



Rutherford County Schools

2240 Southpark Drive
Murfreesboro, TN 37128

JANUARY 22, 2026
5:30 P.M.

AGENDA

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE/PRAYER

We will be opening the meeting with a brief moment of silence or prayer and the pledge of allegiance to the United States flag. No one is required to participate or be present for any of these and being in this portion of the meeting is completely voluntary.

Work Session: Claire Maxwell

Board Meeting: Claire Maxwell

3. APPROVAL OF AGENDA

Recommended Motion - to approve the agenda as presented.

4. RENEWAL – EXTENSION OF DIRECTOR’S CONTRACT (TAB 1)

5. APPROVAL OF CONSENT AGENDA (TAB 2)

A. Minutes: Board Meeting Minutes, January 8, 2026

B. Bids: Request to Purchase Homesteader enclosed trailer (OHS Culinary)
Request to Purchase a mower (RSM)
Request to Purchase Omnia Contract R250307 (renewal of Security Software Monitoring)

C. Use of Facilities

FACILITIES USE

1/22/2026

Fees

Barfield Elementary	RockOnMusic dba FineArtsMatter, guitar & music class, classrooms, 2/2/26 – 5/4/26, \$30 per day
Blackman Middle	Tennessee Hustle Basketball, practice, gym, 2/1/26 – 6/30/26, \$18 per hour
Christiana Middle	TN Ignite, basketball practice, gym, 2/4/26 – 7/31/26, \$18 per hour
Eagleville	Murfreesboro Obedience Training Club, scent work trial, classrooms, cafeteria & campus, 5/30/26, \$1,918
Riverdale High	Ridgeside Subdivision HOA, meeting, cafeteria, 2/18/26, \$18 per hour
Rockvale Elementary	TN Ignite, basketball practice, gym, 2/4/26 – 7/31/26, \$18 per hour
Siegel Middle	Jack City 2014, softball practice, sports field, 1/23/26 – 2/12/26, \$18 per hour
Smyrna High	North Rutherford Soccer/Stones River FC, games, stadium, 1/24/26, \$100 per hour
Wilson Elementary	RockOnMusic dba FineArtsMatter, music class, classrooms, 2/4/26 – 5/1/26, \$30 per day

No Fees

Roy Waldron Elementary	Universal Sports League, basketball games, gym, 1/24/26 – 3/14/26, no fees
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Note: Facility use prior to 1/22/26 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.**

D. Non-Faculty 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 2025-2026 school year:

NAME	SCHOOL	SPORT
Summers, Janai	Oakland High	Track
Galinat, Jacob	Oakland Middle	Baseball
Murphy, Jamie	Rocky Fork Middle	Track
West, Adam	Rocky Fork Middle	Baseball
DeGuzman, Johanna-Grace	Smyrna High	Flag Football
Powell, Randarius	Smyrna High	Tennis
Pruitt, David	Smyrna High	Tennis
Clemons, Anthony	Smyrna Middle	Baseball
Miller, Terry	Smyrna Middle	Softball
Scott, Jeremiah	Smyrna Middle	Baseball
Dohuky, Omar	Stewarts Creek Middle	Boys Soccer

E. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Isaiah Phillips	\$500.00	Blackman High School	School Funds - Basketball	Supervision of workout room over winter break
Nolan Clark Blair	\$2,000.00	McFadden	School Funds - Jr Pro	Gym Supervision, Setup, & Cleanup
Rachel Deml	\$8,000.00	Siegel High School	Outside Group / Use of Facilities	Building Supervisor - Fellowship Bible church of Rutherford County

Name-Non-Faculty	NTE Amt.	School	Funded By	Description
Brianne Allen	\$1,500.00	Siegel Middle School	School Funds - Softball	Asst. Softball Coach
Sean Minnery	\$400.00	Whitworth Buchanan	School Funds - Archery	Asst. Archery Coach
Name-Classified	NTE Amt.	School	Funded By	Description
Amanda Ladd	Classified Overtime Rate	Rock Springs Middle	School Funds - Archery	Custodial

Recommended Motion – to approve the consent agenda as presented.

6. GUEST SPEAKER

Work Session: Presentation to the Board by Mr. Edsel Charles of MarketGraphics Research Group, Inc.

Board Meeting: Presentation to the Board by the Colonel Hardy Murfree Chapter of the Daughters of the American Revolution

7. PUBLIC COMMENTS*

**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

Rutherford students, teacher march in Rose Parade

Four RCS students and one teacher were selected to participate in this year’s Tournament of Roses Parade, held January 1, 2026, in Pasadena, California. Band Director, Jared Ford will share his experience participating in this prestigious event.

TEACHER

Jared Ford – Band Director, Siegel Middle School

Dr. Anna Ralston receives state award for Special Education

Dr. Annie Ralston, Special Education Coordinator for Rutherford County Schools, in December received the Tennessee Association of Administrators in Special Education (TAASE) Cup, one of the state’s most prestigious honors recognizing excellence in special-education leadership.

Meagan Turnbow honored as state finalist for Tennessee Supervisor of the Year

The Tennessee Department of Education held an awards reception for state finalists in December at the Noah Liff Opera Center. Ms. Turnbow was honored as the Mid Cumberland Core Regional Supervisor of the Year for 2025-2026

RCS Supervisor of the Year, Principal of the Year

Dr. Mark Gullion, Federal Programs director, has been named RCS Supervisor of the Year, and Buchanan Elementary Principal Ashley Witt has been named the RCS Principal of the Year. Both will now advance to the regional competition.

9. BOARD ITEMS (TAB 3)

A Resolution to Establish an Annual Observance of the Fourth of July Through Instruction in All Schools

The Fourth of July commemorates the founding of the United States of America and the adoption of the Declaration of Independence. Because this national holiday occurs during the summer months when schools are not in session, the Board affirms the importance of intentional instruction during the academic year to ensure students understand the historical significance, constitutional foundations, and civic principles upon which the nation was established.

Recommended Motion – to approve the resolution in support of Fourth of July instruction in all schools as presented.

10. HUMAN RESOURCES

2025-2026 Tenure Recommendations: 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:

	Name	Position	School/Location
1	Susan M. Dipentino	Special Ed. Teacher	Barfield Elementary
2	Demia D. Espinal	School Counselor	Barfield Elementary
3	William Kevin Templeton	Assistant Principal	Barfield Elementary

4	Kimberly Davis King	4th Grade Teacher	Buchanan Elementary
5	Jennifer Dawn Russell	Music Teacher	Buchanan Elementary
6	Joyce Elizabeth Stucky*	Kindergarten Teacher	Buchanan Elementary
7	Goeun Byon	Special Ed. Teacher	Blackman Elementary
8	Angela Dea Ruzicka	School Counselor	Blackman Elementary
9	Midge Chipman Taylor*	1st Grade Teacher	Blackman Elementary
10	Margaret Rose Elaine Tillman	4th Grade Teacher	Blackman Elementary
11	Kyndall Marielle Alexander	4th Grade Teacher	Brown's Chapel Elementary
12	Alyssa Leigh Arrington	2nd Grade Teacher	Brown's Chapel Elementary
13	Corrine Marie Morris	SpED Structured Setting Teacher	Brown's Chapel Elementary
14	Michaela Lynn Schuzer	Kindergarten Teacher	Brown's Chapel Elementary
15	Anna M'Kenzie Stratton	1st Grade Teacher	Brown's Chapel Elementary
16	Abigail P. Stokes	3rd Grade Teacher	Brown's Chapel Elementary
17	Monica Nicole Addison Roberts	Library Media Specialist	Cedar Grove Elementary
18	Emily Caroline Bessant	5th Grade Teacher	Cedar Grove Elementary
19	Jessica Lynn Galloway	School Counselor	Cedar Grove Elementary
20	Brittany Megan Pires	Kindergarten Teacher	Cedar Grove Elementary
21	Kara Windrow DeLozier	1st Grade Teacher	Christiana Elementary
22	Brock Mackenzie Elliott	Special Ed. Teacher	Christiana Elementary
23	Sharon Kaye Hawk	1st Grade Teacher	Christiana Elementary
24	Jamie L. Hines	3rd Grade Teacher	Christiana Elementary
25	Lydia Laine Mehring	1st Grade Teacher	Christiana Elementary
26	James N. Steiner	5th Grade Teacher	Christiana Elementary
27	Simone Breanne LeClaire	1st Grade Teacher	David Youree Elementary
28	Caitlin Elizabeth Miller	4th Grade Teacher	David Youree Elementary
29	Christy Stewart Simmons	2nd Grade Teacher	David Youree Elementary

30	Leighann Marie Smith	1st Grade Teacher	David Youree Elementary
31	Christa D. Campbell*	Instructional Coach	HP Campus/McFadden
32	Sayward Amanda Ratliff	Art Teacher	HP Campus School
33	Bethany Katlynn Qualls	School Counselor	John Coleman Elementary
34	Chance Nicholas Simms	PE Teacher	John Coleman Elementary
35	Maria Sturgill Webb	Kindergarten Teacher	John Coleman Elementary
36	Natalie Danielle Cates	2nd Grade Teacher	Kittrell Elementary
37	Marisela Rosado	1st Grade Teacher	Lascassas Elementary
38	Aliya Allegria Castle	3rd Grade Teacher	La Vergne Lake Elementary
39	Frances Obrien O’Riordan	5th Grade Teacher	La Vergne Lake Elementary
40	Jenny P. Copeland*	Kindergarten Teacher	McFadden School of Excellence
41	Megan M. Frazier	Library Media Specialist	McFadden School of Excellence
42	Madison Quinn Byrne	4th Grade Teacher	Plainview Elementary
43	Jordan Michelle Cothron	Kindergarten Teacher	Plainview Elementary
44	Shelby Lynn Livingston	4th Grade Teacher	Plainview Elementary
45	Norman Lowell Smith	4th Grade Teacher	Plainview Elementary
46	Jessica Lynn Zierman	1st Grade Teacher	Plainview Elementary
47	Lawren Nicole Christianson	Pre-K Teacher	Poplar Hill Elementary
48	Courtney Mullins	4th Grade Teacher	Poplar Hill Elementary
49	Sara L. Wilcox	2nd Grade Teacher	Poplar Hill Elementary
50	Mona Zaki Abualnail	1st Grade Teacher	Rockvale Elementary
51	Kimberly Michelle Bove	1st Grade Teacher	Rockvale Elementary
52	Kristen Denise Looney*	4th Grade Teacher	Rockvale Elementary
53	Jill Leighton Massengill	2nd Grade Teacher	Rockvale Elementary
54	Casandra Nell McDougal	Kindergarten Teacher	Rockvale Elementary
55	Karen Lynn Mobbs*	3rd Grade Teacher	Rocky Fork Elementary
56	Bradley Scott Platt	2nd Grade Teacher	Rocky Fork Elementary

57	Molly Elizabeth Sanchez	ESL Teacher	Rock Springs Elementary
58	James Keith Bessant	4th Grade Teacher	Roy Waldron Elementary
59	Chelsea Lynn Bruster	1st Grade Teacher	Roy Waldron Elementary
60	Kasi Danae Crawley	1st Grade Teacher	Roy Waldron Elementary
61	Jill Marie Harder	1st Grade Teacher	Roy Waldron Elementary
62	Virginia Lane Sheetz	Music Teacher	Roy Waldron Elementary
63	Jaclyn Nicole Vander Woude	2nd Grade Teacher	Roy Waldron Elementary
64	Ivy Summer Miller	4th Grade Teacher	Smyrna Elementary
65	Amy Lucinda Gardner	Special Ed. Teacher	Smyrna Primary
66	Angela D. Helton*	Kindergarten Teacher	Smyrna Primary
67	Rachel Dyan Nitzsche	2nd Grade Teacher	Smyrna Primary
68	Elizabeth Marie Brown*	5th Grade Teacher	Stewarts Creek Elementary
69	Sarah Elizabeth Delacruz	1st Grade Teacher	Stewartsboro Elementary
70	Shelby Grace Gentry	1st Grade Teacher	Stewartsboro Elementary
71	Rachael Marie Peterson	5th Grade Teacher	Stewartsboro Elementary
72	McKinsie Elise Rutherford	Academic Interventionist	Stewartsboro Elementary
73	Amanda Rose Vanderpool	Academic Interventionist	Stewartsboro Elementary
74	Emily Jaima Marghella	5th Grade Teacher	Thurman Francis Arts Academy
75	Lindy Casandra Bolyard	1st Grade Teacher	Walter Hill Elementary
76	Krista Jean Butler	Instructional Coach	Walter Hill Elementary
77	Mary Katherine Monson	3rd Grade Teacher	Walter Hill Elementary
78	Myranda Lyn Peterson	5th Grade Teacher	Walter Hill Elementary
79	Abigail Turner	1st Grade Teacher	Walter Hill Elementary
80	Ashley J. Cathers*	4th Grade Teacher	Wilson Elementary
81	Lauren Alexis Leboy	2nd Grade Teacher	Wilson Elementary
82	Hallie Jewell Madewell	3rd Grade Teacher	Wilson Elementary
83	Anita Fay Renwhaw	ESL Teacher	Wilson Elementary
84	Lydia Renate Smith	5th Grade Teacher	Wilson Elementary

Middle Schools:

	Name	Position	School/Location
85	Benjamin Luke Hillis	CTE - Career Exploratory	Blackman Middle School
86	Ellen Renee Johnson	6th/8th Grade Social Studies	Blackman Middle School
87	Megan Elizabeth Kelley	PE Teacher	Blackman Middle School
88	Kerri Lee Lovell	6th Grade Math Teacher	Blackman Middle School
89	Cynthia Kurzrock Lozier	8th Grade ELA Teacher	Blackman Middle School
90	Joshua Pope	7th Grade ELA Teacher	Blackman Middle School
91	Lynne Claire Rankin	6th Grade Math Teacher	Blackman Middle School
92	Sara Nicole Wright	Math Teacher	Blackman Middle School
93	Mehgan Denise Quinn	6th Grade Social Studies Teacher	Christiana Middle School
94	Sarah Jennifer Schwartz	8th Grade Math Teacher	Christiana Middle School
95	Allana R Dail	7th Grade ELA Teacher	La Vergne Middle School
96	Manal Girgis	ESL Teacher	La Vergne Middle School
97	Michael Anthony Happel	6th Grade Math Teacher	La Vergne Middle School
98	Jennifer Paige Johannesen	ESL Teacher	La Vergne Middle School
99	Jessica Leigh Mansfield	7th Grade Math Teacher	La Vergne Middle School
100	Evelyn Tabilisma Egan	7th Grade Math Teacher	Oakland Middle School
101	Ashley Michelle Moore	8th Grade Math Teacher	Oakland Middle School
102	Chandra Denise Bennett	ELA/Gifted Teacher	Rockvale Middle School
103	Jessica Dawn Bennett	8th Grade ELA Teacher	Rockvale Middle School
104	Leighton Charles Butler	Assistant Principal	Rockvale Middle School
105	Brittney L Shea	8th Grade ELA Teacher	Rockvale Middle School
106	Marian C Fleener	SpED Structured Setting Teacher	Rocky Fork Middle School
107	Katie Nicole Jones	6th Grade ELA Teacher	Rocky Fork Middle School
108	Sydney Nicole Maxwell	ESL Teacher	Rocky Fork Middle School
109	Jennifer Leigh Grimes	Science/Social Studies Teacher	Rock Springs Middle School
110	Stephanie Louise Sloan	SpED Teacher	Rock Springs Middle School
111	Shawn Todd	English Teacher	Rock Springs Middle School

112	Tearsa Gardner	SpED Teacher	Siegel Middle School
113	Vanessa Cynthia Nelson	8th Grade ELA Teacher	Siegel Middle School
114	Bridgette Michelle Adkins	Fine Arts Teacher	Smyrna Middle School
115	Amber Marie Morton*	8th Grade Science Teacher	Smyrna Middle School
116	Amanda Kayleigh Phillips	7th and 8th Grade Math Teacher	Smyrna Middle School
117	Sharla Lee Dozier*	Math Teacher	Stewarts Creek Middle School
118	Kara Katherine Flippo	6th Grade Science	Stewarts Creek Middle School
119	Megan Louise Jones	SpED CDC Teacher	Stewarts Creek Middle School
120	Brittany Nicole Waltman	8th Grade ELA Teacher	Stewarts Creek Middle School
121	Vincent Takeshi Nagatomo	6th Grade Social Studies Teacher	Whitworth-Buchanan Middle School

High Schools:

	Name	Position	School/Location
122	James David Cassidy	CTE - Criminal Justice	Blackman High School
123	Angela Renee Hames	English Teacher	Blackman High School
124	Alexander Anthony Mullane	English Teacher	Blackman High School
125	DeAnna DeBow Osborne*	ESL Teacher	Blackman High School
126	Brittany Lea Wiloughby Dixon	Spanish Teacher	Central Magnet School
127	Brandon Martin Eldridge	History Teacher	Central Magnet School
128	Eric Clayton Fann*	Biology Teacher	Central Magnet School
129	Danny Leon Freeman	Art Teacher	Central Magnet School
130	Marisa Keiann Miller	Social Studies Teacher	Central Magnet School
131	Dusty Chade Stearns	PE Teacher	Central Magnet School
132	Steven K. Nixon*	History Teacher	Daniel McKee Alternative
133	Kimberly Joan Norrod	English Teacher	Daniel McKee Alternative
134	Glenn Thomas Suggs*	Assistant Principal	Daniel McKee Alternative
135	Rachel Lindsay Acevedo	Spanish Teacher	Eagleville School
136	Steven Anthony Ford	Government/Economics Teacher	Holloway High School

137	Cynthia Blair Barnhill	9th Grade World History Teacher	La Vergne High School
138	Ryan Thomas Flynn*	Integrated Math I Teacher	La Vergne High School
139	Miryam Elisheba Hayes	English Teacher	La Vergne High School
140	Joseph Andrew Huddleston	PE/Personal Finance Teacher	La Vergne High School
141	Charlise Kinslow	Cosmetology Teacher	La Vergne High School
142	Ryan Hunter Locke	Criminal Justice Teacher	La Vergne High School
143	Julie Adolfina Lopez-Aguirre	Spanish Teacher	La Vergne High School
144	Nicholas David Narrell	Math Teacher	La Vergne High School
145	Autumn Simpson	English Teacher	La Vergne High School
146	Marcus S Bryson	PE Teacher	Oakland High School
147	Alexandra Vania Chatman	English Teacher	Oakland High School
148	Ciera Dobbins Jackson	Math Teacher	Oakland High School
149	Anthony Rutland	Criminal Justice Teacher	Oakland High School
150	Abdul Samad Tamim Abu-Shanab	Science Teacher	Riverdale High School
151	Melissa M Bunch	Chemistry Teacher	Riverdale High School
152	Trent Carrier	Chemistry Teacher	Riverdale High School
153	Byrena Lynn Floyd-Kirkham	SpED Teacher	Riverdale High School
154	Tracie Marie Cannon Holt	Instructional Coach	Riverdale High School
155	Haley Michelle Lambert	History Teacher	Riverdale High School
156	Barry Scott Marton	History Teacher	Riverdale High School
157	Ashley Marie Polk	9th and 10th Grade ELA Teacher	Riverdale High School
158	Brittany Erin Rhinehart	Biology Teacher	Riverdale High School
159	Nicole Marie Rodrigues	English Teacher	Riverdale High School
160	Hannah Joy Belcher	Math Teacher	Rockvale High School
161	Julie Anne Benjamin	English Teacher	Rockvale High School
162	Heather Aliene Bethurum	Art Teacher	Rockvale High School
163	Patricia Campbell	Spanish Teacher	Rockvale High School
164	Dakota Chance Crane	PE Teacher	Rockvale High School
165	Ryan Walker Feris	Wellness Teacher	Rockvale High School

166	Salah H Ghatas	Math Teacher	Rockvale High School
167	Joshua Mathew Loomis	Math Teacher	Rockvale High School
168	Jasmine Smith	SpED Teacher	Rockvale High School
169	Carissa Lynn VerBruggen	English Teacher	Rockvale High School
170	Jonathan Leon White	History Teacher	Rockvale High School
171	Layne Allen	SpED Teacher	Siegel High School
172	Joshua B Carroll	STEM Teacher	Siegel High School
173	John Michael Cooper	Spanish Teacher	Siegel High School
174	Melissa Lynn Deer	English Teacher	Siegel High School
175	John C DeValk	Science Teacher	Siegel High School
176	Randall Lee Murphree	PE Teacher	Siegel High School
177	Misty James Naran	Math Teacher	Siegel High School
178	Sapnesh Pravin Naran	Math Teacher	Siegel High School
179	Sarah Jean Potts	CTE - Graphic Arts Teacher	Siegel High School
180	Kristyn Elizabeth Reed	SpED CDC Teacher	Siegel High School
181	Adam Wayne Renshaw	US Government Teacher	Siegel High School
182	Eric Frank Smith	RISE	Siegel High School
183	Lisa Lynn Snetsinger	CTE - Health Science	Siegel High School
184	Casey Jonathon Adams	Graduation Coach	Smyrna High School
185	Sydney Lareigh Austell	English Teacher	Smyrna High School
186	Christy Lynn Burns	CTE - Interior Design Teacher	Smyrna High School
187	Kyle Brook Dietz	CTE - Audio/Visual Teacher	Smyrna High School
188	Tracy Stepp Burtnett	SpED Teacher	Smyrna High School
189	Bryan Kevin Pitts	CTE - Construction	Smyrna High School
190	Tammy Lynn Shrivalle	US History Teacher	Smyrna High School
191	Julie C Verdoni	Chemistry Teacher	Smyrna High School
192	Rebecca Raquel Walther	Art Teacher	Smyrna High School
193	Caitlin Elizabeth Wester	SpED Inclusion Teacher	Smyrna High School
194	Richard Aaron Beard	CTE - Computer Repair Teacher	Stewarts Creek High School
195	Scott Anthony Boudreau	History Teacher	Stewarts Creek High School

196	Lindsey Ann Duggin	Theater Arts Teacher	Stewarts Creek High School
197	Susan Marie Kelly	Music/Choir Teacher	Stewarts Creek High School
198	Michael Alan Strickland	ACT Prep Teacher	Stewarts Creek High School
198	Adrianna Chelsea West	Spanish Teacher	Stewarts Creek High School
200	Tiffany Porter Holley	SpED Teacher	Smyrna West Alternative

Central Office:

	Name	Position	School/Location
201	Hafsa Jamal Abed	School Social Worker	CO - Special Ed. Dept.
202	Brittany Joy Auerbach	School Psychologist	CO - Special Ed. Dept.
203	Joshua J. Coutts	School Psychologist	CO - Special Ed. Dept.
204	Larry James Crismon, Jr.	Behavior Interventionist	CO - Special Ed. Dept.
205	Elizabeth Jane Davis	Extended Learning Specialist	CO - Instruction Dept.
206	Megan Encalada	Special Ed. Vision Teacher	CO - Special Ed. Dept.
207	Niketa Nicole Little	Sign Language Interpreter	CO - Special Ed. Dept.
208	Corey A. Mullins	Title I ESL District Coach	CO - ESL Dept.
209	Shelby Lynn Silva	Speech-Language Pathologist	CO - Special Ed. Dept.
210	Devolla Spann-Moorman	Special Ed. Supervisor	CO - Special Ed. Dept.
211	Meagan Marie Hayes Turnbow	ESL Coordinator	CO - ESL Dept.
212	Casey Wood	ESL Instructional Facilitator	CO - ESL Dept.

*Reinstating tenure

Recommended Motion: to approve the recommendation of the Director of Schools to award tenure to the teachers who met the criteria for 2025-2026 as presented.

11. LEGAL (TAB 4)

I. Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for making a mass threat.

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.

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

II. Transfer Student Under Discipline (2)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded for possession of a box cutter and making threats.

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.

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

12. ENGINEERING AND CONSTRUCTION (TAB 5)

A. CLQ Land Development Sewer Easement for Lee Road: CLQ Land development has been working with the Town of Smyrna Utilities for sewer connection for their development on Lee Road. This development is across Lee Road from the RCS property under contract. They are requesting a 30' easement on the East boundary. CLQ has been informed that the property has not closed, but this could be approved pending closure. Engineering and Construction has reviewed the request and has no objections.

Recommended Motion – to approve the CLQ sewer easement as presented.

B. Transportation Route Flow Chart: The Transportation Department has modified the route award flow chart to include all open routes offered to speed up the process.

13. FINANCIAL UPDATE

14. DIRECTOR'S UPDATE

15. LEGISLATIVE UPDATE

16. GENERAL DISCUSSION

17. ADJOURNMENT

AMENDMENT TO CONTRACT OF EMPLOYMENT

This Amendment to Contract of Employment is made and entered the 22nd day of January, 2026 (“Effective Date”) by and between the Rutherford County Board of Education (the “Board”) and James Sullivan (“Sullivan”).

WITNESSETH

WHEREAS, the Board entered into a Contract of Employment dated April 4, 2024 with Sullivan to serve as Director of Schools for the Rutherford County School System (“Contract”); and

WHEREAS, the Board and Sullivan have agreed to amend the Contract to extend the term of the Contract to;

NOW, THEREFORE, the Contract is hereby amended to provide as follows:

1. Section 1 of the Contract is amended by replacing the section in its entirety with the following:

The employment of Director under this contract shall commence on January 22, 2026 and shall extend until January 22, 2030 for a term of 4 years. The Board shall consider the issue of whether to extend this contract on or before October 4, 2029; however, the Board reserves the right to extend the contract at an earlier or later date should the Board so determine. If no action is taken by the Board to extend this contract prior to the expiration of the term, the contract shall terminate on January 22, 2030. Any amendments or extensions of this contract shall be reflected in the minutes of the Board and shall be in writing executed by both the Board and Director.

2. Except as amended above all other provisions of the Contract remain in full force and effect.

RUTHERFORD COUNTY BOARD
OF EDUCATION

By: _____
Claire Maxwell, Chairman

_____ James Sullivan

ATTESTED TO:

Dawn Williams, Secretary



Rutherford County Schools

2240 Southpark Drive
Murfreesboro, TN 37128

MINUTES OF JANUARY 8, 2026

Board Members Present

Claire Maxwell, Board Chair
Frances Rosales, Vice-Chair
Caleb Tidwell
Katie Darby
Tammy Sharp
Butch Vaughn
Stan Vaught

Also in Attendance

Dr. James Sullivan, Director of Schools

1. CALL TO ORDER

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

2. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE/PRAYER

We will be opening the meeting with a brief moment of silence or prayer and the pledge of allegiance to the United States flag. No one is required to participate or be present for any of these and being in this portion of the meeting is completely voluntary.

Work Session: Stan Vaught

Board Meeting: Stan Vaught, special prayer request for Dr. McPhee and his family.

3. APPROVAL OF AGENDA

Motion made by Frances Rosales and seconded by Butch Vaughn to approve the agenda as presented.

Dr. Sullivan brought attention to #11 Financial Update as it was recently added.

**Vote: All yes
Motion passes.**

4. APPROVAL OF CONSENT AGENDA (TAB 1)

5. Minutes:

Board Meeting Minutes, December 11, 2025

6. Bids:

Request for approval to piggyback the Metro Public School RFP

7. Use of Facilities:

FACILITIES USE

1/8/2026

Fees

La Verge Middle	Tennessee Tamizh Sangam, harvest festival, classrooms & auditorium, 1/24/26, \$475
Siegel High	Middle Tennessee School Band & Orchestra Association, rehearsals & concerts, classrooms & auditorium, 1/15/26 – 1/17/26, \$990
Siegel High	Nashville United Soccer Academy Boys, games, sports field, 4/11/26, \$150 per game
Siegel High	Nashville United Soccer Academy Girls, games sports field, 3/21/26 – 3/22/26, \$150 per game
Smyrna Middle	North Rutherford Soccer/Stone River FC, training, gym, 1/9/26 – 2/19/26, \$18 per hour

No Fees

David Youree Elementary	Smyrna Junior Basketball League, practice, gym, 1/13/26 – 3/13/26, no fees
Eagleville School	Eagleville Youth Baseball Softball League, skills day, gym, 2/7/26, no fees

John Coleman Annex	Murfreesboro Police Dept., K9 unit training, campus, 1/9/2025 – 1/9/2026, no fees
Oakland High	Christian Life Church, services, classrooms, auditorium & cafeteria, 2/1/26 – 6/30/26, no fees, *In-Kind Agreement
Siegel Middle	Tennessee Association of Student Councils, meetings, classroom & gym, 1/17/26 – 1/18/26, no fees

Note: Facility use prior to 1/8/26 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.**

8. Non-Faculty 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	ACTIVITY
Smith, Erch	Eagleville School	Band
Skinner, David	Oakland Middle School	Band
Donaldson, Karly	Blackman High	Softball
Isbell, Michael	Blackman High	Track
Van Winkle, Luke	Blackman High	Baseball
Watts, Joseph	Blackman High	Track
Mabry, Tanner	Eagleville	Baseball
Vaughn, Will	Eagleville	Baseball
Wilson, Chris	Eagleville	Archery
Jobe, Braeden	Oakland High	Track
Long, Taylor	Oakland High	Lacrosse
Lyons, Pierre	Oakland High	Softball
Fuller, Preston	Rockvale High	Track

Anderson, Canaan	Siegel High	Track
Mooney, Kyle	Smyrna High	Baseball
Taylor Moss, Ashley	Smyrna Middle	Track
Wilson, Kenneth	Smyrna Middle	Softball
Jones, Cooper	Stewarts Creek High	Ultimate Frisbee

9. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Laurie Smithson	\$2,000.00	Central Magnet	School Funds - Safety	Gym supervision for 1st and 2nd semesters
Andrew Arnold	\$2,000.00	Central Magnet	School Funds - Safety	Gym supervision for 1st and 2nd semesters
Ann Borombozin	\$675.00	Central Magnet	School Funds - Athletics	Assist Cheer Team
Leland Punke	\$2,500.00	Central Magnet	School Funds - Various 2025/2026 School Year	Bus Driver
Laurie Smithson	\$1,000.00	Central Magnet	School Funds - Basketball	Safety Supervision/Weapon Detection supervision at home Basketball Games Assistant Coach
Jennifer Cooper	\$1,500.00	Eagleville School	School Funds - Volleyball	Assistant Coach
Jacqueline Grever	\$600.00	Riverdale High School	School Funds - Volleyball	Varsity Assistant Coach
Barry Marton	\$2,500.00	Riverdale High School	School Funds - Boys & Girls Basketball	Score Board Operator
Jazmin Pope	\$1,062.54	Rock Springs Middle School	School Funds - Soccer	Assistant Coach
Laurie Vinson	\$500.00	Rockvale High School	School Funds - Girls Soccer	Assistant Coach
Marcus Hill	\$500.00	Rockvale Middle School	School Funds - Boys Basketball	Assistant Coach

Katherine J. Smith	\$2,000.00	Siegel High School	School Funds - Admin/Other	Morning Supervision/Scanners
Alec Haston	\$1,525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Jordan Tyler Smith	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Enoch Williams	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Williams Hawkins	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Brian Waite	\$725.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Joseph Frost	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Nicholas Michaels	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Brian Burnham	\$525.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Lucas Hamilton	\$500.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Ryan Wood	\$500.00	Stewarts Creek High School	School Funds - Football	Assistant Football Coach
Shaun Smith	\$10,000.00	Stewarts Creek High School	School Funds - Vending	Vending Mgt. - Stocking Machines, Ordering, Stock Rotation
Selina Walker	\$500.00	Stewarts Creek Middle School	School Funds - Dance	Assistant Coach
Brayden Jackson	\$1,000.00	Stewarts Creek Middle School	School Funds - Various Tournaments/Wrestling/Basketball	Gate Worker/Tickets
Sarah Schubert	\$1,000.00	Stewarts Creek	School Funds - Various Tournaments/Wrestling/Basketball	Gate Worker/Tickets

Jason Barringer	\$550.00	Middle School Whitworth Buchanan Middle School	School Funds - Band \$100/Football \$450	Playing Lights & Sound/Announcing at Football Games
Name-Non-Faculty	NTE Amt.	School	Funded By	Description
Erich Smith	\$25 per lesson	Eagleville School	School Funds - Band	Private Lessons
David Skinner	\$25 per lesson	Oakland Middle School	School Funds - Band	Private Music Lessons
Hayden Chambless	\$1,500.00	Riverdale High School	School Funds - Football	Assistant Football Coach
Jacob Rapp	\$600.00	Riverdale High School	School Funds - Volleyball	Assistant Volleyball Coach
Emma Bess	\$2,000.00	Riverdale High School	School Funds - Cross Country /Track	Distance Coach
Harry Crawford	\$1,000.00	Rockvale Middle School	School Funds - Basketball	Assistant Coach - Boys Basketball
Kaylyn Manning	\$1,000.00	Rockvale Middle School	School Funds - Cheer	Assistant Coach - Football/Competition Cheer
Harrison Sampson	\$25.00 per lesson	Smyrna Middle School	School Funds - Band	Bassoon/Oboe Lessons
Namu Keys	\$1,800.00	Stewarts Creek High School	School Funds - Football	Volunteer Football Coach
Aric Xavier Johnson	\$1,525.00	Stewarts Creek High School	School Funds - Football	Volunteer Football Coach
Kenel Saint Soir	\$1,500.00	Stewarts Creek High School	School Funds - Football	Volunteer Football Coach
Jacob Scott Amos	\$1,500.00	Stewarts Creek High School	School Funds - Football	Volunteer Football Coach
Tra 'Shaunda Brown	\$2,000.00	Stewarts Creek Middle School	School Funds - Dance Team	Head Coach Dance Team

Talea Gray	\$270.00	Whitworth Buchanan Middle	School Funds - Volleyball	Clock Keeper
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Temp-Non-Faculty	NTE Amt.	School	Funded By	Description
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Delana Easley Brenda Williams	\$1,000.00 \$250.00	Siegel High Whitworth Buchanan Middle	School Funds - Chorus School Funds - Choir	Pianist Black History Festival Accompanist
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Name-Classified	NTE Amt.	School	Funded By	Description
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David Meek	Classified Overtime Rate	David Youree Elementary	Smyrna Jr. Pro Basketball	Custodial
Rayshawn Frazier	Classified Overtime Rate	David Youree Elementary	Smyrna Jr. Pro Basketball	Custodial
Joshua Robinson	Classified Overtime Rate	David Youree Elementary	Smyrna Jr. Pro Basketball	Custodial
Jamie Hill	Classified Overtime Rate	Rock Springs Middle	School Funds - Basketball	Official Score Keeper
Tracy Fox	\$500.00	Stewarts Creek Middle School	School Funds - Dance	Assistant Coach
Majorie Cameron	Classified Overtime Rate	Stewartsboro Elementary	Basketball Smyrna Jr. Basketball League	Clean up gym
Cheryl Brimer	Classified Overtime Rate	Stewartsboro Elementary	Basketball Smyrna Jr. Basketball League	Custodial
Brenda Ramsey	Classified Overtime Rate	Stewartsboro Elementary	Basketball Smyrna Jr. Basketball League	Custodial

10. Stipend for Spring 2026 School Counseling Leads:

Elementary Counseling Lead-Amy McCann, Lascassas Elementary \$500
 Middle School Counseling Lead – April Mongold, Siegel Middle \$500
 High School Counseling Lead – Missy Blissard, Oakland High \$500

Motion Made by Frances Rosales and seconded by Stan Vaught to approve the consent agenda as presented.

**Vote: All yes
Motion passes.**

5. GUEST SPEAKER

Work Session: Presentation to the Board from the Nashville Anti-Human Trafficking Coalition

6. PUBLIC COMMENTS*

Caryn Coblio-Harrell speaking on behalf of a dozen students living in Trotter's Lane subdivision to request that the Board allow them to remain at Rockvale.

**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. BOARD ITEMS (TAB 2)

Resolution Supporting Expanded Financial Literacy Instruction

Local school boards across Tennessee are being asked to partner with the Tennessee Financial Literacy Commission to strengthen financial literacy education for students of all ages.

Currently, Tennessee requires financial literacy instruction at the high school level; however, there is no comparable requirement in elementary or middle school grades.

This resolution affirms the Board's commitment to prioritizing financial literacy instruction at earlier grade levels in Rutherford County Schools. Research and best practices show that foundational financial skills—such as budgeting, saving, and responsible decision-making—are most effective when introduced before high school.

By adopting this resolution, the Board expresses its intent to ensure that Rutherford County students receive age-appropriate financial literacy instruction by the end of fourth grade and again by the end of eighth grade, creating a continuum of learning that prepares students for high school, post-secondary education, and adulthood.

Motion made by Stan Vaught and seconded by Frances Rosales to approve the resolution committing the district to prioritize financial literacy instruction in elementary and middle schools and to partner with the Tennessee Financial Literacy Commission in support of this effort.

**Vote: all yes
Motion passes.**

B. Nashville Anti-Human Trafficking Coalition

Motion made by Frances Rosales and seconded by Butch Vaughn to review parent and student programming for potential use at our fall Parent Meetings for Middle and High Schools.

Vote: All yes

Motion passes.

C. RFP Request for Bus Contractor Insurance

No action needed per Stan Vaught

8. INSTRUCTION

2026 Charter Review Committee:

Dr. Jeff McCann	Coordinator of Choice and Charter Schools
Melinda Walters	Charter Schools Specialist
Trey Lee	Chief Operations Officer
Dr. Mark Gullion	Federal Programs Coordinator
Dr. Annie Ralston	Special Education Coordinator
Shannon Caywood	Special Projects Accountant
Andrea Bontempi	ESL specialist
Dr. Cindy Hayes	ELA specialist
Dr. Susan Loveless	K-5 Math Specialist
Justin Smith	Principal, Blackman High School
Dr. Sherry King	Principal, Homer Pittard Campus School
Glenn Schumpert	Parent/Community Representative
Juan Garza	Parent/Community Representative
Frances Rosales	Rutherford County School Board member

Motion made by Caleb Tidwell and seconded by Katie Darby to approve the 2026 Charter Review Committee as presented.

Vote: All yes
Motion passes.
9. LEGAL

Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC. 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 Transfer Student Under Discipline as presented.

Motion to admit the admission of the Transfer Student Under Discipline as presented made by Butch Vaughn and seconded by Tammy Sharp.

Vote: All yes
Motion passes.

10. ENGINEERING AND CONSTRUCTION (TAB 3)

A. Poplar Hill Elementary Interior Digital Display Board: Dr. Jason Eaton requested to install an Interior Digital Display Board. The cost for this request is \$30,000.00 and is at no cost to the Board. Engineering and Construction has reviewed the request and has no objections.

Recommended Motion – to approve the Poplar Hill Elementary Digital Display Board Project as presented. Motion made by Frances Rosales and seconded by Butch Vaughn

Vote: All yes
Motion passes.

B. Christiana Middle Baseball Scoreboard request: Dr. Kyle Nix and Christiana Middle School have been offered the existing Riverdale High School scoreboard. Christiana Middle will be responsible for relocation and installation. The cost for relocation and installation is \$6,350.00. Engineering and Construction has reviewed the request and has no objections.

Recommended Motion – to approve the Christiana Middle baseball scoreboard request as presented. Motion made by Butch Vaughn and seconded by Caleb Tidwell

Vote: All yes
Motion passes.

C. Maples Development Landscape Easement Request: The Maples Development, adjacent to Whitworth Buchanan Middle, has requested an amendment to the agreement allowing them to landscape. This agreement does not change or alter our easement agreement. The development is to enlarge the parking area and needs to make adjustment to our existing agreement. Engineering and Construction has reviewed this agreement and has no objections.

Recommended Motion – to approve the Maples landscape amendment to the easement agreement as presented. Motion made by Stan Vaught and seconded by Butch Vaughn.

Vote: All yes

Motion passes.

D. Transportation Contract Termination

Pursuant to Section 8.1 of the Rutherford County Board of Education Bus Contract, the Transportation Department has received an email notification on January 2, 2026, from Mendi Patterson for bus 251 requesting voluntary termination.

Recommended Motion – to approve the voluntary contract termination of bus 251 as presented. Motion made by Tammy Sharp and seconded by Caleb Tidwell.

Vote: All yes

Motion passes.

11. FINANCIAL UPDATE

In partnership with County Finance Department request to utilize Fund 189, funds currently allocated to the Church Street property to McFadden of Excellence adjacent property acquisitions and future renovations. This will replace the previously approved motion requesting the use of Fund 141 Fund balance for the above purchases.

Motion to approve using Fund 189 instead of previously approved Fund 141 Fund Balance to purchase adjacent property and future renovations of McFadden School of Excellence as presented, motion made by Frances Rosales and Caleb Tidwell.

Vote: All yes

Motion passes.

-Reviewed General Fund 141 Revenue and Expenditures, trending in the right direction.

-Budget season has officially begun.

12. DIRECTOR'S UPDATE

Nothing else to report.

13. GENERAL DISCUSSION

-On January 6, 2026, Mrs. Maxwell gave public notice of the request to extend the Director's contract at the January 22, 2026, meeting.

-Mrs. Rosales has a request from a parent to reconsider re-zoning of the Trotters Lane subdivision allowing them to remain at Rockvale. Currently, the map chosen by the Board has this subdivision being re-zoned. The Board is not in support of a motion to move this forward. Mr. Evans reminded everyone of open choice seats at all RCS locations and you may apply by

January 31st. Reminder to parents that the deadline for the grandfathering option is January 16, 2026.

-Ms. Sharp reminded the public that JazzFest is May 1-2, 2026.

-Mr. Vaught discussed the Joint Health & Ed Meeting. He recommended Market Graphics, from a Real Estate perspective for data as a comparison to data from RSP. Mr. Tidwell asked Mr. Vaught to ask them to attend a future meeting to present to the Board.

-Ms. Sharp agrees with Mr. Vaught that there is a misunderstanding about how the North End has grown. It was suggested that we ask the Commissioners to tour some of our schools.

-Mrs. Rosales wants to go back to #11 Financial Update and asked if there is enough money to purchase all five properties? Dr. Sullivan confirmed there is adequate funding to cover the purchases.

14. ADJOURNMENT

Gaveled out at 6:12 pm

Request to Purchase:

Rutherford County Schools CTE department would like to purchase a Homesteader 8'6"x20'x7 enclosed trailer with ramp door/side door for Oakland High School Culinary Arts program. Trailer will be purchased from BJ's Trailers at a cost not to exceed \$9,500.00.

To be funded through CTE Innovative School Model funds

Request to Purchase:

Rock Springs Middle School would like to purchase a John Deere Z950M ZTrak Master zero turn mower in the amount of \$8,211.93 from TriGreen Equipment.

To be funded through Rock Springs Middle School



Quote # 1166682

Exp. 29-Jan-2026

Balance Due
\$8,211.93

Prepared For

RUTHERFORD COUNTY BOARD OF
EDUCATION

2240 SOUTHPARK DR
MURFREESBORO, TN 371285507

Prepared By

Houston Jackson
464 Middle Tennessee Blvd
Murfreesboro, TN 37129
Phone: 615-427-9471

Description	Qty	Price
Z950M ZTrak	1	\$12,711.93
SubTotal		\$12,711.93
Total Selling Price		\$12,711.93
Final Trade Allowance	* 1	\$4,500.00
* 2017 John Deere Z950M		
Total Tax		\$0.00
Sub Total		\$8,211.93
Balance Due		\$8,211.93



JOHN DEERE

Configurations

Z950M ZTrak

QTY 1

Base / Options

United States/Canada	1	Fully Adjustable Suspension Seat with Armrests (24" High Back)	1
60 In. Side Discharge Mower Deck	1	24x12x12 Pneumatic Turf Tire for 54 In. and 60 In. Decks	1

A RESOLUTION TO ESTABLISH AN ANNUAL OBSERVANCE OF THE FOURTH OF JULY THROUGH INSTRUCTION IN ALL SCHOOLS

WHEREAS, the Fourth of July marks the founding of the United States of America and commemorates the adoption of the Declaration of Independence, through which the American colonies asserted their independence from England; and

WHEREAS, the Rutherford County Board of Education affirms the importance of teaching students the historical significance of American independence, the birth of the United States Constitution, and the fundamental rights and freedoms upon which the nation was founded; and

WHEREAS, the Fourth of July occurs during the summer months when schools are not in session, creating a need for intentional instruction during the academic year; and

WHEREAS, public schools play a vital role in fostering civic knowledge, patriotic pride, and an understanding of the nation’s heritage;

NOW, THEREFORE, BE IT RESOLVED that the Rutherford County Board of Education hereby establishes an annual observance of the Fourth of July through structured, age-appropriate instruction in all schools; and

BE IT FURTHER RESOLVED that one (1) instructional day shall be designated each school year for this observance; and

BE IT FURTHER RESOLVED that instruction shall include the historical context of American independence, the separation from England, the Declaration of Independence, the United States Constitution, and the basic rights guaranteed to citizens; and

BE IT FURTHER RESOLVED that instruction shall be delivered in alignment with grade-level curriculum requirements, including English Language Arts at the high school level and Social Studies at the middle school level; and

BE IT FINALLY RESOLVED that the Director of Schools or designee shall be responsible for implementation and oversight of this resolution.

Adopted this ___ day of _____, 2026.

RUTHERFORD COUNTY BOARD OF EDUCATION

By: _____

Claire Maxwell, Chairman

ATTESTED TO:

Dawn Williams, Secretary

DATE: December 18, 2025

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 expelled for possession of THC.

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.

SEWER LINE UTILITY EASEMENT AGREEMENT

This Sewer Line Utility Easement Agreement (this "Agreement") is entered into as of this _____ day of _____, 2025, by and between Rutherford County Schools ("Grantor"), whose address is 2240 Southpark Drive, Murfreesboro, TN 37128, and KMC Land, LLC, its successors and assigns ("KMC Grantee"), and the City of Smyrna, TN (the "City" and, together with KMC Grantee, the "Grantees"), whose address is 315 South Lowry Street, Smyrna, TN 37167.

RECITALS

WHEREAS, Grantor owns certain real property located at 5405 Lee Road, Smyrna, TN, in Rutherford County, Tennessee, with Parcel ID number R0030627 (the "Property"); and

WHEREAS, KMC Grantee requires a temporary construction easement for constructing a sewer line (the "Sewer Line") across the Property; and

WHEREAS, the City requires a permanent utility easement to access, operate, and maintain the Sewer Line as described in Exhibit A attached hereto.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, One Dollar (\$1.00), and other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

1. Grant of Easement. Grantor hereby grants to KMC Grantee, its successors, and assigns, a temporary construction easement and right of access across the Property for construction purposes. Grantor hereby grants to the City, its successors, and assigns, a perpetual easement for the access, operation, maintenance, and repair of the Sewer Line within the Easement Area (as defined below).
2. Scope of Easement.
 - a. The easement shall consist of a 30-foot-wide permanent sewer easement along the eastern property boundary, crossing Olive Branch Creek to the existing sewer trunk line on the south side of Olive Branch Creek, and a 50-foot-wide temporary construction easement overlapping the permanent easement, as more particularly described in Exhibit A attached hereto (collectively, the "Easement Area").
 - b. Grantees shall have the right to vehicular and pedestrian access to the Easement Area to construct and maintain the Sewer Line. KMC Grantee's access rights shall terminate upon the City's acceptance of the Sewer Line.
3. Maintenance Authority. The City shall have the perpetual right to inspect, maintain, and repair the Sewer Line within the Easement Area at all times.

4. Construction of Sewer Line. KMC Grantee, or its assignees, shall bear all construction costs for installing the Sewer Line. The 50-foot temporary construction easement shall revert to the 30-foot permanent easement upon completion of construction. The City shall have inspection rights during construction and shall assume perpetual maintenance of the Sewer Line upon completion. KMC Grantee shall obtain all necessary permits, including any required by the Tennessee Department of Environment and Conservation (TDEC) and/or the Army Corps of Engineers.
5. Restrictions on Property. Grantor shall not construct any buildings or structures over the Easement Area that may interfere with the construction, operation, maintenance, or repair of the Sewer Line.
6. Assignability. KMC Grantee may assign its rights and obligations under this Agreement to any affiliated entity or successor in interest for purposes of constructing the Sewer Line. The City's rights shall be assignable to its utility successors.
7. Indemnification. During construction, KMC Grantee shall indemnify and hold Grantor harmless from any claims, damages, or liabilities arising from construction in the Easement Area. The City shall indemnify and hold Grantor harmless from any claims arising from operation or maintenance of the Sewer Line. Upon completion, KMC Grantee shall have no further obligations and shall be indemnified by the City against post-construction claims.
8. Insurance. During construction, KMC Grantee shall maintain general liability insurance of at least Two Million Dollars (\$2,000,000), naming Grantor as an additional insured. After completion, the City shall maintain general liability insurance of at least One Million Dollars (\$1,000,000), naming Grantor as an additional insured, during any operation, maintenance, or repair.
9. Binding Effect. This Agreement shall run with the land and bind and inure to the benefit of the parties and their respective successors and assigns.
10. Governing Law. This Agreement shall be governed by the laws of the State of Tennessee, with venue in Rutherford County, Tennessee.
11. Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

GRANTOR: Rutherford County Schools By: _____ Name:
_____ Title: _____ Date:

STATE OF TENNESSEE COUNTY OF RUTHERFORD

On this __ day of _____, 2025, before me, a Notary Public in and for said State and County, personally appeared as (Title) _____, known to me or satisfactorily proven to be the person whose name is subscribed to the foregoing instrument as _____, and acknowledged that he/she executed the same for the purposes therein contained.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

Notary Public
My Commission Expires: _____
[Notary Seal]

KMC GRANTEE: KMC Land, LLC By: _____ Name: Mark Hanson Title: Manager Date: _____

STATE OF TENNESSEE COUNTY OF RUTHERFORD

On this __ day of _____, 2025, before me, a Notary Public in and for said State and County, personally appeared as (Title) _____, known to me or satisfactorily proven to be the person whose name is subscribed to the foregoing instrument as _____, and acknowledged that he/she executed the same for the purposes therein contained.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

Notary Public
My Commission Expires: _____
[Notary Seal]

CITY GRANTEE: City of Smyrna By: _____ Name: _____ Title: _____ Date: _____

STATE OF TENNESSEE COUNTY OF RUTHERFORD

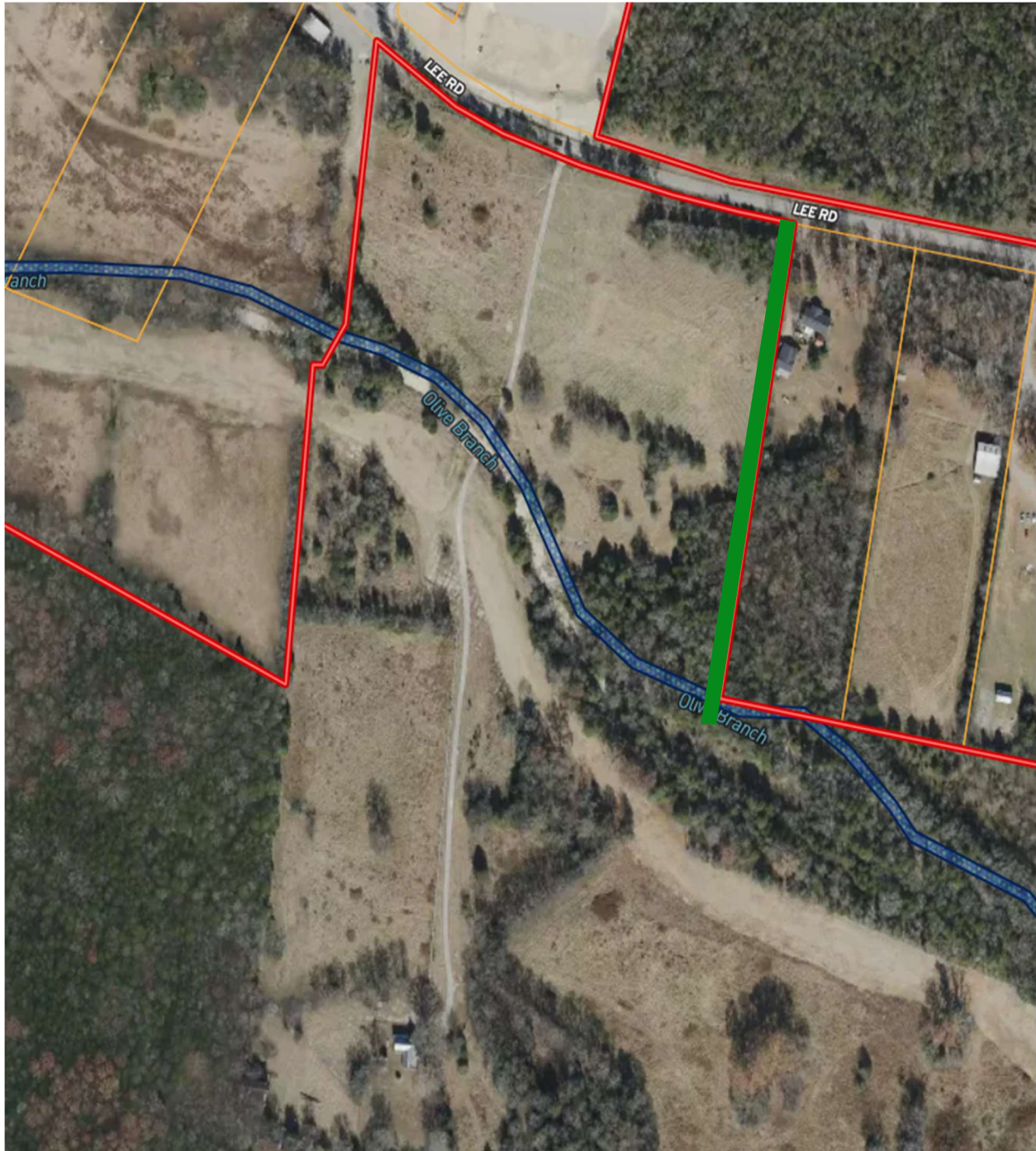
On this __ day of _____, 2025, before me, a Notary Public in and for said State and County, personally appeared as (Title) _____, known to me or satisfactorily proven to be the person whose name is subscribed to the foregoing instrument as _____, and acknowledged that he/she executed the same for the purposes therein contained.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

Notary Public
My Commission Expires: _____
[Notary Seal]

EXHIBIT A

EXHIBIT A



- 30' permanent sewer easement along the eastern property boundary crossing Olive Branch Creek to the existing sewer trunk line on the south side of Olive Branch Creek.
- 50' temporary construction easement overlaps with 30' permanent easement

Lee Road Property Offsite Sewer Plan

Smyrna, Tennessee

Site Plan & Construction Drawings

Drawing Index

Sheet No.	Title
C0.0	Cover Sheet
C0.1-0.2	General Notes
C1.0	Existing Conditions & Initial EPSC Plan
C2.0	Offsite Sewer Plan
C3.0	Details



Site Location Map
Not To Scale

Owner/Developer:

Contact:

Deed Reference:

Yard Requirements:

Front:

Side:

Rear:

Intended Use:

Land Use Data:

Zoned:

1-Story Building

Building Ht.: _____

Total Floor Area: 8,400 Sq.Ft.

1 Lot on: _____ ± Acres

Parking Requirement:

$\frac{1}{300}$ x 8,400 Sq.Ft. + $\frac{1.5 \text{ Spaces}}{2 \text{ Employees}}$ x _____ Employees = _____ Spaces Required

Provided: _____ Regular + 2 H.C. = _____ Total Spaces Provided

Flood Map No.:

This site lies within Zone X, not in the

100 Year Floodplain, per Community Panel

47149 _____ dated January 5, 2007.

SEC, Inc. SITE ENGINEERING CONSULTANTS
ENGINEERING • SURVEYING • LAND PLANNING
LANDSCAPE ARCHITECTURE

850 MIDDLE TENNESSEE BOULEVARD MURFREESBORO, TENNESSEE 37129
PHONE: (615) 890-7901 E-MAIL: MTAYLOR@SEC-CIVIL.COM FAX: (615) 895-2567

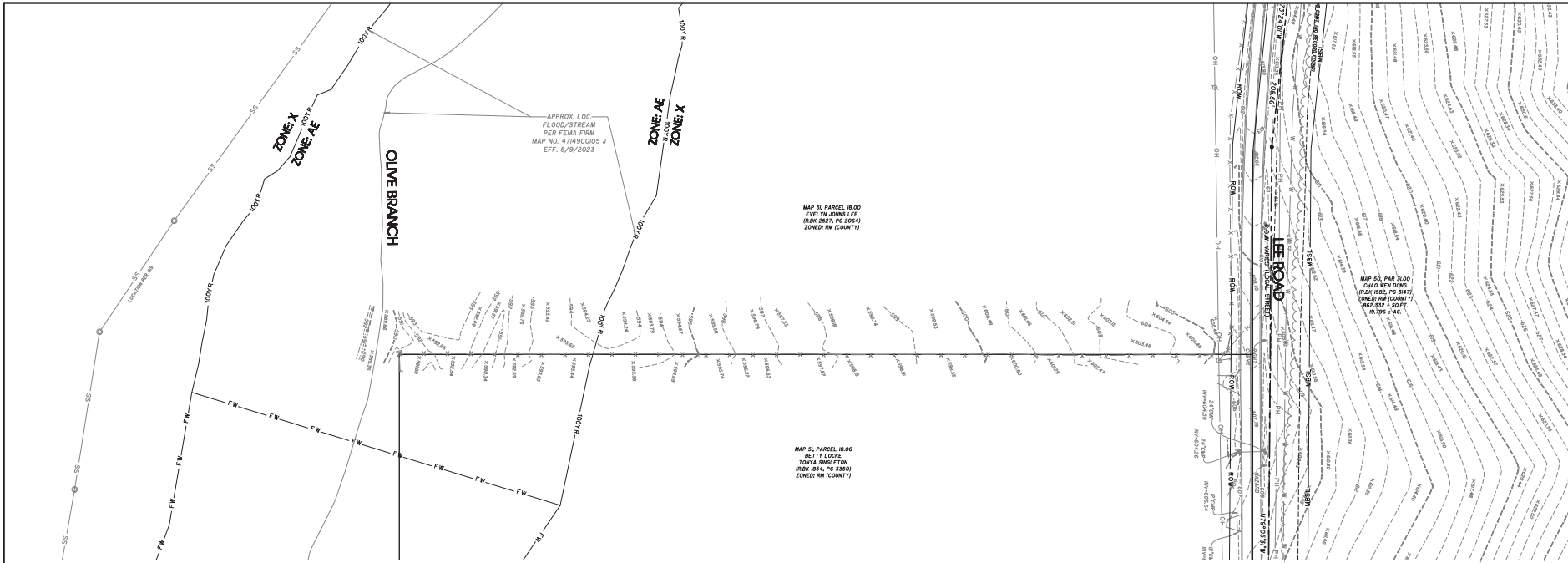
NO PORTION OF THIS DRAWING MAY BE REPRODUCED WITHOUT THE EXPRESSED WRITTEN CONSENT OF S.E.C. INC.
COPYRIGHT SEC, INC. 2025



By: _____ Date: _____
Matthew A. Taylor, P.E. TN. Reg. #112515

Watershed:
Disturbed Area: _____ ± Ac.
Impervious Area: _____ ± Ac.

Sheet C0.0
Lee Road Property
Offsite Sewer Plan
S.E.C. Project #25682
Submitted: 12-1-2025
Revised:



SWPPP Narrative:

Soil mapping information shows that the existing soils on site consist of 63.3% Chickasaw-Book Outcrop, 14.5% Hartsell Sp. Loam, and 22.2% Tullahoma Sp. Loam and Tullahoma-Boyard Rock Outcrop. The pre-developed site consists of approximately 12,450 acres, with the 10' runoff curve number of 81. The proposed improvements will disturb approximately 10,450 acres, and will increase the runoff curve number to 83.

During demolition and modification, the sediment and stormwater runoff will be controlled with various Best Management Practices (BMPs). A storm construction exit will be installed with stabilization of site to limit the movement of sediment. Temporary sediment controls and erosion control will be installed on the down-slope side of the site. The storm silt will be protected with filter protection until the storm base and pavements can be installed. Covered dumpsters will be on site for disposal of trash and other debris. Right and other potentially hazardous chemicals will be stored inside the building or otherwise approved weatherproof containers. The Contractor purchasing the materials will be responsible for legally disposing of the containers and waste materials in accordance with the manufacturers' recommendations. A concrete washout area will be provided for the concrete trucks as required.

It is the Contractor's responsibility during construction to install and maintain all sedimentation and storm water pollution prevention BMPs described herein and detailed within the plans at all times, which includes regular removal and disposal of accumulated debris, all erosion and sediment controls must be maintained properly until the site is stabilized and accepted. Maintenance must include inspections of all erosion and sediment controls after each runoff event and on at least a weekly basis. All preventative and remedial maintenance work, including clean out, repair/replacement, regrading, reseeding, re-mulching, and re-siting must be performed immediately. The Developer will own construction site after construction has been completed.

Initial EPSC Construction Sequence:

1. Stave out/lay limits of clearing.
2. During preconstruction meeting of erosion and sediment control facilities and procedures shall be discussed.
3. Clear and grub, as necessary, for installation of perimeter controls.
4. Install erosion and sediment controls as shown on plans.
5. Install construction exit and concrete washout facility. If conditions are such that mud is collecting on vehicle tires, the tires must be cleaned before the vehicles enter the public roadway. The site entrance shall be maintained in a condition that will prevent the tracking or flow of mud onto the public right-of-way. All materials spilled, dropped, washed or tracked from vehicles onto the roadway must be removed promptly.
6. Clear and grub the remaining site as necessary.
7. Refer to the Construction SWPPP.

Initial EPSC Notes:

1. All Measures Other Than Signage Shall Be Constructed Immediately Upon Construction Beginning. No Other Disturbance Activities Shall Occur Until These Are Completed.
2. Staging Area, Worker Parking, and Adjacent Drive Will Be Constructed of Stone Over Engineering Fabric.
3. Staging Area Shall Be Fenced. Free-Water Pools Covered. In Addition, All Storage Materials Area Will Be Kept in Occupied and Disturbed Position. An Unexcused Site Will Not Be Permitted, and if Debris is Stored in Areas of the Designated Storage Area, City Staff Will Shut Down the Site.
4. All Construction Signage Will Be Constructed of 2-4" x 4" Painted Posts.
5. Sign #1 - Display Surface Can Be No More Than 32 Square Feet, and Must Be Less Than Nine (9') Feet Tall.

EXISTING ON-SITE CONDITIONS

COVER	SCS CLASSIFICATION	AREA (Ac)
GRASS	MASS GRADED SITE D-SOILS, CN=94	-----
		COMPOSITE CN=-----

PROPOSED ON-SITE CONDITIONS

COVER	SCS CLASSIFICATION	AREA (Ac)
BUILDING, SIDEWALK, PAVEMENT	PAVED PARKING LOTS, ROOFS, ETC. C-SOILS, CN=99	-----
GRASS / LANDSCAPING	OPEN SPACE: GOOD CONDITION C-SOILS, CN=81	-----
		COMPOSITE CN=-----

INITIAL OUTFALLS

NUMBER	DESCRIPTION	AREA	SLOPE	LAT.	LONG.
1	CONSTRUCTION EXIT	-----	1%	-----	-----
2	BOX CULVERT AT N.W. CORNER	-----	1-2%	-----	-----



General Contractor Shall Install All Initial EPSC Measures And All Such Measures Must Be Inspected And Approved Prior To Any Earthwork Beginning.



PROPOSED BMP'S

BMP	TYPE
SEDIMENT CONTROL BARRIER	TEMPORARY, SEDIMENT CONTROL
CONSTRUCTION ENTRANCE	TEMPORARY, SEDIMENT CONTROL
VEGETATION	PERMANENT, EROSION PREVENTION
INLET PROTECTION	TEMPORARY, SEDIMENT CONTROL

DUST CONTROL NOTES:

On an As-Needed Basis or as directed by the City, the Engineer, or the Owner, the Contractor shall utilize one (1) of the following methods to control dust:

- A. WATER: The exposed soil surface should be moistened periodically with potable water to control dust.
- B. CALCIUM CHLORIDE: Should be either loose dry granules or flakes (fine enough to feed through a spreader at a rate that will keep surface moist but not cause pollution or plant damage).

The same method should be repeated as needed and/or directed, and special attention must be given to the access drives.

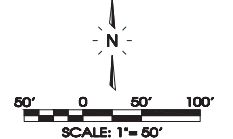
EPSC Phasing

Initial: Silt Fence Along Downgradient Perimeter. Construction Exit. Concrete Washout. Sediment Basin(s), As Prescribed.

Intermediate: Filter Fabric Inlet Protection. Protection Silt Fence To Protect Ditches. Check Dams, As Prescribed. Temporary Seeding and Mulching, As Prescribed and/or as Needed. Erosion Control Blanket, or Sodding, As Prescribed.

Final: Landscaping (See Landscaping Plans). Seeding and Mulching Of Pervious Areas (See Landscaping Plans). Sod of Pervious Areas, As Prescribed (See Landscaping Plans).

TN One Call #



Site Engineering Consultants
 ENGINEERING • SURVEYING • LAND PLANNING
SLC, Inc.
 LANDSCAPE ARCHITECTURE
 1000 W. UNIVERSITY BLVD., SUITE 100
 MEMPHIS, TN 38103
 PHONE: (901) 333-7300 FAX: (901) 333-7301
 WWW.SLCCONSULTANTS.COM
NO PORTION OF THIS DRAWING MAY BE REPRODUCED WITHOUT THE WRITTEN CONSENT OF S.L.C. INC.



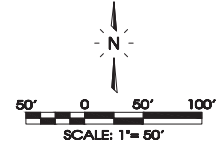
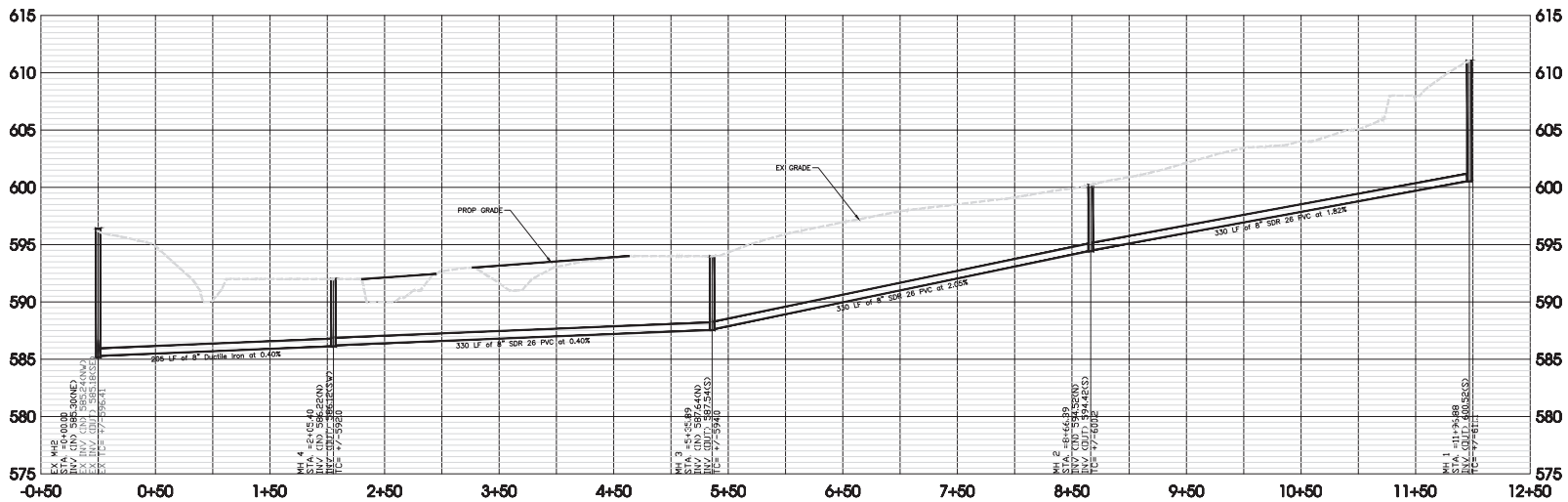
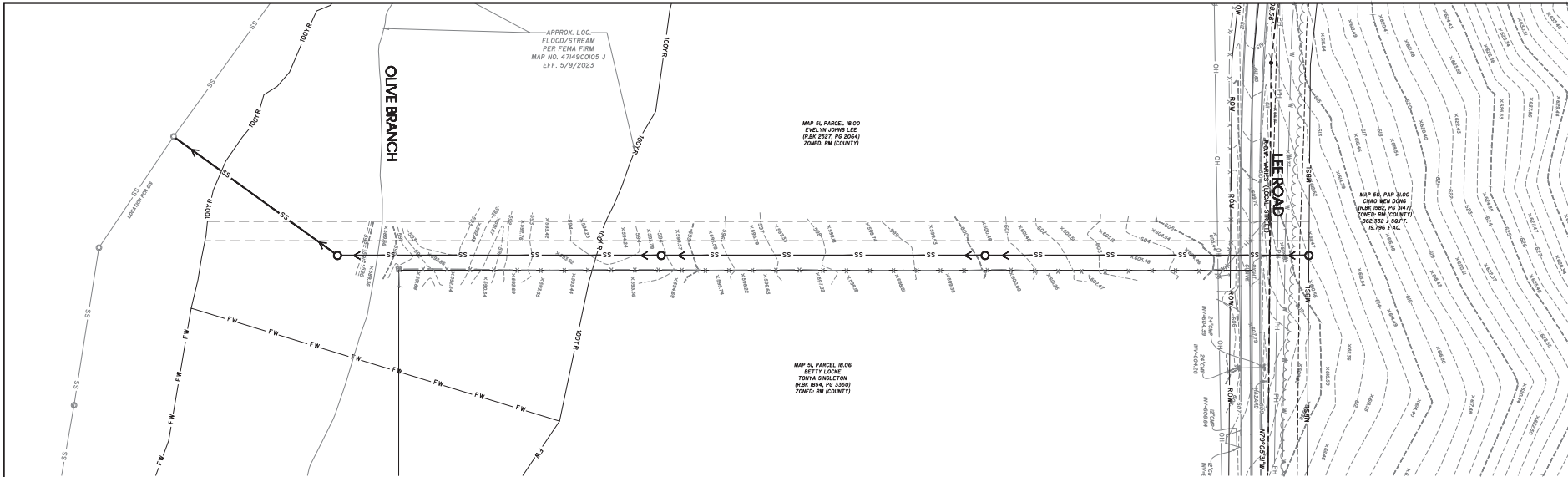
REVISION
 (Not Interim)

**Lee Road Property
 Offsite Sewer Plan**
 Smyrna, Tennessee

**Existing Conditions
 & Initial EPSC Plan**

REVISION: _____
 DRAWN: SLA/CFB3
 DATE: 12-1-2025
 CHECKED: _____
 MAT: _____
 FILE NAME: 25602sewer
 SCALE: 1"=50'
 JOB NO. 25682
 SHEET: _____

C1.0



The proposed electrical, gas, water and telecommunications information shown hereon is not an actual design to be used for construction, and is for reference and illustrative purposes only. The contractor shall refer to the actual final design for each proper discipline (electrical, civil, mechanical, etc.) with the Tennessee professional engineer's seal, for precise design information.

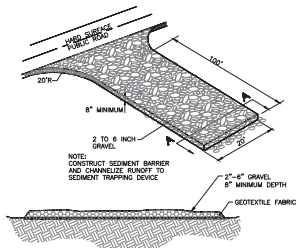
811
Know what's below.
Call before you dig.
TN One Call #

SPEC, Inc.
SITE ENGINEERING CONSULTANTS
ENGINEERING • SURVEYING • LAND PLANNING
LANDSCAPE ARCHITECTURE
1000 W. UNIVERSITY BLVD., SUITE 100
MEMPHIS, TENNESSEE 38117
PHONE: (901) 333-7300 FAX: (901) 333-7307
WWW.SPECINC.COM
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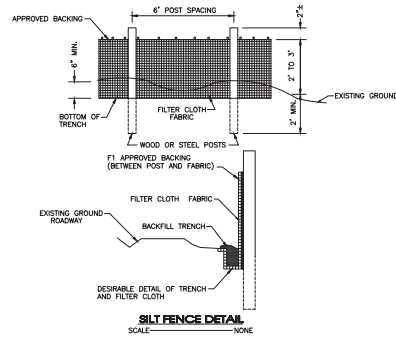
REVIT
Taylor
MEMPHIS, TENNESSEE

**Lee Road Property
Offsite Sewer Plan**
Symma, Tennessee

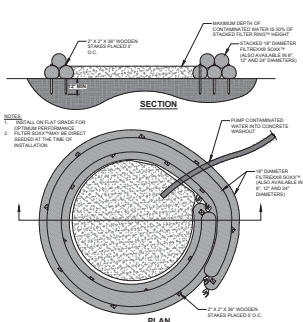
REVISIONS:
DRAWN: SLA/CFB3
DATE: 12-1-2025
CHECKED:
MAT:
FILE NAME:
25602sewer
SCALE:
1" = 50' Horiz
1" = 1' Vert
JOB NO:
25682
SHEET:
C2.0



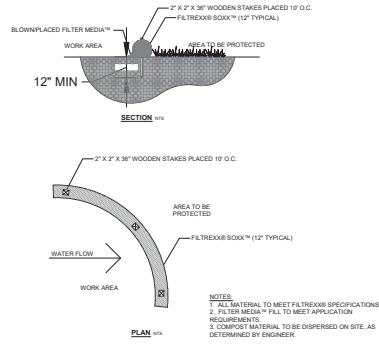
SECTION A-A
GRAVEL CONSTRUCTION ENTRANCE
SCALE: NONE



SILT FENCE DETAIL
SCALE: NONE

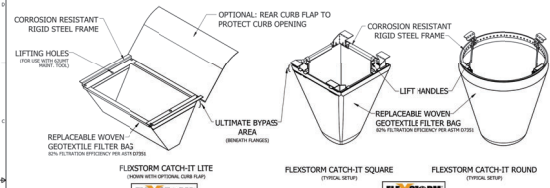


FILTREX CONCRETE WASHOUT
SCALE: NONE



FILTREX SEDIMENT CONTROL
SCALE: NONE

FLEXSTORM Specification Drawing
ASTM D8057 Standard Specification for Inlet Filters with a Rigid Frame



ASTM D8057 Requirements

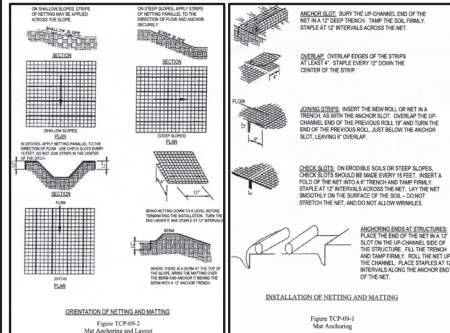
- > Filter system consists of rigid frame and removable geosynthetic bag
- > Filter bag sized to meet treatment flow rate of the drainage location
- > Bag maintains shape to be extracted when completely filled with sediment
- > Rigid frame capable of supporting full load of sediment with gate removed
- > Frame does not interfere or elevate grate by more than 1/8"
- > Bypass flow exceeds design flow of drainage location
- > Filter bag achieves >90% filtration efficiency per ASTM D7351

Installation Instructions:

1. Remove grate from the drainage structure
2. Clean stone and dirt from ledge top of drainage structure
3. Drop the FLEXSTORM inlet filter through the clean opening such that the hinges rest firmly on the top of the structure
4. Reinstall the grate and confirm this is not obstructed more than 1/8"

- Maintenance Guidelines**
1. Empty the sediment bag if more than half filled with sediment and debris.
 2. Remove the grate, engage the lifting points, and lift filter from the drainage structure.
 3. Dispose of sediment and debris as directed by the Engineer or Maintenance Contract
 4. Alternatively, an industrial vacuum can be used to collect sediment from filter bag.

For more information contact
APM@inletfilters.com



SFC, Inc.
SITE ENGINEERING CONSULTANTS
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REGISTERED PROFESSIONAL INDUSTRIAL ENGINEERS
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REGISTERED PROFESSIONAL PETROLEUM ENGINEERS
REGISTERED PROFESSIONAL TRANSPORTATION ENGINEERS
REGISTERED PROFESSIONAL WATERSUPPLY ENGINEERS
REGISTERED PROFESSIONAL WASTE ENGINEERS
REGISTERED PROFESSIONAL YACHT ENGINEERS
REGISTERED PROFESSIONAL ZOOLOGICAL ENGINEERS



Lee Road Property
Offsite Sewer Plan
Smyma, Tennessee

REVISIONS:	
DRAWN: SLA/CF/BS	
DATE: 12-1-2025	
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None	
JOB NO.	25682
SHEET:	C3.0

Details

RCS Transportation Department

ROUTE AWARDING PROCESS

