording, duly executed, witnessed and acknowledged, and insured by the title insurance company, so as to convey to Buyer the fee simple title to the Property, subject only to the Permitted Exceptions; and

(2) An owner's affidavit, non-foreign affidavit and such further instruments of conveyance, transfer and assignment and other documents as may reasonably be required by the title insurance company in order to effectuate the provisions of this Agreement and the consummation of the transactions contemplated herein; and

(3) Such other documents as Buyer or the title insurance company may reasonably request to effect the transactions contemplated by this Agreement.

If any of the above contingencies are not satisfied to Buyer's satisfaction within Buyer's sole discretion, the Buyer may elect to either: (1) terminate this Agreement and receive a full refund of the Earnest Money Deposit; or (2) extend this Agreement by an additional thirty (30) days to give additional time to satisfy the contingency, or (3) waive the contingency and proceed to closing.

6.2 Conditions Precedent to Seller's Obligations. The obligations of Seller under this Agreement are subject to Buyer having delivered to Seller at or prior to the Closing the balance of the Purchase Price and such other documents as Seller or the title insurance company may reasonably request to effect the transactions contemplated by this Agreement.

7. BREACH; REMEDIES

7.1 Breach by Seller. In the event of a breach of Seller's covenants or warranties herein and the failure of Seller to cure such breach within the time provided for Closing, Buyer may, at Buyer's

election (i) terminate this Agreement and receive a return of the Earnest Money Deposit, and the parties shall have no further rights or obligations under this Agreement (except as survive termination); (ii) enforce this Agreement by suit for specific performance; (iii) waive such breach and close the purchase contemplated hereby, notwithstanding such breach; or (iv) in the case of a willful breach by Seller after Buyer has elected to go forward beyond the Inspection Period to Closing, Buyer may bring an action against Seller for damages, after notice to Seller of such willful breach and the expiration of a period of thirty (30) days from such notice, during which Seller shall have the opportunity to cure such willful breach.

7.2 Breach by Buyer. In the event of a breach of Buyer's covenants or warranties herein and the failure of Buyer to cure such breach within the time provided for Closing, Seller's sole legal and equitable remedy shall be to terminate this Agreement and retain Buyer's Earnest Money Deposit as AGREED LIQUIDATED DAMAGES for such breach, and upon payment in full to Seller of such Earnest Money Deposit, the parties shall have no further rights, claims, liabilities or obligations under this Agreement (except as survive termination). *BUYER AND SELLER AGREE THAT IT WOULD BE IMPRACTICAL AND EXTREMELY DIFFICULT TO ESTIMATE THE DAMAGES SUFFERED BY SELLER AS A RESULT OF BUYER'S FAILURE TO COMPLETE THE PURCHASE OF THE PROPERTY PURSUANT TO THIS AGREEMENT, AND THAT UNDER THE CIRCUMSTANCES EXISTING AS OF THE DATE OF THIS AGREEMENT, THE LIQUIDATED DAMAGES PROVIDED FOR IN THIS SECTION REPRESENT A REASONABLE ESTIMATE OF THE DAMAGES WHICH SELLER WILL INCUR AS A RESULT OF SUCH FAILURE. THEREFORE, BUYER AND SELLER DO HEREBY AGREE THAT A REASONABLE ESTIMATE OF THE TOTAL NET DETRIMENT THAT SELLER WOULD SUFFER IN THE EVENT THAT BUYER DEFAULTS AND FAILS TO COMPLETE THE PURCHASE OF THE PROPERTY IS AN AMOUNT EQUAL TO THE EARNEST MONEY DEPOSIT (WHICH INCLUDES ANY ACCRUED INTEREST THEREON). SAID AMOUNT WILL BE THE FULL, AGREED AND LIQUIDATED DAMAGES FOR THE BREACH OF THIS AGREEMENT BY BUYER. THE PAYMENT OF SUCH AMOUNT AS LIQUIDATED DAMAGES IS NOT INTENDED AS A FORFEITURE OR PENALTY, BUT IS INTENDED TO CONSTITUTE LIQUIDATED DAMAGES TO SELLER.*

8. MISCELLANEOUS

8.1 Commissions. Seller and Buyer represent to each other that neither Seller (in the case of Seller's representation) nor Buyer (in the case of Buyer's representation) has dealt with nor does it have any knowledge of any broker or other person who has or may have any claim against Seller, Buyer or the Property for a brokerage commission, finder's fee or like payment arising out of or in connection with this transaction other than Parks Village Nashville, LLC- Sam Coleman which shall be paid a two (2) percent commission by Seller pursuant to a separate agreement. Buyer agrees to indemnify and hold Seller harmless from any other such claim arising by, through or under Buyer, and Seller agrees to indemnify and hold Buyer harmless from any other such claim arising by, through or under Seller.

8.2 Notices. All notices and demands of any kind which either party may be required or may desire to serve upon the other party in connection with this Agreement shall be in writing, signed by the party or its counsel identified below, and shall be served (as an alternative to personal service) by registered or certified mail, overnight courier service or facsimile transmission (followed promptly by personal service or mailing of a hard copy), at the addresses set forth below:

As to Seller: Carl Brewer Family Limited Partnership, L.P.
2465 Stewart Creek Rd
Murfreesboro, TN 37129
Attn: Zach Brewer
Telephone: (615) 796-9240

As to Buyer: Rutherford County Board of Education
Attn: James Sullivan
2240 Southpark Dr.
Murfreesboro, TN 37130
Telephone: (615) 893-5812

With a copy to Buyer's Counsel: Jeff Reed
16 Public Square North
Murfreesboro, TN 37130
Telephone: (615) 893-5522
Facsimile: (615) 849-2135
Email: jreed@mborolaw.com

With a copy to Escrow Agent: Hudson, Reed & Christiansen, PLLC
(if required) 16 Public Square North
Murfreesboro, TN 37130
Telephone: (615) 893-5522
Facsimile: (615) 849-2135

Any such notice or demand so served, shall constitute proper notice hereunder upon delivery to the United States Postal Service or to such overnight courier, or by confirmation of the facsimile transmission.

8.3 Attorneys' Fees. In the event of any dispute, litigation or other proceeding between the parties hereto to enforce any of the provisions of this Agreement or any right of either party hereunder, the unsuccessful party to such dispute, litigation or other proceeding shall pay to the successful party all costs and expenses, including reasonable attorneys' fees, incurred at trial, on appeal, and in any arbitration, administrative or other proceedings, all of which may be included in and as a part of the judgment rendered in such litigation. Any indemnity provisions herein shall include indemnification for such costs and fees. This section shall survive the Closing or a prior termination hereof.

8.4 Time. Time is of the essence of this Agreement, provided that if any date upon which some action, notice or response is required of any party hereunder occurs on a weekend or national holiday, such action, notice or response shall not be required until the next succeeding business day.

8.5 Governing Law. This Agreement shall be governed by the laws of the state in which the Property is located.

8.6 Successors and Assigns. The terms and provisions of this Agreement shall be binding upon and shall inure to the benefit of the heirs, successors and assigns of the parties. The Buyer may assign Buyer's rights and obligations under this Agreement to Rutherford County. Except as to Rutherford County, no third parties, including any brokers or creditors, shall be beneficiaries hereof or entitled to any rights or benefits hereunder.

8.7 The undersigned Sellers confirm that there are no other partners in the general partnership other than Zachary Luke Brewer, Kitty B. Waggoner, Sara Johnson Sears, and Terry Michael Brewer.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

"BUYER"

RUTHERFORD COUNTY BOARD OF EDUCATION


By: _____
Name: _____
Title: Chairman

"SELLER"

CARL BREWER FAMILY LIMITED PARTNERSHIP, L.P.
a/k/a ROBERT CARL BREWER FAMILY LIMITED
PARTNERSHIP, L.P.

By: 
ZACHARY LUKE BREWER, General Partner

By: 
KITTY B. WAGGONER, General Partner

By: 
SARA JOHNSON SEARS, General Partner

By: 
TERRY MICHAEL BREWER, General Partner

JOINDER OF ESCROW AGENT

1. Duties. Escrow Agent joins herein for the purpose of agreeing to comply with the terms hereof insofar as they apply to Escrow Agent. Escrow Agent shall receive and hold the Earnest Money Deposit in trust, to be disposed of in accordance with the provisions of this joinder and the foregoing Agreement.

2. Indemnity. Escrow Agent shall not be liable to any party except for claims resulting from the negligence or willful misconduct of Escrow Agent. If the escrow is the subject of any controversy or litigation, the parties to the Agreement shall jointly and severally indemnify and hold Escrow Agent harmless from and against any and all loss, cost, damage, liability or expense, including costs of reasonable attorneys' fees to which Escrow Agent may be put or which Escrow Agent may incur by reason of or in connection with such controversy or litigation, except to the extent it is determined that such controversy or litigation resulted from Escrow Agent's negligence or willful misconduct. If the indemnity amounts payable hereunder result from the fault of Buyer or Seller (or their respective agents), the party at fault shall pay and hold the other party harmless against such amounts.

3. Conflicting Demands. If conflicting demands are made upon Escrow Agent or if Escrow Agent is uncertain with respect to the escrow, the parties to the Agreement expressly agree that Escrow Agent shall have the absolute right to do either or both of the following: (i) withhold and stop all proceedings in performance of this escrow and await settlement of the controversy by final appropriate legal proceedings or otherwise as it may require; or (ii) file suit for declaratory relief and/or interpleader and obtain an order from the court requiring the parties to interplead and litigate in such court their several claims and rights between themselves. Upon the filing of any such declaratory relief or interpleader suit and tender of the Earnest Money Deposit to the court, Escrow Agent shall thereupon be fully released and discharged from any and all obligations to further perform the duties or obligations imposed upon it. Buyer and Seller agree to respond promptly in writing to any request by Escrow Agent for clarification, consent or instructions. Any action proposed to be taken by Escrow Agent for which approval of Buyer and/or Seller is requested shall be considered approved by the particular party if Escrow Agent does not receive written notice of disapproval within five (5) business days after a written request for approval is received by the party whose approval is being requested. Escrow Agent shall not be required to take any action for which approval of Buyer and/or Seller has been sought unless such approval has been received. No notice by Buyer or Seller to Escrow Agent of disapproval of a proposed action shall affect the right of Escrow Agent to take any action as to which such approval is not required.

4. Tax Identification. Seller and Buyer shall provide to Escrow Agent appropriate Federal tax identification numbers.

5. Continuing Counsel. Seller acknowledges that Escrow Agent is counsel to Buyer herein and Seller agrees that in the event of a dispute hereunder or otherwise between Seller and Buyer, Escrow Agent may continue to represent Buyer notwithstanding that it is acting and will continue to act as Escrow Agent hereunder, it being acknowledged by all parties that Escrow Agent's duties hereunder are ministerial in nature.

HUDSON, REED & CHRISTIANSEN, PLLC

By: _____
Its Authorized Agent

Date: _____

EXHIBIT "A"



Wawona Park Estates D

Chains Ct

Lawnfield Ct

Silver Fox St

Springwater St

North Ln

Stewart Creek Rd

Vinyl Ct

Constellation Ct

Marathon Dr

Stewart Creek

Rutherford County Schools

Application for Campus Construction Project

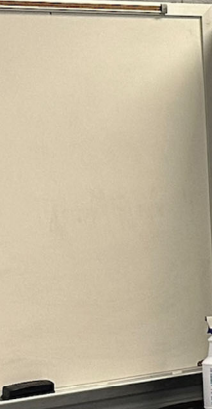
Before any request for construction of proposed buildings will be forwarded to the Rutherford County School Board, the following form must be filled out in full and submitted to the Rutherford County Schools Engineering and Construction Department with a letter from the School Principal, a site plan, floor plan and elevations (if applicable), a full estimate, and schedule.

1. School Name [Rocky Fork Middle](#)
2. Principal [Dr. Jennifer Clark](#)
3. Project Name [Boys Basketball Lockers](#)
4. Assistant Principal who is overseeing the project [Alan Davis](#)
5. Does project support recreational sports, athletics or education? [Athletics](#)
6. Does this project meet all gender equity criteria? [Yes](#)
7. What department is this project being constructed for? (I.E. Baseball, softball, band, FFA, etc.) [Boys Basketball](#)
8. What is the anticipated cost for this project (this should include all utility connection fees, building permits, inspection, and construction). Attach and submit a detailed estimate. [\\$5,000.00](#)
9. What is the funding source and are funds currently available: (Grant, Booster Club, etc.)List all sources. [Team Account, Previous Fundraising, Donations](#)
10. If a grant or funded by a foundation/donor/ charitable organization, what is the foundations name? [N/A](#)
Do construction plans meet criteria for funding? [N/A](#)
11. If funded by a local financial institution, has the loan been approved and who is the guarantor for loan [N/A](#)
12. Do you have a site layout showing where this project will be constructed on campus? [Yes, home lockkeroom](#)
13. Has RCS Engineering & Construction reviewed project location? Are there any conflicts in utilities or easements? [N/A](#)
14. Has MTEMC, CUD, MWSD or other local utilities been contacted for service connection if required? [N/A](#)
15. Are plans drawn and stamped by Architect/ Engineer? [No, lockers are being built off campus, then the boys basketball team are paying for the installation.](#)

16. Have plans been submitted to Rutherford County Codes or Murfreesboro City Building Codes Offices for review and/or approval. (LaVergne City Codes, Smyrna City Codes, Murfreesboro City Codes)
17. What is your time line for completion of project? When will it start and when will it be completed? [Spring Break-June depending on the time of donation.](#)
18. If stated that construction project is at no cost to school Board all cost should be included in project. This includes electrical, plumbing, and mechanical services. [No Cost](#)
19. Do you have a contractor for constructing/completing the project? What is the name of Contractor? If no, who will be overseeing the project from the community and who will be doing the work? [Edgar Morales](#)



M
ALL



OFF

Rutherford County Schools
Application for Campus Construction Project

1. Buchanan Elementary School
2. Ashley Witt ^{4.19.24}
3. Basketball Goals for Playground area
4. Suzane Freeze
5. This project supports recreational sports and our school's recess capabilities.
6. This project meets all gender equity criteria.
7. This project is being constructed for our schools' recess and recreational sports.
8. Ms. Witt spoke with Mr. Walls requesting that RCS Maintenance install the goals. He agreed to this installation. He will let the school know if any additional supplies such as concrete are needed. The anticipated cost of concrete would be no more than \$100. (only cost would be concrete to fill the holes that the basketball poles go into)
9. The funding would come from the Jr Pro basketball account at Buchanan Elementary. Plenty of funds are currently available.
10. Not Applicable
11. Not Applicable
12. Yes, picture on my phone.
13. Yes. Ms. Witt spoke with Mr. Yarbrough regarding the location for the basketball goals outside. He agreed that the selected location is the only location that would be appropriate for this installation.
14. Not Applicable
15. Not Applicable

16. Not Applicable

17. The project should take no longer than a couple of days. Summer of 2024

18. No more than 5-6 bags of concrete are all the supplies/cost that is included. Estimated cost \$10/bag.

19. No contractor is needed. We are requesting that RCS maintenance put in the goals for us. Mr. Walls has agreed to this installation.



X
Basketball
Goal

Basketball
Goal X

STS Distribution, LLC
 606 St. Blaise Rd
 Gallatin, TN 37066
 +1 6158667082
 pick@sportsturfconstruction.com



STS
 DISTRIBUTION

ADDRESS
 Blackman Middle School
 Baseball
 3945 Blaze Drive
 Murfreesboro, TN 37128

SHIP TO
 Blackman Middle School
 Baseball
 3945 Blaze Drive
 Murfreesboro, TN 37128

Estimate 4145

DATE 04/17/2024

QTY	DESCRIPTION	RATE	AMOUNT
1	Materials and labor to install 26' diameter home plate artificial turf *remove 4" of clay (dispose on site) *install plastic 2x4 borders *install stone/grade/compact *install home plate *install turf *install batters boxes/foul lines/catchers box *tape and glue seams *attach turf to 2x4 border *install crumb rubber and sand/brush in *sod around disturbed area as needed *clean up	13,360.00	13,360.00T
		SUBTOTAL	13,360.00
		TAX	0.00
		TOTAL	\$13,360.00

Accepted By

Accepted Date

It is our policy to maintain a copy of all tax exemption certificates. If we do not have a properly executed certificate, we are obligated to collect taxes. Please send your tax exemption certificate along with your payment or email it to lenore@sportsturfconstruction.com.

TO: Mr. Trey Lee
FROM: Kim Stoecker *KS*
DATE: April 11, 2024
RE: Addition of Heat and Air to Existing baseball Facility

Siegel Middle School would like to request permission from the Rutherford County School System Administration and the Rutherford County Board of Education to add heating and air to our existing baseball hitting/ practice facility at Siegel Middle School. Please see the attachment for the Heat and Air bid provided by RCC Home Solutions. This project will be paid for by existing funds in the Siegel Middle School Baseball account and will be at no cost to Rutherford County Schools or the Rutherford County Board of Education. If approved, installation would be completed this summer.

If you need more information or have questions, please call or email me.

Thank you.

rcchomesolutions@gmail.com

RCC Home Solutions

Estimate

For: **Drew Cox**
Dcox@tdkconstruction.com

Number: **EST1001**
Date: **Nov 5, 2023**

Siegel Middle School Hitting Facility

Description	Quantity	Unit price	Amount
(Installation) Installation of a 4 ton Goodman split heat pump system Installation of power wire for condenser and air handler ran from sub panel Installation of approximately 50 ft of sock duct 1 year warranty from installation date 50% deposit due prior to start of project 50% due upon completion of work	1	\$12,000.00	\$12,000.00
		Subtotal:	\$12,000.00
Total			\$12,000.00