

RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128

April 10, 2019
5:00 P.M.

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

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

5. APPROVAL OF CONSENT AGENDA (TAB 1)

A. Minutes: March 21, 2019
April 3, 2019

B. Community Use of Facilities

C. Out of County Transfer Student (1)

D. Routine Bids

Bid #3376-Photography
Bid #3394-LED School Signs (Rockvale High and Rocky Fork Elementary)
Bid #3395-Pre-Split Rock Face Dress Up (Rock Springs Middle)

E. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Maranda Allen (4)	NTE \$100.00	Blackman Middle	School Funds- Track	Worker at Track meets – Total approved is now \$500
Kaitlyn Benavides (4)	NTE \$100.00	Blackman Middle	School Funds- Track	Worker at Track meets – Total approved is now \$500
Ashley Hughey (4)	NTE \$100.00	Blackman Middle	School Funds- Track	Worker at Track meets – Total approved is now \$500

Brittany Smith (4)	NTE \$100.00	Blackman Middle	School Funds- Track	Worker at Track meets – Total approved is now \$500
Kevin Joyce	NTE \$1,950.00	Central Magnet	School Funds- Baseball	Head Coach-6 th Grade Baseball Team
Bryan Linnell	NTE \$600.00	Oakland High	School Funds- Boys + Girls Basketball	Basketball Score Book
Kevin Wright	NTE \$720.00	Oakland High	School Funds- Boys + Girls Basketball	Basketball Announcer
Chris Biggs (6)	NTE \$2,000.00	Riverdale	School Funds- Various Athletic Teams	Bus Driver
Gary Milstead (5)	NTE \$300.00	Riverdale	School Funds- Tennis	Assistant Tennis Coach
Bruce Thweatt	NTE \$500.00	Riverdale	School Funds- Tennis	Assistant Tennis Coach
Marlene Pannell (4)	NTE \$2,000.00	Rock Springs Middle	Victory Church	Facility Supervisor- Total approved is now \$4,000
Dawn Barger (6)	NTE \$2,000.00	Stewarts Creek High	School Funds- Various Clubs and Athletic Teams	Bus Driver
Morgan Evans (6)	NTE \$5,000.00	Stewarts Creek High	School Funds- Various Clubs and Athletic Teams	Bus Driver
Stephen Hammond	NTE \$1,106.00	Stewarts Creek High	School Funds- Baseball	Assistant Baseball Coach
LaToya Shelton	NTE \$1,500.00	Whitworth Buchanan	School Funds- Various School Groups	DJ services
Tim Hale	NTE \$800.00	Blackman High	Blackman Band Boosters	Percussion Instruction
Dylan Jenkins	NTE \$1,800.00	Central Magnet	School Funds- Baseball	JV Head Baseball Coach/Varsity Assistant Coach
James Touchton	NTE \$1,800.00	Central Magnet	School Funds- Baseball	Assistant Baseball Coach
Kyle Meares	NTE \$700.00	Oakland Middle	School Funds- Drama + Choir	Sound Engineer/Accompanist

Thip Kanjanabout (2)	Hourly	Riverdale	Clubs, Athletics + Outside Groups	Additional Custodial work for the 2018/2019 school year
----------------------	--------	-----------	-----------------------------------	---

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

F. Non-Faculty Volunteer Coaches:

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

The following non-faculty volunteer coaches are for the 2018-2019 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Tim Hale	Blackman High School	Band

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

6. VISITORS

7. SPOTLIGHT

Special Education Update-Kate Kasuboski

8. OLD BUSINESS (TAB 2)

A. Substitute Teacher Staffing Service

After evaluating the responses, we received for our RFP (Request for Proposal) for Substitute Teacher Staffing Services, staff recommends that the contract for Substitute Teacher Staffing Services be awarded to StaffEZ, formerly PESG, for either their Standard or Alternate Proposal for the 2019/2020 school year. The contract will have an option to renew for two further years.

Our actual sub usage during the 10-week period from 11/26/18 through 2/15/19 was used as the base for preparing the weighted cost comparison. Then this usage was annualized for the total numbers used in the tab in the agenda.

Cost is 50 of the 90 points we used to evaluate the sub proposals.

StaffEZ's standard proposal (2nd column) is the 2nd lowest cost proposal. SPUR, the lowest cost proposal, simply did not have enough points awarded in the other factors to move them up in the evaluation ratings.

Three years ago, we went with the PESG (now StaffEZ) alternate proposal because of the 97% fill rate guarantee. The yellow (\$246,000) is what PESG has paid from their administration fee for sub bonuses in order to get the fill rate up. The blue \$220,000 is an estimate of the cost Rutherford County would have to pay in order to maintain StaffEZ's Bonuses for working so many days per month. Our frequent subs are used to receiving this pay. The proposals are shown this way so that you can see that the StaffEZ proposals are pretty close in total cost if Rutherford County Schools choose to continue the bonus plans.

Under the Alternative plan the bonuses that StaffEZ is currently paying to staff hard-to-fill schools would continue to be paid by PESG out of their administration fee. Since there is a performance penalty, StaffEZ will have an inducement to continue improving their fill rate.

On the other factors, accounting assigned the points for cost and record keeping. Dr. Anthony and I decided together the fill rate and plans to improve the fill rate. Dr. Anthony researched and asked questions before awarding the points for the last two factors.

Recommended Approval---motion to award the contract for Substitute Teacher Staffing Services to StaffEZ, formerly PESG, for their _____ Proposal for the 2019/2020 school year with an option to renew for two further years.

B. STOPit Solutions Contract

STOPit is a mobile and web based incident software that allows students and administration to communicate anonymously to maintain a positive school climate. Students can report anonymously via mobile app, or phone hotline service for bullying/cyberbullying, inappropriate teacher/student relationships, violence/threats, hazing, weapons possession, drugs/alcohol, substance abuse, and intolerance/discrimination. This package also includes dedicated incident screening service which reviews and triages incoming reports. STOPit will provide a streamlined process and improve the efficiency and effectiveness of investigations with STOPit's case management system. Contract Details: July 1, 2019 - June 30, 2020. Total Contract Fees = \$25,850.00.

Recommended Approval---motion to approve Title IV funds to pay for STOPit Solutions Mobile and web based incident software to allow students and administrators to communicate anonymously to maintain a positive school climate. Title IV funds will pay 100% of this contract.

9. SCHOOL SAFETY-David Crim

Social Sentinel

Recommended Approval---motion to approve the software package for Social Sentinel as presented. To be funded with Title IV funds.

10. TITLE III EXTENDED CONTRACTS (TAB 3)

The ESL Department will be conducting a 6-week summer school program at Smyrna Middle School, funded completely by Title III funds. These funds will provide 3 teacher extended contracts and transportation costs. The dates of the Summer School are June 3-July 12, 2019 from 8:00 a.m. – 12:00 p.m. Ms. Abdelmasseh, Ms. Vigil and Ms. Anand have agreed to supervise the summer school program. Chip Industries will receive \$2,668.00 to provide transportation.

Recommend Approval---motion to approve a Rutherford County Schools Title III funded contract with Mervat Abdelmasseh, Meghan Vigil, Sweety Anand and Chip Industries for the six-week summer school program to be held at Smyrna Middle School.

11. 2018 TENURE RECOMMENDATION

The following teachers meet the criteria for Tenure in accordance with the new tenure law:

- **Holds a valid Tennessee teaching license**
- **Has served Rutherford County Schools for five years (45 months) 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**

First Name	Last Name	School	Position
Annie	Williams	Adult High School	Adult ED Lead Teacher
Sheryl	Evans	Barfield Elementary	2nd Grade Teacher
Jennifer	Plummer	Barfield Elementary	3rd Grade Teacher
Cara	Taylor	Barfield Elementary	1st Grade Teacher
Kartina	Butler	Blackman Elementary	K - Teacher
Gretchen	Curley	Blackman Elementary	1st Grade Teacher

Melina	Gonzalez	Blackman Elementary	3rd Grade Teacher
Megan	Klopp	Blackman Elementary	Guidance Counselor
Courtney	Tisdnell	Blackman Elementary	1st Grade Teacher
Erica	Griggs	Blackman High School	English Teacher
Lauren	Hutchins	Blackman High School	SPED Teacher
Kimberly	Paramore	Blackman High School	Wellness Teacher
Samuel	Turner	Blackman High School	History/Geography Teacher
Carl	Witt	Blackman High School	Environmental Science
Samantha	Collier	Blackman Middle School	Art Teacher
Mindy	Sells	Blackman Middle School	Special Education Teacher
Megan	Maguigan	Brown's Chapel Elementary	5th Grade Teacher
Jennifer	Walker	Brown's Chapel Elementary	Kindergarten Reading Teacher
Allison	Brown	Buchanan Elementary	Interventionist
Chelsea	Cundiff	Cedar Grove Elementary	5th Grade Teacher
Michelle	Florida	Cedar Grove Elementary	4th Grade Teacher
Aimme	Miller	Cedar Grove Elementary	3rd Grade Teacher
Eric	Bonanno	Central Magnet School	Physics Teacher
Joshua	Burns	Central Magnet School	Biology Teacher
Chase	Cato	Central Magnet School	History Teacher
Kevin	Joyce	Central Magnet School	History Teacher
Jodie	Quinn	Central Magnet School	English Teacher
Eric	Rowland	Central Magnet School	PE and Driver's ED
Rebecca	Franz	Central Office - Special Education	Speech & Language Therapist
Kathryn	Lancaster	Central Office - Special Education	Speech & Language Therapist
Dana	McDevitt	Central Office - Special Education	Homebound Teacher
Shawn	Robinson	Central Office - Special Education	Federal Compliance Liaison
Tamara	Davenport	Christiana Elementary	K - Teacher
Kristin	Nugent	Christiana Elementary	K - Teacher
Fulton	Kendrick	Christiana Middle School	PE Teacher

Teri	Potts	Christiana Middle School	Social Studies Teacher
Elizabeth	Abed	Daniel McKee Alternative	Library Media Specialist
Mary	Elam	Daniel McKee Alternative	English Teacher
Laura	McCann	David Youree Elementary	2nd Grade Teacher
Mindy	Simpson	David Youree Elementary	RTI Coach
Wendy	Hicks	Eagleville School	4th Grade Teacher
Carol	Keasler	Eagleville School	Math Teacher
Kristen	Lucas	Eagleville School	5th Grade Teacher
Monica	White	Holloway High School	Math Teacher
Lorine	Nolan	Homer Pittard Campus School	Special Education Teacher
Erin	Powers	Homer Pittard Campus School	PE Teacher
Kathy	Danielson	John Colemon Elementary	SPED Teacher
Karen	Williams	John Colemon Elementary	RTI Coach Level 1
Rachel	Davenport	Kittrell Elementary	Art Teacher
Kayla	Jones	Lascassas Elementary	1st Grade Teacher
Catherine	Spann	Lascassas Elementary	ESL Teacher
Heather	Anderson	LaVergne High School	English Teacher
Brigitte	Bardwell	LaVergne High School	Math Teacher
Terry	Campbell	LaVergne High School	Dual Enroll Coordinator
Melanie	Contento	LaVergne High School	Integrated Math Teacher
Jacob	Long	LaVergne High School	Chemistry Teacher
Kay	Starrett	LaVergne High School	Library Media Specialist
Sheri	DeJaynes	LaVergne Lake Elementary	Tittle I RTI Coach Level 1
Aidan	Hansen	LaVergne Lake Elementary	3rd Grade Teacher
Jessica	Sorth	LaVergne Lake Elementary	1st Grade Teacher
Christina	Oats	LaVergne Middle School	8th Grade ELA Teacher
Stephen	Puckett	LaVergne Middle School	8th Grade Math Teacher
Cheryl	Restel	LaVergne Middle School	8th Grade ELA Teacher
Amanda	Florida	McFadden School of Excellence	2nd Grade Teacher
Leonard	Ciletti	Oakland High School	Mechatronics Teacher
Paul	Alumbaugh	Oakland High School	SPED CDC Teacher

Gregory	Baughn	Oakland High School	Business Education
Amy	Couch	Oakland High School	Theater Teacher
Alma	King	Oakland High School	Spanish Teacher
Anna	Shadburn	Oakland High School	English Teacher
Dean	Wright	Oakland High School	CTE Business Teacher
Elizabeth	Anderson	Oakland Middle School	Math Interventionist
Samuel	Gorden	Oakland Middle School	STEM Teacher
Jonathan	Jordan	Oakland Middle School	SPED Inclusion Teacher
Stephanie	Renfro	Oakland Middle School	6th Grade Science Teacher
Armanda	Shiver-Boyd	Oakland Middle School	6th Grade ELA Teacher
Kerrik	Cron	Riverdale High School	Math Teacher
Stephanie	Curfman	Riverdale High School	Math Teacher
Tracey	Duez	Riverdale High School	English Teacher
Haley	Joshua	Riverdale High School	Health Science Teacher
Christian	Horner	Riverdale High School	Tech Coach
Amanda	Jones	Riverdale High School	CTE Teacher
Charles	Limbaugh	Riverdale High School	History Teacher
Scott	Nelson	Riverdale High School	Chemistry Teacher
Jamie	Tudor	Riverdale High School	Family Science
Danielle	Clark	Rock Springs Elementary	SPED Teacher
Ashley	Morgan	Rock Springs Elementary	ESL Teacher
Cassie	Oring	Rock Springs Middle School	Assistant Principal
Stacey	Badger	Rockvale Elementary	1 - Teacher
Lori	Garza	Rockvale Elementary	3rd Grade Teacher
Whitney	Hodges	Rockvale Elementary	3rd Grade Teacher
Dameeka	McClish	Rockvale Elementary	3rd Grade Teacher
Ronda	McGeorge	Rockvale Elementary	2nd Grade Teacher
Elisabeth	Alexander	Rockvale Middle School	7th Grade Teacher
Christopher	Butner	Rockvale Middle School	7th Grade ELA Teacher
Amber	Emery	Rockvale Middle School	8th Grade ELA Teacher
Odalys	Gomez	Rockvale Middle School	ESL Teacher

Marcus	Hill	Rockvale Middle School	SPED Teacher
Eric	Hoffman	Rockvale Middle School	SPED Teacher
Lesley	North	Rockvale Middle School	8th Grade Math Teacher
Brittany	Taylor	Rockvale Middle School	8th Grade Social Studies Teacher
Lacy	Welker	Rocky Fork Middle School	Art Teacher
Brittany	King	Roy Waldron Elementary	3rd Grade Teacher
Danielle	Koch	Roy Waldron Elementary	3rd Grade Teacher
Jennifer	Poland	Siegel High School	Integrated 1 Teacher
Tyler	Reeder	Siegel High School	Government Teacher
Alex	White	Siegel High School	Band/Music Teacher
Morgan	Darnell	Siegel Middle School	6th Grade Science Teacher
Karen	Yung	Siegel Middle School	8th Grade ELA Teacher
Maleah	Gasser	Smyrna Elementary	K - Teacher
Rachel	Hibdon	Smyrna Elementary	2nd Grade Teacher
Dayna	Lewallen	Smyrna Elementary	ESL Teacher
Veronica	Monford	Smyrna Elementary	Special Education Teacher
Corey	Mullins	Smyrna Elementary	RTI Coach
Elizabeth	Williams	Smyrna Elementary	ESL Teacher
Christina	Dawson	Smyrna High School	Spanish Teacher
N'Keesia	Hall	Smyrna High School	Gifted Teacher
Melanie	Haupt	Smyrna High School	Math Teacher
Kira	Leavens	Smyrna High School	English Teacher
Nicole	Macomber	Smyrna High School	Chemistry Teacher
Tori	Oceguera	Smyrna High School	Math Teacher
Katherine	Tuter	Smyrna High School	Special Education Teacher
Steven	Williams	Smyrna High School	Driver's Ed Teacher
Jenny	Kawano	Smyrna Middle School	SPED Teacher
Dana	Pare	Smyrna Middle School	7th/8th Grade Math Teacher
Susan	Russ	Smyrna Middle School	7th Grade ELA Teacher
Lindsey	Sutherland	Smyrna Middle School	7th Grade Science Teacher
Heather	Biles	Smyrna Primary School	Interventionist

Shelia	Fellers	Smyrna Primary School	SPED Teacher
Brady	Seymore	Smyrna Primary School	5th Grade ELA/SS Teacher
Olivia	Bledsoe	Stewarts Creek Elementary	5th Grade Teacher
Kelsey	Dunn	Stewarts Creek Elementary	4th Grade Teacher
Sarah	Parker	Stewarts Creek Elementary	2nd Grade Teacher
Kristi	Peek	Stewarts Creek Elementary	4th Grade Teacher
Dawn	Barger	Stewarts Creek High School	SPED Teacher
Michael	Chester	Stewarts Creek High School	Music/Band Teacher
Teresa	Darden	Stewarts Creek High School	Math Teacher
Donald	Fann	Stewarts Creek High School	Drama Teacher
Joshua	Hoevermann	Stewarts Creek High School	CTE - Audio Technology Teacher
Angela	Honeycutt	Stewarts Creek High School	Spanish Teacher
Kathryn	Kennedy	Stewarts Creek High School	Guidance Counselor
David	Martin	Stewarts Creek High School	PE Teacher
Brooke	Mayo	Stewarts Creek High School	PE Wellness Teacher
Timothy	Rathert	Stewarts Creek High School	Math Interventionist
Rebecca	Robbins	Stewarts Creek High School	Math Teacher
Shaun	Smith	Stewarts Creek High School	English Teacher
Kristina	Walker	Stewarts Creek High School	Health Science Teacher
Shannon	Watson	Stewarts Creek High School	English Teacher
Karla	White	Stewarts Creek High School	Spanish Teacher
Allen	Kessinger	Stewarts Creek Middle School	8th Grade Social Studies Teacher
Phillip	Nau	Stewarts Creek Middle School	PE and Computer Teacher
Olivia	Birkey	Stewarts Creek Middle School	8th Grade Math Teacher
Evelyn	Sindorf	Stewarts Creek Middle School	7th Grade Science Teacher
Shelby	Ashworth	Stewartsboro Elementary	PreK - Teacher
Chelsea	Gagne	Stewartsboro Elementary	3rd Grade Teacher
Molly	Hyde	Stewartsboro Elementary	K - Teacher
Lauri	McAteer	Stewartsboro Elementary	Special Education Teacher
Kirsten	Phillips	Stewartsboro Elementary	School Counselor

Krista	Smith	Stewartsboro Elementary	5th Grade Teacher
Lynda	Davidson	Thurman Francis Arts Academy	5th Grade Math Teacher
Leslie	Sparks	Thurman Francis Arts Academy	Spanish Teacher
Bridgett	Wright	Thurman Francis Arts Academy	3rd Grade Teacher
Lindsey	Stephens	Walter Hill Elementary	1st Grade Teacher
Ashlan	Denton	Wilson Elementary	2nd Grade Teacher
Meagan	Reed	Wilson Elementary	K - Teacher
Stevie	Trotter	Wilson Elementary	School Counselor

Recommend Approval --- motion to approve the recommendation of the Director of Schools to award tenure to the teachers who meet criteria for 2018-2019.

12. COURSES OFFERED FOR CREDIT 9-12 FOR 2019-2020 SCHOOL YEAR (TAB 4)

The Instruction Department is requesting permission to offer the courses listed in the attachment for the 2019-20 school year under the following guidelines: Board of Education Policy 4.201 states in part, “A listing of courses offered for credit in grades 9-12 will be approved annually by the Board.”

***See attachment for Course Offering List**

Recommend Approval---motion to approve 2019-2020 course offering list for Rutherford County high schools as presented.

13. 2019-2020 SPECIAL COURSES REQUEST (TAB 5)

The Instruction Department is requesting permission to make an application to offer credit for special courses under the following guidelines: Rule 0520-1-3-.05-2a: “Local school systems may offer special courses not listed in 0520-1-3-.06 on an experimental basis. The Commissioner of Education must approve each course in advance each year.” Rutherford County High Schools are requesting approval for the following special course requests:

- **Positive Psychology**
- **Anthropology**
- **Etymology**
- **Shakespeare II**
- **African American History**
- **Global Diplomacy**
- **Native American History**
- **U.S. Presidency**

- **Focus of Adulthood (SpEd)**
- **Introduction to Self-Advocacy (SpEd)**
- **Music History**
- **Environmental Tech I**
- **Environmental Tech II**
- **Film and TV Studies**

***Attachment (Special Course Local Approval and Assurances)**

Recommend Approval---motion to approve 2019-2020 special course requests for Rutherford County high schools as presented.

14. TEXTBOOK ADOPTION REPORT ED-5009 FOR SOCIAL STUDIES (TAB 6)

School systems are required to submit textbook adoptions annually on forms provided by the Tennessee Department of Education. The elementary, middle and high school textbook committees are recommending the purchase of the Social Studies textbooks listed for use beginning 2019-2020 through 2023-2024 school years.

***See attached list**

Recommend Approval---motion to approve Social Studies textbook adoption for middle and high schools, as presented.

15. TEXTBOOK ADOPTION REPORT ED-5009 FOR WORLD LANGUAGES (TAB 7)

School systems are required to submit textbook adoptions annually on forms provided by the Tennessee Department of Education. The high school textbook committees are recommending the purchase of the World Language textbooks listed for use beginning 2019-2020 through 2023-2024 school years.

***See attached list**

Recommended Approval---motion to approve World Language textbook adoption for high schools as presented.

16. FACILITIES USE APPROVED FOR EXEMPTION

Pursuant to Board Policy 3.206 public education schools and institutions, post-secondary education institutions, private universities and colleges, governmental entities or agencies that provide benefits to the Rutherford County School System or have an in-kind relationship approved by the Director of Schools may request the Board of Education to allow an exemption from the use of facilities fee which the Board may allow or deny based upon the details of the specific request. The following groups qualify for the exemption:

Recommended Approval---motion to approve the following groups requesting fee waivers for the use of facilities pursuant to Policy 3.206:

Rutherford County Conservation Board-Christiana Community Baseball & Softball Association	Baseball/Softball games & practices (CES & ChMS)
JPJ Foundation of Murfreesboro	Charity Youth Basketball Tournament (OHS)

FOR INFORMATION ONLY

SOUGHT EXEMPTION

Rock Springs Middle	RCS Retired Teachers & TN Valley Quilters Association, summer assembly, 7/19/19-7/20/19, auditorium & cafeteria, calculated fees = \$830, See attached requested exemption & Principal's notes
---------------------	---

Note: Facility use for 2/28/19 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.**

17. STUDENT DISCIPLINE APPEAL

The Board has been requested to review the March 15, 2019 decision of the Disciplinary Hearing Authority (DHA) to uphold the decision to remand a student to alternative school. The student was remanded for conduct prejudicial to good order and discipline. This review is pursuant to the provisions of Policy 6.317. The Board shall either review the record or grant a second hearing.

If the Board chooses to review the record, it shall:

- 1. Affirm the decision of the hearing authority; or**
- 2. Modify the decision to a lesser penalty; or**
- 3. Grant a hearing before the Board**

If the Board chooses to grant a hearing, a hearing will be scheduled at a later date at which the Board may:

- 1. Affirm the decision of the hearing authority; or**
- 2. Modify the decision in any matter; or**
- 3. Impose a more severe penalty than that of the hearing authority**

18. INSURANCE UPDATE

Ed Elam was introduced as the new director of insurance.

January 2020 Medical Insurance Rates:

- 5.0% increase for Co-pay Plan**
- 7.5% increase for Deductible Plan**
- 2.0% increase for HRA Plan**

The possibility of adding an HSA (Health Savings Account) plan for the January 2021 medical insurance was mentioned. The cost of the \$35,000 employee life insurance policy the system pays went from \$19 to \$34. This \$34 rate is still slightly less than what we paid the previous provider.

A motion failed that would have made working spouses with an employer provided ACA-compliant medical insurance plan eligible to join Rutherford County's plan. This group of spouses was removed from our plan beginning in January 2016.

- 19. DIRECTOR'S UPDATE**
- 20. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE**
- 21. FEDERAL RELATIONS NETWORK (FRN) UPDATE**
- 22. GENERAL DISCUSSION**
- 23. ADJOURNMENT**

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

**Special Called Budget Meeting
Minutes of April 3, 2019**

Board Members Present

**Jim Estes, Board Chairman
Coy Young, Vice-Chairman
Terry Hodge
Tiffany Johnson
Jeff Jordan
Lisa Moore
Tammy Sharp
Bill C. Spurlock, Director of Schools**

CALL TO ORDER

The Board Chairman called the Special Called Budget Meeting to order at 5:00 P.M. on April 3, 2019. Ms. Tammy Sharp led the Pledge of Allegiance.

This is the first meeting on the 2019-2020 proposed budget.

The Director of Schools reviewed and discussed each line item request in the 2019-2020 General Purpose Schools' Budget.

Items that the Board requested more information on:

- **Classified EA's pay structure and compare to other systems.**
- **Classified pay structure for school office staff.**
- **A salary increase for the Director of Schools' position.**
The Board requested the salaries of superintendents in surrounding counties and the number of students enrolled. Also, the time in their position.

The increases discussed total \$27,093,977.

There was no action taken. The next Budget meeting will be on Monday, April 8, 2019, 5:00 P.M.

The meeting adjourned at approximately 6:25 P.M.

Jim Estes, Board Chairman

Date

Bill C. Spurlock, Director of Schools

Date

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

Minutes of March 21, 2019

Board Members Present

Jim Estes, Board Chairman

Coy Young, Vice-Chairman

Terry Hodge

Tiffany Johnson

Jeff Jordan

Lisa Moore

Tammy Sharp

Bill C. Spurlock, Director of Schools

1. CALL TO ORDER

The Board Chairman called the meeting to order at 5:00 P.M. Chairman Jim Estes led the Pledge of Allegiance.

3. MOMENT OF SILENCE

The Chairman called for a moment of silence.

4. APPROVAL OF AGENDA

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

Vote: All Yes

5. APPROVAL OF CONSENT AGENDA

A. Minutes: February 28, 2019

B. Community Use of Facilities

C. Title I Contract

- **LaVergne Middle School and AhaProcess, Inc.**
- **Summer School Program at LaVergne Middle School-Akilah King**

- SBP Consulting Inc.
- Summer School Program at LaVergne Middle-Collen Clark, Amanda Carroll, Thomas Kell and Travis Diate

D. 2019-2020 E-Rate Tennessee Education Broadband Consortium (TEBC) Contracts:

- **Category 1 – Extension of TEBC Contract #49001 to AT&T Corporation to continue providing Internet access and Wide Area Network (WAN) services. The District’s annual cost with the Erate discount of 60% is \$296,561.**
- **Category 2 – TEBC Contract #49083 to Central Technologies Inc. for cabling installation and related network equipment for eight (8) high schools and Rocky Fork Elementary School. The District’s cost with the Erate discount of 60% is \$651,565.**

E. Routine Bids

- Bid #3379-Kitchen Equipment**
- Bid #3380-Basketball Uniforms & Equipment (RVH)**
- Bid #3381-Soccer Uniforms & Equipment (RVH)**
- Bid #3382-Baseball Uniforms & Equipment (RVH)**
- Bid #3383-Volleyball Uniforms & Equipment (RVH)**
- Bid #3384-Track Uniforms & Equipment (RVH)**
- Bid #3385-Wrestling Uniforms & Equipment (RVH)**
- Bid #3386-Softball Uniforms & Equipment (RVH)**
- Bid #3387-Archery Equipment (RVH)**
- Bid #3388-Band Uniforms (RVH)**
- Bid #3389-Cheerleading Uniforms & Equipment (RVH)**
- Bid #3390-Dance Uniforms (RVH)**
- Bid #3391-Band Instruments (RVH)**
- Bid #3392-Weight Room (RVH)**
- Bid #3393-Athletic Trainer Equipment (RVH)**

F. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Maranda Allen	NTE \$500.00	Blackman Middle School	School Funds-Drama	Work with school musical-Willy Wonka Jr.
Casey Bush (5)	NTE \$200.00	Blackman Middle School	School Funds-Drama	Work with school musical-Willy Wonka Jr.
Sheila Panther	NTE \$500.00	Blackman Middle School	School Funds-Drama	Work with school musical-Willy Wonka Jr.

Krissa Siefert	NTE \$500.00	Blackman Middle School	School Funds-Drama	Work with school musical-Willy Wonka Jr.
Nicole Underwood	NTE \$500.00	Blackman Middle School	School Funds-Drama	Work with school musical-Willy Wonka Jr.
Meggan Woodard	NTE \$500.00	Rocky Fork Middle	School Funds-Archery	Assistant Archery Coach
Danyel Royal	NTE \$500.00	Stewarts Creek Middle	School Funds-Swimming	Assistant Swimming Coach
Stuart Leach	NTE \$5,000.00	All Schools	School Funds-Track	Track meet timing & scoring
Stephen Burnette	NTE \$7,000.00	Blackman High School	School Support Group-Choir	Accompanist for Musical + Chorus
Charles Powell	NTE \$1,000.00	Blackman High School	School Funds-Track + Field	Assistant Track Coach
Stephen Burnette	NTE \$400.00	Riverdale High School	School Funds-Drama	Piano accompanist for musical-Addams Family
Kelli Cox	NTE \$750.00	Riverdale High School	School Funds-Drama	Piano accompanist for musical-Addams Family
Emily Walsh	NTE \$500.00	Riverdale High School	School Funds-Drama	Violin accompanist for musical-Addams Family
Haneef Sharif	NTE \$850.00	Rockvale Middle School	School Funds-Track	Assistant Track Coach
Kyle Mooney	NTE \$2,000.00	Smyrna High School	School Funds-Baseball	Assistant Baseball Coach
Kyle Tilghman	NTE \$2,000.00	Smyrna High School	School Funds-Baseball	Assistant Baseball Coach
Bethany Cardenas	\$20 per 30-minute lesson	Stewarts Creek Middle	SCM Music Boosters	Voice lessons
John Meler	\$20 per 30-minute lesson	Stewarts Creek Middle	SCM Music Boosters	Voice lessons
Justin Odum	NTE \$1,000.00	Stewarts Creek Middle	School Funds-Baseball	Assistant Baseball Coach

1. Unless listed as an hourly rate
2. Approved previously for an amount \$500 or greater
3. Not less than regular hourly rate – or overtime rate if working over 40 hours during the week

4. Anticipate amounts over \$500 this school year
5. Amend prior approval
6. Less than \$500 but part of event total
7. Pending approval by Transportation Department

G. Non-Faculty Volunteer Coaches:

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

The following non-faculty volunteer coaches are for the 2018-2019 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Robert Kucker	Smyrna High School	Soccer/Boys
David Ashburn	Christiana Middle School	Baseball
Charles Powell	Blackman High School	Track
Tim McKee	Stewarts Creek High School	Football
Jody Hobbs	Blackman High School	Archery
James Daws	Blackman Middle School	Track
James Touchton	Central Magnet	Baseball
Kyle Turndown	Stewarts Creek High School	Football
Ben Caudill	Stewarts Creek High School	Football
Joey Vann	Blackman Middle School	Baseball
Casey McClure	Blackman Middle School	Soccer/Boys
Irvin Turner	Blackman Middle School	Track
Lenny Lozano	Thurman Francis Arts Academy	Baseball
David Crouch	Christiana Middle School	Bowling
Malek Holman	Oakland High School	Football
Janie Hopper	Siegel Middle School	Soccer/Boys
Nathaniel Loveday	Rocky Fork Middle School	Soccer/Boys
Stephen Burnette	Blackman High School	Choir
Bethany Cardenas	Stewarts Creek Middle School	Choir
John Derek Meler	Stewarts Creek Middle School	Choir
Tanner Grazier	Stewarts Creek High School	Soccer/Boys

Motion made by Mr. Jordan, seconded by Mr. Hodge, to approve the consent agenda items, as presented.

Vote: All Yes

6. VISITORS – No visitors.

7. RECOGNITION

Brad Rohling, Athletic Director Coordinator introduced the Athletic Trainers for the school system. This is the Athletic Training Month.

Mr. Rohling stated that these Athletic Trainers are part of Rutherford County School's commitment to keeping our athletes safe and healthy. Athletic Trainers are on campus daily and have saved thousands of instructional hours by doing on site injury evaluations and treatments with our athletes. They provide peace of mind to parents, coaches and administrators knowing that there are licensed medical professionals at their side.

Art Student Recognition

Ms. Lindsay Holford, Fine Arts Coordinator, introduced the student art winners for the school system.

8. YMCA SITE APPROVAL FOR ROCKY FORK ELEMENTARY SCHOOL

The YMCA of Middle Tennessee (YMCA) has requested an opportunity to provide after school and summer services at Rocky Fork Elementary School. Pursuant to the current contract, the YMCA will pay to the Rutherford County Board of Education \$2.00 per week per child based on the average number of children in attendance each week from the 2019 school year through the summer of 2021. If approved, this will be the twenty-fifth Rutherford County school hosting the YMCA.

Motion made by Mr. Young, seconded by Mr. Jordan, to table this item under the next Board meeting.

Vote: All Yes

9. STOPit SOLUTIONS CONTRACT

STOPit is a mobile and web based incident software that allows students and administration to communicate anonymously to maintain a positive school climate. Students can report anonymously via mobile app, or phone hotline service for bullying/cyberbullying, inappropriate teacher/student relationships, violence/threats, hazing, weapons possession, drugs/alcohol, substance abuse and intolerance /discrimination tolerance/discrimination. This package also includes dedicated incident screening service which reviews and triages incoming reports. STOPit will provide a streamlined process and improve the efficiency and effectiveness of investigations with STOPit's case management system. Contract Details: August 1, 2019-July 31, 2020. Total Contract Fees is \$25,850.00.

Motion made by Ms. Sharp, seconded by Mr. Young, to table this item until the next Board meeting.

Vote: All Yes

10. PARENT NOTIFICATION SYSTEM CONTRACT

Rutherford County Schools conducted an RFP in November 2018 for its parent notification system. The district has been using School Messenger/West for the past 11 school years. A committee made up of central office personnel and principals have evaluated the proposals and selected School Messenger/West as the best service provider for Rutherford County Schools. The notification system provides the district with the ability to send messages directly to parents via phone, email, text newsletters and through social media and is an invaluable component of the district’s communication plan. Previously, the service through School Messenger/West cost the district \$66,500 annually. The new proposal will save the district \$9,000 at a rate of \$1.25 per student for a total first year cost of \$57,500.

Motion made by Mr. Hodge, seconded by Mr. Jordan, to approve School Messenger/West to continue providing the parent notification for Rutherford County Schools at a price of \$1.25 per student as presented.

Vote: All Yes

11. FACILITIES USE APPROVED FOR EXEMPTION

Pursuant to Board Policy 3.206 public education schools and institutions, post-secondary education institutions, private universities and colleges, governmental entities or agencies that provide benefits to the Rutherford County School System or have an in-kind relationship approved by the Director of Schools may request the Board of Education to allow an exemption from the use of facilities fee which the Board may allow or deny based upon the details of the specific request. The following groups qualify for the exemption:

Motion made by Mr. Hodge, seconded by Ms. Sharpe, to approve the following groups requesting fee waivers for the use of facilities pursuant to Policy 3.206:

Vote: All Yes

- | | |
|---|---|
| Rutherford County Works | Cyber Ambassadors Boot Camp (SCHS) |
| Boy Scouts Troop 320 | Annual Silent Auction & Spag. Dinner (RVE) |
| Blackman Youth Football/Cheer League | 2019 Preseason & Season (BES, BMS & BHS) |

FOR INFORMATION ONLY

SOUGHT EXEMPTION

- | | |
|----------------------------|---|
| Blackman Elementary | Blackman Youth Football Association; practices, games, conditioning camps, registration & uniform distribution, parent/player orientation 4/1/19-12/1/19 *detailed schedule on file; 1-day auditorium; calculated fees = \$31,321. |
|----------------------------|---|

Blackman Elementary	Blackman Youth Football Association, practices and games, 7/15/19-12/1/19 *detailed schedule on file, outside fields, calculated fees = \$21,200.
Blackman Middle	Blackman Youth Football Association, practices, 7/15/19-12/1/19 *detailed schedule on file, outside fields, calculated fees = \$16,000.
Rockvale Elementary	Boy Scouts Troop 320, silent auction and spaghetti dinner, 5/10/19 3:30-9 pm, foyer and cafeteria, calculated fees = \$99.
Stewarts Creek High	Rutherford County Works, Cyber Ambassadors Boot Camp, 7/8/19-7/12/19 8am-3pm, classrooms 423/423a/423b/lecture hall, calculated fees = \$300.

Note: Facility use for 2/28/19 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.

12. FINANCIAL MATTERS

A. Student Information System

Our current Student Information System INow, will not meet the Tennessee Department of Education EdFi data transmission requirements next year. Tennessee school districts currently using Chalkable's student information systems, INow, must select a new SIS vendor. After meeting with and reviewing the four State approved vendors, the recommendation is to select Skyward.

The cost to migrate all data from INow to Skyward beginning with the 2006-2007 school year to present, including implementation and training for the district, is \$256,125.00.

The per student cost for 2019-2020 is \$4.25 per student based on 45,844 ADM for a total cost of \$194,837.00. The cost for year two and year three will not exceed \$4.50 per student. Included in the contract is an LMS API at a cost of \$11,461. The LMS API will be used to facilitate data transmissions between the student management system and third-party applications and learning management systems used by the district. The total cost for 2019-2020 year is \$206,298.00.

Motion made by Mr. Young, seconded by Mrs. Johnson, to approve the selection of Skyward Software for the system's student information system beginning with the 2019-2020 school year.

Vote: All Yes

B. GPS Budget Amendment for Attendance Data Conversion

This amendment funds \$256,125 for the data conversion cost the system will have when we change to the new attendance system that will need to be in place for 2019/20. Staying with our existing system will not be an option. However, the conversion cost needs to be in place by April so that the system switchover can be completed before school starts. The funding source is unexpended but already budgeted dollars for our On-the-Job Injury program, account 72310-513. The conversion cost will be an addition to account 72110-399, Attendance Contracted Services.

Motion made by Mr. Jordan, seconded by Mr. Young, to amend the General Purpose School Budget by increasing account 72110-399, Attendance Contracted Services by \$256,125 and to decrease the On-the-Job Injury program, account 72310-513 by the same amount as presented.

Vote: All Yes

C. Substitute Teacher Staffing Services (This item will be on the April 10, 2019 Board Agenda)

D. 2019 Medical Insurance Rates (For Information Only)

History of Moving Spouses with Coverage off our Plan

In the 2016/17 general purpose school budget we were able to budget just over a 10% savings in medical insurance for the second half of the year. (The plan changes become effective in January for the second half of the fiscal year.) In addition to an overall rate increase that was 4% vs 12% we planned that 20% of these spouses would leave our plan.

The actual number of spouses leaving our plan was closer to 50%. We ended up savings about \$3,968,000 in the second half of fiscal 2016/17 that was attributable to the lower rate increase and spouses moving off the plan - \$41,968,000 vs \$38,000,000.

13. FACILITIES

A. Capital Projects Request

Maintenance is requesting to reallocate the \$500,000.00 in Capital Projects funds for a chiller replacement for Central Magnet to Blackman High School. Now the two chillers at Blackman are nearing failure and maintenance believes they can delay the request for Central Magnet until 2019-2020 budget year. This request will also have to be approved by the County Commission.

Motion made by Mrs. Moore, seconded by Ms. Sharp, to change the \$500,000 budgeted for the Central Magnet chiller in the Capital Projects Fund so that the chiller at Blackman High can be replaced.

Vote: All Yes

B. Rocky Fork Middle School Softball Dugouts

The staff at Rocky Fork Middle School is requesting to begin construction of concrete block dugouts with one to have a storage facility as part of the structure. This request is of similar construction and design to other middle school dugouts. Rocky Fork Middle was approved October 18, 2018 for the Baseball dugouts. Engineering and Construction has reviewed this request and finds it acceptable. The projected cost for this project is \$10,580.00 and is at no cost to the Board.

Motion made by Mr. Hodge, seconded by Mrs. Johnson, to approve Rocky Fork Middle School request to build concrete block softball dugouts with attached storage as presented.

Vote: All Yes

14. PURCHASE OF PROPERTY FOR CONNECTION TO HOLLY GROVE ROAD FROM THE MATTHEWS PROPERTY

County Commission have previously approved the purchase of the Matthews property in Walter Hill for a new multi-school site. It would be beneficial for ingress and egress to the site to have a secondary access point to the site from Holly Grove Road. Sanford Campbell and Delores Campbell, adjoining owners to the Matthews property, have agreed to sell a 100-foot-wide strip to the Board of Education to allow a connection road from the school site to Holly Grove Road. The 100-foot-wide strip will consist of approximately 2.75 acres, more or less, and the purchase price would be \$42,500 per acre. This is the same price the Matthews are being paid for their property.

Motion made by Mr. Young, seconded by Mr. Jordan, to approve the Board of Education purchasing a 100-foot-wide strip of property from Sanford Campbell and Delores Campbell to Holly Grove Road at a price of \$42,500 per acre subject to County Commission approval and funding, and authorizing the Chairman of the Board to sign a contract to that effect.

Vote: All Yes

15. GENERAL INFORMATION

A. Bell times for the new Rockvale School cluster is as follows:

Rockvale Elementary	7:30am to 2:30pm
Rockvale Middle	8:00am to 3:00pm
Rockvale High	8:30am to 3:30pm

B. Bell times for the following schools have been adjusted due to continued increased enrollment and difficulties with transportation routes. This will not completely solve these zone areas but will help:

Barfield Elementary	7:30am to 2:30pm
Riverdale High	8:30am to 3:30pm
H. P. Campus School	7:30am to 2:30pm
Christiana Elementary	7:30am to 2:30pm
Christiana Middle	8:00am to 3:00pm
Rocky Fork Elementary	7:30am to 2:30pm

16. INSURANCE UPDATE – The Insurance Committee will meet Thursday, March 28.

17. DIRECTOR’S UPDATE

The Director reported that land for the schools has been approved by the Commission.

18. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Mrs. Johnson, TLN Rep, reported on the status of several bills.

19. FEDERAL RELATIONS NETWORK (FRN) UPDATE

Mr. Hodge, FRN Rep, gave the highlights of the State Department’s budget for 2020.

20. GENERAL DISCUSSION

Mr. Hodge mentioned that it might be advantageous to appoint a Safety Sub-Committee to work with the Safety Coordinator, Mr. David Crim.

There being no further business, the meeting adjourned at approximately 6:35 P.M.

Jim C. Estes, Board Chairman

Date

Bill C. Spurlock, Director of Schools

Date

FACILITIES USE

April 10, 2019

CONSENT AGENDA

Christiana Middle	Believers Faith Fellowship; community fellowship activities; 4/20/19-4/21/19 Sat 8am-1pm & Sun 7am-1pm; auditorium, Gym, and cafeteria; \$1,348.00
Holloway High	First Baptist Church, Community VBS, 6/3/19-6/6/19 5-8:30pm, 12 classrooms/gym/cafeteria (cafeteria 2hrs/3days), \$1988
Riverdale High	Tennessee Shock AAU, basketball practices, 4/10/19-7/17/19 Mondays 6-8:30pm, gym, \$18/hr
Rock Springs Middle	RCS Retired Teachers & TN Valley Quilters Association, summer assembly, 7/19/19-7/20/19, auditorium & cafeteria, \$830
Smyrna High	Christina's Dance Center; rehearsal & recital; 5/31/19-6/2/19 Fri 2-8/Sat 8am-6pm/Sun 10am-6pm; choir room, band room, drama room, classroom (2 days only), and auditorium (3 days); \$975
Smyrna High	Rutherford County Track Club, training, 5/1/19-7/25/19 M/Tu/Th 6-7pm, outdoor track, \$54/wk
Smyrna High	Living Truth Christian Center, church basketball tournament, 6/21/19 1-4:30pm, gym, \$290
Whitworth Buchanan	Impact AAU, basketball practices, 4/10/19-7/20/19 Tu/Th/F 5-7pm, gym, \$18/hr

MEMORANDUM

DATE: April 1, 2019
TO: Bill C. Spurlock
FROM: Sara R. Page
RE: Transfer Student Under Discipline

The Board has been requested to admit a transfer student under discipline from another school system. The student was previously ordered to attend an alternative school in Davidson County, Tennessee, but the student did not attend.

The student was placed in an alternative school in Davidson County based on participation in a group fight.

According to Policy 6.318, the Board must approve all admissions when a student transfers from another school system while under suspension or expulsion. I recommend that the student be admitted and placed in the zoned alternative school, Smyrna West, subject to her compliance with all other applicable admission requirements.

Bid #3376
2019-2020 Photography

	School	Recommendations	Commission or Flat Fee
1	Barfield Elementary	Tri-Star Photography	Flat Fee
2	Blackman Elementary	Tri-Star Photography	Commission
3	Blackman High School	Loveless Photography	Flat Fee
4	Blackman Middle School	Tri-Star Photography	Commission
5	Brown's Chapel Elementary	Tri-Star Photography	
6	Buchanan Elementary	Tri-Star Photography	Commission
7	Cedar Grove Elementary	Tri-Star Photography	Commission
8	Central Magnet School	Loveless Photography	Flat Fee
9	Christiana Elementary	Lifetouch Photography	Flat Fee
10	Christiana Middle School	Lifetouch Photography	Flat Fee
11	David Youree Elementary	Tri-Star Photography	Commission
12	Eagleville Elementary	Smilestone Photographers	Flat Fee
13	Holloway High School	Lifetouch Photography	Flat Fee
14	Homer Pittard Campus	Tri-Star Photography	Commission
15	John Colemon School	Tri-Star Photography	Commission
16	Kittrell Elementary	Tri-Star Photography	
17	Lascassas Elementary	Tri-Star Photography	Commission
18	LaVergne High School	Lifetouch Photography	Flat Fee
19	LaVergne Lake Elementary	Tri-Star Photography	Commission
20	LaVergne Middle School	Lifetouch Photography	
21	LaVergne Primary School	Tri-Star Photography	Commission
22	McFadden Elementary	Tri-Star Photography	Commission
23	Oakland High School	Paul Vaughn Photography	Flat Fee
24	Oakland Middle School	Loveless Photography	Flat Fee
25	Riverdale High School	Smilestone Photographers	Flat Fee
26	Rock Springs Elementary	Tri-Star Photography	Commission
27	Rock Springs Middle School	Smilestone Photographers	Flat Fee
28	Rockvale Elementary	Smilestone Photographers	Commission
	Rockvale High	Loveless Photography	Flat Fee
29	Rockvale Middle	Lifetouch Photography	Flat Fee
	Rocky Fork Elementary	Tri-Star Photography	Commission
30	Rocky Fork Middle	Lifetouch Photography	Flat Fee
31	Roy Waldron	Tri-Star Photography	Commission
32	Siegel High School	Loveless Photography	Flat Fee
33	Siegel Middle School	Lifetouch Photography	Flat Fee
34	Smyrna Elementary	Tri-Star Photography	
35	Smyrna High School	Lifetouch Photography	Flat Fee
36	Smyrna Middle School	Lifetouch Photography	Flat Fee
37	Smyrna Primary School	Tri-Star Photography	Commission
38	Stewarts Creek Elementary	Tri-Star Photography	Commission
39	Stewarts Creek High School	Loveless Photography	
40	Stewarts Creek Middle School	Lifetouch Photography	Flat Fee
41	Stewartsboro Elementary	Tri-Star Photography	
42	Thurman Francis School	Tri-Star Photography	
43	Walter Hill	Tri-Star Photography	
44	Whitworth-Buchanan Middle	Lifetouch Photography	Flat Fee
45	Wilson Elementary	Tri-Star Photography	Commission

Principal's recommendations to above vendors for Photography for the 2019-2020 school year.

Bid # 3394
Illuminated L.E.D. Signs
Rockvale High and Rocky Fork Elementary Schools

Description	Joslin & Son Sign Co.	Robson Corporation
Illuminated LED Sign	\$ 17,980.00	\$ 24,534.96

Mailed to 24 vendors
22 vendors did not respond

Recommend: Motion to award to Joslin & Son Sign Co. for overall lowest and best bid.

To be funded through Building Program.

Bid #3395 - Pre-Split Rock Face Dress Up at Rock Springs Middle School

Bidder	Base Bid	Alternate
Dirt Works, LLC	\$ 124,770.00	\$ 98,326.00
Jones Bros. Contractor, LLC	\$ 135,390.00	\$ 397,000.00

Mailed to 18 vendors
16 vendors did not respond

Recommend: Motion to approve to Dirt Works, LLC for overall lowest and best bid.

To be funded from Maintenance Funds.

Rutherford County Schools - 2019

03/18/19

Substitute Teacher Staffing Services	Staff EZ Alternate	StaffEZ (was PESG)	Advantage xPO	ESS	Spur	Parallel	Kelly	EduStaff
Total Points	82.1	80.8	74.6	67.1	67	66.5	64.6	64.4
Total Fees and other relevant issues (50 points)	42.1	42.8	46.6	46.1	50	44.5	45.6	46.4
Meets record keeping requirements (10 points)	10	10	10	5	10	5	5	5
Fill Rate for Large Systems & Plan to Improve Fill Rates (10 points)	10	8	6	7	no response from systems	5	6	5
Recruit, Train, & Retain (10 points)	10	10	5	5	0	7	0	5
Employment-related Issues - Corrective Action (10 points)	10	10	7	4	7	5	8	3

Annualized Cost based on recent 10 weeks	\$ 3,176,000	\$ 2,921,000	\$ 2,933,000	\$ 2,959,000	\$ 2,745,000	\$ 3,048,000	\$ 2,988,000	\$ 2,941,000
	(246,000)	220,000						
	<u>\$ 2,930,000</u>	<u>\$ 3,141,000</u>						

\$246,000 was paid in bonuses out from their admin fee. Bonuses also paid for hard-to-staff schools	RCSS would have to pay \$220,000 in bonuses as an add-fee in order approach our current fill rate	couldn't confirm fill rates other than ours - but have a bonus system	no response on fill rate inquiries	has not signed off on insurance coverage levels. Proposes different levels	Not in TN 5% drop in a comparable district over previous year
---	---	---	------------------------------------	--	---

This STAFFING SERVICES AGREEMENT is made and entered into as to this 24th day of February, 2019, by and between StaffEZ of Tennessee, LLC a Educational Staffing (“Company”), and Rutherford County School Board (“Board”).

WHEREAS, Company is in the business of providing temporary staffing services; and

WHEREAS, the Board operates primary and secondary schools in Rutherford County and is in need of substitute teacher/educational assistant temporary staffing services; and

WHEREAS, the Board desires to retain the services of the Company to provide substitute teacher/educational assistant temporary staffing services for all of its schools, and the Company desires to provide those services, in accordance with provisions of this Agreement;

NOW, THEREFORE, in consideration of the mutual promises, covenants, and agreements contained herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Description of Services. Subject to the terms and conditions set out in this agreement, the Board hereby retains the Company to provide all substitutes for teachers, special education aides and Title I Pre-School Educational Assistants required at any and all of the schools under the Board’s jurisdiction during the term of this agreement, and the Company agrees to provide these services in accordance with the terms of this agreement. A list of the schools and the approximate number of substitute teachers and special education aides which were needed during the 2018-2019 school year is attached hereto as EXHIBIT B. The number provided on Exhibit B are approximations, and are provided for illustrative purposes only and not as a representation of future requirements.

2. Request for Services. All requests for services shall be made by an authorized teacher/educational assistant, by contacting the designated Company representative. The Board will provide the Company with a current list of authorized teachers/aides, including social security number and school identification number, which list will be updated by the Board periodically. The Company shall designate **in writing** from time to time at least four (4) persons to serve as designated Company representatives for the purpose of accepting requests for services. **The Company shall confirm that the request will be honored by notifying the authorized teacher, as follows: for planned leave (request for substitute made at least three (3) working days prior to the date leave is to begin), the Company must confirm by the school day following the request; for emergency leave (request for substitute made less than three (3) working days prior to the date leave is to begin), the Company shall confirm as soon as practicable after the request.**

The Company agrees to use its best efforts to provide substitutes for all teachers and special education and pre-school educational assistants as requested. The company agrees to promptly notify the Board when all requests for substitutes are not filled. The Company further agrees to use its best efforts to provide the same substitute teacher to fill absences that continue for more than one day. The Company agrees to prioritize the use of certified substitutes for vacancies of twenty consecutive days or more in accordance with Rules, Regulations and Minimum Standards and HR 1- *No Child Left Behind*. The Company shall provide substitute usage data on a daily basis. (Exhibit G, a/b). The Company shall provide weekly reports disaggregating the substitute usage by 1) type of leaves; 2) by school; 3) by teacher and 4) a summary of weekly leave by day, school and type of leave

3. Compensation for Services. As full compensation to the Company for providing the services described herein, the Board shall pay the Company the following fees:

Attachment to EXHIBIT A

INVOICE BILLING RATE COMPUTATION – OPTION 1

- Option 1 is our current pay rate

<p align="center">Option 1</p> <p align="center">Alternate Proposal Rate: 34.95% of Payroll</p>	Substitute for teacher with degree and active TN teaching license after 20 th consecutive Day	Substitute for teacher – retired teacher with degree and TN teaching license	Substitute for teacher with degree and TN teaching license	Substitute for teacher and SPED EA, non-licensed with college degree, college coursework, or HS diploma/ GED
1. Pay to Substitute (Whole Day Rate)	\$ 120.00	\$ 80.00	\$ 75.00	\$ 70.00
2. Payroll Related Costs				
FICA	\$ 9.18	\$ 6.12	\$ 5.74	\$ 5.36
FUTA	\$ 0.72	\$ 0.48	\$ 0.45	\$ 0.42
SUTA	\$ 3.24	\$ 2.16	\$ 2.03	\$ 1.89
Workers Comp	\$ 1.36	\$ 0.90	\$ 0.85	\$ 0.79
Liability Insurance	\$ 0.60	\$ 0.40	\$ 0.38	\$ 0.35
3. Subtotal	\$ 15.10	\$ 10.07	\$ 9.44	\$ 8.81
4. Pay Plus Related Costs	\$ 135.10	\$ 90.07	\$ 84.44	\$ 78.81
5. Administration Fee	\$ 26.85	\$ 17.90	\$ 16.78	\$ 15.66
6. Invoice Whole Day Rate	\$ 161.95	\$ 107.97	\$ 101.22	\$ 94.47
7. Invoice Half-Day Rate	\$ 94.40	\$ 62.94	\$ 59.00	\$ 55.07

Half-Day Invoice Rate is (1/2 of line 4) + line 5

For Affordable Care Act documentation purposes, vendor may report the half day and whole day rate of 3.5 hours and 7 hours, respectively.

Attachment to EXHIBIT A

INVOICE BILLING RATE COMPUTATION – OPTION 2

- Option 2 reflects a pay rate increase that will be proposed in the 2019-2020 budget and is contingent on final approval.

<p align="center">Option 2</p> <p align="center">Alternate Proposal Rate: 34.95% of Payroll</p>	Substitute for teacher with degree and active TN teaching license after 20 th consecutive Day	Substitute for teacher – retired teacher with degree and TN teaching license	Substitute for teacher with degree and TN teaching license	Substitute for teacher and SPED EA, non-licensed with college degree, college coursework, or HS diploma/ GED
1. Pay to Substitute (Whole Day Rate)	\$ 120.00	\$ 85.00	\$ 80.00	\$ 75.00
2. Payroll Related Costs				
FICA	\$ 9.18	\$ 6.50	\$ 6.12	\$ 5.74
FUTA	\$ 0.72	\$ 0.51	\$ 0.48	\$ 0.45
SUTA	\$ 3.24	\$ 2.30	\$ 2.16	\$ 2.03
Workers Comp	\$ 1.36	\$ 0.96	\$ 0.90	\$ 0.85
Liability Insurance	\$ 0.60	\$ 0.43	\$ 0.40	\$ 0.38
3. Subtotal	\$ 15.10	\$ 10.70	\$ 10.07	\$ 9.44
4. Pay Plus Related Costs	\$ 135.10	\$ 95.70	\$ 90.07	\$ 84.44
5. Administration Fee	\$ 26.85	\$ 19.02	\$ 17.90	\$ 16.79
6. Invoice Whole Day Rate	\$ 161.95	\$ 114.72	\$ 107.97	\$ 101.23
7. Invoice Half-Day Rate	\$ 94.40	\$ 66.87	\$ 62.94	\$ 59.01

Half-Day Invoice Rate is (1/2 of line 4) + line 5

For Affordable Care Act documentation purposes, vendor may report the half day and whole day rate of 3.5 hours and 7 hours, respectively.

Attachment to EXHIBIT A

INVOICE BILLING RATE COMPUTATION – OPTION 3

- Option 2 reflects a pay rate increase that will be proposed in the 2019-2020 budget and is contingent on final approval.

<p align="center">Option 3</p> <p align="center">Alternate Proposal Rate: 34.95% of Payroll</p>	Substitute for teacher with degree and active TN teaching license after 20 th consecutive Day	Substitute for teacher – retired teacher with degree and TN teaching license	Substitute for teacher with degree and TN teaching license	Substitute for teacher and SPED EA, non-licensed with college degree, college coursework, or HS diploma/ GED
1. Pay to Substitute (Whole Day Rate)	\$ 120.00	\$ 90.00	\$ 85.00	\$ 80.00
2. Payroll Related Costs				
FICA	\$ 9.18	\$ 6.89	\$ 6.50	\$ 6.12
FUTA	\$ 0.72	\$ 0.54	\$ 0.51	\$ 0.48
SUTA	\$ 3.24	\$ 2.43	\$ 2.30	\$ 2.16
Workers Comp	\$ 1.36	\$ 1.02	\$ 0.96	\$ 0.90
Liability Insurance	\$ 0.60	\$ 0.45	\$ 0.43	\$ 0.40
3. Subtotal	\$ 15.10	\$ 11.33	\$ 10.70	\$ 10.07
4. Pay Plus Related Costs	\$ 135.10	\$ 101.33	\$ 95.70	\$ 90.07
5. Administration Fee	\$ 26.85	\$ 20.14	\$ 19.02	\$ 17.90
6. Invoice Whole Day Rate	\$ 161.95	\$ 121.47	\$ 114.72	\$ 107.97
7. Invoice Half-Day Rate	\$ 94.40	\$ 70.81	\$ 66.87	\$ 62.94

Half-Day Invoice Rate is (1/2 of line 4) + line 5

For Affordable Care Act documentation purposes, vendor may report the half day and whole day rate of 3.5 hours and 7 hours, respectively.

The half-day rate shall apply when the substitute works less than three and one-half hours. The daily rate shall apply when the substitute works three and one-half hours or more.

4. Recordkeeping. The Company shall maintain records of all services provided under this agreement, which records shall include:
 - A. the school name which shall tie to the 3 or 4 character abbreviation used in the school system's payroll system
 - B. teacher or educational assistant's name
 - C. teacher or educational assistant's six-digit employee number
 - D. type of board employee, e.g. teacher or educational assistant
 - E. first eleven characters of the school system's general ledger number shall be related to each different type of the system's employee's, e.g. regular ed, CTE, librarian, etc.
 - F. date leave requested
 - G. billing rate
 - H. date performed
 - I. type of leave (sick, personal, professional, etc.)
 - J. length of the service, full or half day
 - K. the charge for the service
 - L. a printable electronic leave sheet shall be generated when the employee requests a leave day and through electronic workflow, the leave request shall be forwarded to the school's principal for his/her electronic approval.

5. Billing. The Company shall submit itemized invoices on a bi-weekly basis and in the form attached hereto as EXHIBIT D. Each biweekly invoice shall cover only the dates in that biweekly period. The billing invoice and the related electronic file shall match as described in item 4 Recordkeeping. The Company shall invoice the Board for any dates prior to that biweekly period on a separate adjustment invoice. This separate adjustment invoice shall include the service date and a copy of the work orders and substitute teacher sign-in sheets shall be attached. Invoices shall be due and payable within forty-five days after the *receipt* of the invoice.

6. Term. The term of this agreement shall begin on July 1, 2016, and shall continue for one (1) year, through June 30, 2017, unless sooner terminated as provided herein. This agreement may be renewed for two (2) additional one (1) year terms upon agreement of the parties.

7. Independent Contractor. The Company shall for all purposes be considered an independent contractor, and nothing contained herein shall be construed to create a partnership or joint venture, or a relationship of principal and agent or employer and employee between the Company and the Board.

8. Company Employees. The Company shall be considered the employer of all persons performing temporary services under this agreement. The Company will recruit, interview, test, select, hire, train (in cooperation with the Board), and compensate the persons who will provide the temporary services hereunder. The Company will be solely responsible for selecting, hiring, disciplining, reviewing, evaluating and terminating its employees. The Company will be solely responsible for all contributions, taxes and assessments with respect to its employees under all applicable federal, state and local laws (specifically including withholding from wages where required).

The Company will be solely responsible for and will comply in all material respects with all federal, state and local laws or regulations applicable to the Company as an employer, including but not limited to compensation, hours of work, or other conditions of employment. The Company's employees shall not be eligible for any benefits or other prerequisites, which may be available to employees of the Board. All compensation and benefits payable to the Company's employees shall be the sole and exclusive

responsibility of the Company. The Company agrees to indemnify and hold harmless the Board and Rutherford County from and against or liability related to the Company's obligations to its employees as set out in this agreement.

9. Selection of Company Employees. The Company shall recruit, interview, test, select and hire employees who will perform temporary services under this agreement in accordance with the Company's policies and procedures; provided, however, that each such person shall meet the minimum requirements set out in EXHIBIT C attached hereto and by this reference made a part hereof. The Company shall perform background checks at its own expense in compliance with TCA 49-5-413 (Exhibit F) on **all** of its employees who will provide services under this agreement. The Board reserves the right to review the background checks of all employees and applicants of the Company and reserves the right to accept and/or deny any employee of the Company. The Board also reserves the right to reject any employee of the company at any time based upon the employee's job performance or for whatever reason the Board determines is its sole discretion. The Company shall provide each substitute with a picture identification badge identifying him/her as an approved substitute teacher.

10. Training of Company Employees. Before providing any services under this agreement, Company employees shall successfully complete a training program conducted by the Company in cooperation with the Board. The Company shall provide a properly equipped training facility for this purpose which will accommodate at least forty (40) people. The Company will ensure the training facility is available for consecutive day usage at crucial times of the school year. In addition, the Company shall **provide a handbook** to each employee providing services under this agreement to be distributed as a part of training. The handbook shall be prepared in cooperation with the Board and shall include all information which may be requested by the Board, including but not limited to School safety procedures, cash collection procedures, professional behavior and ethics, dress code, etc.

11. Insurance. The Company shall maintain throughout the term of this agreement (i) workers compensation insurance coverage as required by applicable law for all Company employees performing services under this agreement, (ii) comprehensive general liability insurance with a policy limit not less than \$1,000,000 per occurrence and \$1,000,000 in the aggregate, and (iii) employee fidelity bonds covering all Company employees providing services under this agreement. Each such policy shall name the Board as an additional insured. In addition, contemporaneously with the execution of this agreement, the Company shall provide a performance bond in the amount of \$500,000. The Company shall provide the Board with a certificate or certificates of insurance evidencing that the required coverages are in place.

12. Termination. In the event of material breach in this agreement, either party may terminate this agreement after giving to the other party written notice of the breach and thirty (30) days within which to cure. Upon receipt of such notice, the breaching party shall respond to the non-breaching party in writing, stating the actions to be taken to remedy the breach. If any breach is not cured within the thirty (30) day period, this agreement shall be terminated.

13. Indemnification. The Company shall indemnify and hold harmless the Board, Rutherford County, Tennessee and their respective officers, employees, agents and representatives from and against any and all actions, liability, losses, claims, and expenses, including reasonable attorneys' fees, arising or resulting from the Company's breach of the terms of this agreement or the negligence or willful misconduct of the Company or any of its officers, agents, or employees. The Board shall give reasonable notice to the Company of any Losses for which indemnity is or may be sought. The vendor will choose how they want to cover the indemnification. The Board does not require a specific method.

14. Notices. All notices provided for or required under this agreement shall be in writing and shall be delivered either personally, by United States Mail, or by a nationally recognized overnight courier service, to the following addresses (or such other addresses as may hereafter be provided in writing by the parties):

If to the Company:

StaffEZ of Tennessee, LLC

404 BNA Drive Suite 407

Nashville, TN 37217

Attn: - N. Henry Bledsoe

If to the Board:

Rutherford County School Board

2240 Southpark Drive

Murfreesboro, Tennessee 37128

Attn: Dr. Andrea Anthony

15. Confidentiality. In the event that it becomes necessary for the Board to disclose confidential information to the Company and/or its employees so that they may effectively provide the necessary services under this agreement, the Company agrees that all such information which has been designated confidential in writing by the Board will be kept confidential by the Company and its employees.

16. Incorporation of Request for Proposals. All information supplied by the Company to the Board in connection with the Request for Proposals ("RFP") dated January 22, 2016, is hereby incorporated in this agreement by reference. The Company represents and warrants that all such information is true and correct as of the date of this agreement. The parties agree that all terms and conditions contained in the Request for Proposals, including any amendments which may have been issued, are hereby incorporated in and made a part of the terms of this agreement; provided, however that to the extent that the terms of the RFP may be in conflict with the terms of this agreement, the terms of this agreement shall be controlling.

17. Equal Employment Opportunity. Both the Company and the Board affirm that they are equal opportunity employers, each party recognizes the commitment of the other in this area. Both parties shall take reasonable and necessary steps to comply in all material respects with all applicable laws, orders, regulations and rules regarding equal employment opportunity. The management and staff of both parties are dedicated to ensuring equal employment opportunity without regard to race, sex, religion, age, national origin, disability, color, citizenship or veteran status.

18. Miscellaneous.

(a). This agreement shall be governed by, construed and enforced with the laws of the State of Tennessee. Any litigation resulting from this agreement shall be heard in the Circuit or Chancery Courts of Rutherford County.

(b). This agreement, including all exhibits and attachments, contains the entire agreement between parties with respect to the subject matter hereof. No waiver, termination, or discharge of this agreement shall be effective until confirmed in writing. This agreement may not be modified or amended except by writing signed by both parties. No waiver of any term or provision of this agreement shall affect a party's rights thereafter to enforce such term or provision or to exercise any right or remedy in the event of any other default.

(c). Neither party may assign this agreement in whole or in part without the prior written consent of the other party.

(d). The agreement shall be binding on and inure to the benefits of the parties and their respective successors and permitted assigns.

(e). All headings contained in this agreement are for the convenience of the parties only and shall not be interpreted to limit or in any manner affect the meaning of the language contained in this agreement.

(f). This agreement may be executed in one or more counterparts, each of which will be deemed to be an original, but all of which together shall constitute the same agreement.

(g). Upon reasonable request, each party agrees to take any and all actions, including execution of certificates, documents or instruments, which are reasonably necessary or appropriate to give effect to the terms and conditions set forth in this agreement.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this agreement as of the day and year first above written.

COMPANY

By: H. Evan Bledsoe

Title: President

Date: March 31st, 2019

BOARD

By: _____

Title: _____

Date: __

Contract with STOPit Solutions:

StopIt is a mobile and web based incident software that allows students and administrators to communicate anonymously to maintain a positive school climate. Students can report anonymously via mobile app, web, or phone hotline service for bullying/cyberbullying, inappropriate teacher/student relationships, violence/threats, hazing, weapons possession, drugs/alcohol, substance abuse, and intolerance/discrimination. This package also includes dedicated incident screening service which reviews and triages incoming reports. StopIt will provide a streamlined process and improve the efficiency and effectiveness of investigations with STOPit's case management system.

Contract Details:

August 1, 2019 – July 31, 2020

Total Contract Fees = \$25,850.00

Motion: to approve Title IV funds to pay for StopIt Solutions mobile and web based incident software to allow students and administrators to communicate anonymously to maintain a positive school climate. Title IV funds will pay 100% if this contract.

STOPit SUBSCRIBER AGREEMENT

This Subscriber Agreement (this "Agreement") is made effective as of _____, ("Effective Date"), by and among Inspirit Group, LLC, d/b/a STOPit, a Delaware limited liability company, having its principal place of business at 101 Crawford's Corner Road, Suite 4 105-R, Holmdel, New Jersey 07733 ("STOPit"), and Rutherford County Schools _____, having its principal place of business at 2240 Southpark Drive _____, Murfreesboro TN 37128 ("Subscriber").

1. **Subscription Service.** Pursuant to the terms of this Agreement, which govern STOPit's provision and Subscriber's use of the STOPit services ("Services"): (i) STOPit shall provide online access to, and allow Subscriber and an unlimited number of Subscriber's employees and contractors to use, STOPit ADMIN; and (ii) Subscriber will have the right to authorize that number of individuals associated with its organization ("Users"), as specified in the order form submitted by Subscriber ("Order Form"), to access, download and use the STOPit application tool ("Application"). STOPit ADMIN and the Application are referred to as the "STOPit Platform."
2. **Restrictions and Limitations.** Subscriber shall not, and shall not allow any third party, including any employee, contractor or User, to use the STOPit Platform for any purpose other than its intended purpose, without violating any applicable laws or regulations or the rights of any person, and, with respect to the Application, pursuant to STOPit's online Application Terms of Use. Subscriber agrees that: (i) the provision, operation and quality of certain services available via the Application ("Application Features") will be the sole and exclusive responsibility of Subscriber; (ii) STOPit will have no responsibility for the actual provision, operation, quality or response time of any such services provided by Subscriber via any Application Features; (iii) the ability to use certain Application Features will depend on various technical factors, such as the availability and quality of third party network services, which are not within STOPit's control and for which STOPit shall have no responsibility; (iv) STOPit will not review any of the reports generated by the Application or monitor Subscriber's use of STOPit ADMIN; (v) it is the sole responsibility of Subscriber or Subscriber's designee to verify the accuracy and reliability of such reports, and Subscriber shall take timely, commercially reasonable and appropriate actions in response to the reports, including, without limitation, any actions necessary to protect third parties; (vi) STOPit shall have no responsibility regarding Subscriber's use or non-use of any communications posted, submitted or transmitted through Users' use of the Application; (vii) STOPit owns all right, title and interest in and to the STOPit Platform and all related technology and content developed or generated by or for, or acquired by, STOPit.
3. **Fees and Payment.** Subscriber shall pay all fees, based on the number of Users, and other expenses (collectively, "Fees"), as specified in the Order Form, within 30 days from the date of STOPit's invoice. Subscriber will be charged all Fees regardless of whether or not a particular User chooses to use the Application. If Subscriber fails to pay any Fees when due, STOPit may suspend access to the STOPit Platform.
4. **Compliance with Laws, Privacy, Data and Confidentiality.** Each party represents and warrants that, in providing or making any use of the Service, it shall comply with all state, provincial and federal laws, regulations and rules that apply to it, including those regarding the transmission, collection, storage or protection of personal information and data via the Application, including, without limitation, the Children's Online Privacy Protection Act and the Family Educational Rights and Privacy Act. Upon termination or expiration of this Agreement, STOPit shall have the right to delete any identifiable data or personal information that may be residing on the STOPit Platform using the highest commercial measures to protect against its unauthorized access or use. Prior to STOPit's deletion of any such data or personal information, STOPit shall provide Subscriber with written notice of such deletion, and upon the written request of Subscriber, STOPit shall, to the extent allowed by law provide a full download of incident related data to Subscriber in a mutually agreed format. In no event shall STOPit delete any such data or personal information (i) that is required to be maintained by law; or (ii) until 60 days have passed since STOPit provided Subscriber with written notice of such deletion. STOPit shall have the right to maintain all organizational and incident metadata for use in statistical reporting and analysis, and to retain any data as may be required by law. Each party shall use reasonable care to safeguard the confidentiality of the other party's non-public information disclosed to it. STOPit's non-public information includes all information regarding the STOPit Platform and all financial terms. Subscriber acknowledges that STOPit is unable to guarantee absolute security of data or confidential information and that STOPit has no liability to Subscriber for any unauthorized access or use of such data or information by a third party, or the corruption, deletion, destruction or loss thereof.
5. **Term and Termination.** This Agreement commences on the Effective Date and, unless terminated as set forth herein, continues for such period as set forth in the Order Form, or, if no period is set forth in the Order Form, for a period of one (1) year. Except as otherwise specifically provided in the Order Form, this Agreement shall automatically renew for an additional term of one (1) year ("Renewal Term") at STOPit's then-current rates, unless either party gives the other party

notice of non-renewal at least ninety (90) days prior to the end of the then current term. To the extent necessary, prior to the commencement of any Renewal Term the parties will amend an Order Form to reflect the new number of subscribers and corresponding fees for such Renewal Term. A party may terminate this Agreement for cause upon 30 days written notice to the other party of a material breach if such breach remains uncured at the expiration of such period. Subscriber may terminate this Agreement for convenience subject to 60 days prior written notice. However, subscriber acknowledges and agrees that the fees payable in consideration for subscribers' rights under this agreement are deemed earned upon payment and will not be refundable upon such termination.

6. **Warranty Disclaimer.** STOPit DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING THE WARRANTIES OF DESIGN, MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE AND NON-INFRINGEMENT, OR ARISING FROM A COURSE OF DEALING OR USAGE OF TRADE. STOPit FURTHER DISCLAIMS ALL WARRANTIES WITH RESPECT TO THE WETIP SERVICES DESCRIBED ON THE ATTACHED INCIDENT MONITORING SERVICE RIDER. STOPit DOES NOT WARRANT THAT THE STOPit PLATFORM WILL BE FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS. STOPit DOES NOT WARRANT THAT USE OF THE STOPit PLATFORM WILL PREVENT OR END ANY PARTICULAR INCIDENT OF INAPPROPRIATE CONDUCT. IT IS SUBSCRIBER'S SOLE RESPONSIBILITY TO REVIEW ALL SUCH REPORTS, JUDGE THEIR ACCURACY AND TAKE ANY AND ALL APPROPRIATE ACTIONS. STOPit PROVIDES A TOOL TO ASSIST USERS IN CONTACTING SUBSCRIBER, BUT IT IS SOLELY SUBSCRIBER'S RESPONSIBILITY TO RESPOND TO OR ARRANGE FOR THE RESPONSE TO ANY INAPPROPRIATE CONDUCT.

7. **Indemnification.** Each party ("Indemnifying Party") agrees to defend, indemnify and hold harmless the other party and its directors, officers, employees, agents, contractors and third party vendors (collectively, "Indemnified Parties"), from any loss, claim, liability, damage, judgment, award, cost or expense (including attorneys' fees) of any kind (collectively, "Losses") incurred or sustained by them in any action, suit, claim or proceeding of any kind brought by any person or entity (collectively, "Claims") related to or arising from any breach of the Indemnifying Party's obligations under this Agreement.

8. **Limitation of Liability.** IN NO EVENT SHALL STOPit, OR STOPit's DIRECTORS, OFFICERS OR EMPLOYEES, BE LIABLE TO SUBSCRIBER OR USERS FOR ANY SPECIAL, CONSEQUENTIAL, INCIDENTAL, PUNITIVE OR INDIRECT DAMAGES OF ANY KIND, INCLUDING LOST PROFITS, EVEN IF STOPit HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN NO EVENT SHALL STOPit's OR STOPit's DIRECTORS', OFFICERS' OR EMPLOYEES' LIABILITY TO SUBSCRIBER OR USERS EXCEED THE AMOUNT PAID BY SUBSCRIBER TO STOPit UNDER THIS AGREEMENT IN THE TWELVE (12) MONTH PERIOD IMMEDIATELY PRECEDING THE OCCURRENCE OF THE CLAIM.

9. **General Provisions.** Except for obligations to make payments, neither party is responsible for delays or failures to perform its responsibilities under this Agreement due to causes beyond its reasonable control. This Agreement constitutes the entire agreement between the parties and supersedes all prior and contemporaneous agreements, proposals or representations, written or oral, concerning its subject matter. No modification of this Agreement shall be effective unless set forth in a writing signed by the parties. This Agreement shall be governed by the laws of the State of Tennessee. Each party consents to the exclusive jurisdiction of the state and federal courts located in Middle Tennessee and waives any right to a jury trial in connection with any claim related to this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

INSPIRIT GROUP, LLC
d/b/a STOPit

<Subscriber>

By: _____

By: _____

Name:

Name:

Title:

Title:

WETIP, INC. SERVICES RIDER

This agreement (the "Rider") is made effective as of the Effective Date by and between WeTip, Inc., located at P.O. Box 196, Rancho Cucamonga, California 91729 ("WeTip") and the undersigned Subscriber, and governs Subscriber's use of services (the "WeTip Services") provided by WeTip, Inc. either independently or through the STOPit Platform.

1. **Subscription Agreement.** This Rider shall serve as a supplement to the STOPit Subscriber Agreement (the "Agreement") executed in connection herewith. All capitalized terms used herein but not defined herein shall have the meanings ascribed to them in the Agreement.
2. **Term.** This Agreement commences on the Effective Date and, unless terminated as set forth herein, continues for a period of one (1) year. This Agreement shall automatically renew for an additional term of one (1) year, unless Subscriber provides written notice of non-renewal at least thirty (90) days prior to the end of the then current Term.
3. **Use of the Services.** The undersigned Subscriber has agreed to use the WeTip Services offered by WeTip through the STOPit Platform, or otherwise offered by WeTip directly to STOPit subscribers and users. Subscriber understands and acknowledges the WeTip Services offered by WeTip through the STOPit Platform are under the control and responsibility of WeTip.
4. **Fees and Payment.** Subscriber shall pay all fees, as specified in an Order Form.
5. **Statement of Consent.** By utilizing the WeTip Services, Subscriber expressly consents, on its own behalf and on behalf of its users, to WeTip's access to and use of reports and information conveyed independently or through the STOPit Platform. Subscriber acknowledges and understands that WeTip will act upon such reports in accordance with the specific WeTip Services provided to Subscriber and WeTip's policies and procedures as they exist from time to time, and Subscriber provided emergency response procedures which may be provided by Subscriber prior to commencement of the WeTip Services.
6. **Indemnification.** WeTip and Subscriber (each an "Indemnifying Party") agree to defend, indemnify and hold harmless the other party and its directors, officers, employees, agents, contractors and third party vendors (collectively, "Indemnified Parties"), from any loss, claim, liability, damage, judgment, award, cost or expense (including attorneys' fees) of any kind (collectively, "Losses") incurred or sustained by them in any action, suit, claim or proceeding of any kind brought by any person or entity (collectively, "Claims") related to or arising from any breach of the Indemnifying Party's obligations under this Rider.
7. **Limitation of Liability.** IN NO EVENT SHALL WETIP, OR WETIP'S DIRECTORS, OFFICERS OR EMPLOYEES, BE LIABLE TO SUBSCRIBER OR USERS FOR ANY SPECIAL, CONSEQUENTIAL, INCIDENTAL, PUNITIVE OR INDIRECT DAMAGES OF ANY KIND, INCLUDING LOST PROFITS, EVEN IF WETIP HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN NO EVENT SHALL WETIP'S OR WETIP'S DIRECTORS', OFFICERS' OR EMPLOYEES' LIABILITY TO SUBSCRIBER OR USERS EXCEED THE AMOUNT PAID BY SUBSCRIBER UNDER THIS RIDER IN THE TWELVE (12) MONTH PERIOD IMMEDIATELY PRECEDING THE OCCURRENCE OF THE CLAIM.

IN WITNESS WHEREOF, the undersigned have executed this Rider as of the Effective Date.

WeTip, Inc.

<Subscriber>

By: _____

By: _____

Name:

Name:

Title:

Title:



ORDER FORM

Billing Information

Bill To: Rutherford County Schools
Address: 2240 Southpark Drive
City: Murfreesboro
State: TN
Zip Code: 37128

Billing Contact

Name:
Title:
Email:
Phone:

Shipping Information

Address: 2240 Southpark Drive
City: Murfreesboro
State: TN
Zip Code: 37128

of Elementary Schools:
of Middle Schools:
of High Schools:

STOPit promotional materials, including posters, will be shipped to this address.

Account Administrator

Name: David Crim
Title: School Safety Administrator
Email: crimd@rcschools.net
Phone: 615-893-5812 x22176

Upon signature, your Account Administrator will receive an e-mail to log in to and set up your account.

Terms and Conditions

Contract Start Date: 07/01/2019
Contract End Date: 06/30/2020
Payment Terms: Net 30

Products

Product	Description	Quantity	Price
STOPit Platform	STOPit Subscription Licenses (Annual Fee)	47000	USD 18,800
STOPit IMS (WeTip Services)	STOPit Incident Monitoring Services Licenses (Annual Fee)	47000	USD 7,050
			USD
		Total	USD 25,850

Sales or Use Tax, if applicable, will be applied to your invoice total.

Purchase Order Information

Is a Purchase Order (PO) required for the purchase/payment of the products on this Order Form?

No Yes

If yes, complete the following:

PO Number:

PO Amount:



CONTACT FORM

Primary Emergency Contact

Name:

Title:

Phone 1:

Phone 2:

Email:

Secondary Emergency Contact

Name:

Title:

Phone 1:

Phone 2:

Email:

Law Enforcement Contact

Agency Name:

Phone:

Email:

Definition of an Emergency:

An Emergency is a report that reveals the potential for imminent threat to safety, imminent loss of life, imminent harm to the reporter or other third party, imminent sexual misconduct, a crime in progress, or other circumstance, in the judgement of the reviewer, that requires immediate action.

Contact Procedure

1. Agent determines the report is of an emergency nature
2. Agent contacts the Primary Emergency Contact by phone & email
3. *(If Primary Contact is unavailable)* Agent contacts the Secondary Emergency Contact by phone & email
4. Agent asks if report should be escalated to Law Enforcement Contact by phone & email

Title III

Grant Fund

Title III

EXTENDED CONTRACT APPLICATION

Upon approval, this application becomes your contract

Please print:

Name Meghan Anne Vigil
First Middle Last

Address [REDACTED] TN 37211

Street City State Zip Code
School Assigned Smyrna Middle School Employee # 200636

School Phone n/a Home Phone [REDACTED] E-mail vigilm@rcschools.net

Years experience 7

Certification Areas ESL K-12, Science 6-8, ELA 6-8

Contract requested is for:

1. Remediation:
 - a. After School Tutoring: Description of services & proposed timeline for completion must be attached
 - b. Monthly logs on required sheets must be submitted to the Title III Office unless otherwise noted on approval
2. SUMMER PROGRAM:
 - a. Written proposal must be attached
 - b. Teacher contracted must be a renewal to teach Summer School or Camp

Contract is for \$2,325.00

Monthly documentation is a requirement for Title III Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.
No change can be made to an extended contract without prior approval from Title III Coordinator, Nona Hall. Failure to do so may result in cancellation of the contract with no payment.

APPLICANT'S SIGNATURE: [Signature]
DATE: 3-8-19
TITLE III COORDINATOR SIGNATURE: Nona Hall
DATE: 3/21/19
CHAIRMAN OF THE RCS BOARD OF EDUCATION SIGNATURE:
DATE:

The Title III Program does not discriminate on the basis of race, national origin, sex, handicap or age.

Title III

Grant Fund

Title III

EXTENDED CONTRACT APPLICATION

Upon approval, this application becomes your contract

Please print:

Name Mervat Boulis Abdelmasseh

Address [Redacted]

School Assigned Laverne High Employee # 205529

School Phone 615 904 3870 Home Phone [Redacted] mail abdelmasseh@rcschools.net

Years experience 2

Certification Areas ESL

Contract requested is for:

- 1. Remediation:
 - a. After School Tutoring: Description of services & proposed timeline for completion must be attached
 - b. Monthly logs on required sheets must be submitted to the Title III Office unless otherwise noted on approval
- 2. SUMMER PROGRAM:
 - a. Written proposal must be attached
 - b. Teacher contracted must be a renewal to teach Summer School or Camp

Contract is for \$2,325.00

Monthly documentation is a requirement for Title III Extended Contracts. Failure to do so may result in cancellation of the contract with no payment. No change can be made to an extended contract without prior approval from Title III Coordinator, Nona Hall. Failure to do so may result in cancellation of the contract with no payment.

APPLICANT'S SIGNATURE: Mervat Abdelmasseh
DATE: 3-7-2019

TITLE III COORDINATOR SIGNATURE:
DATE: Nona Hall 3-21-19

CHAIRMAN OF THE RCS BOARD OF EDUCATION SIGNATURE:
DATE:

The Title III Program does not discriminate on the basis of race, national origin, sex, handicap or age.

Title III

Grant Fund

Title III

EXTENDED CONTRACT APPLICATION

Upon approval, this application becomes your contract

Please print:

Name Sweetly J Anand

Address [Redacted] [Redacted] 37167

School Assigned Smyrna Middle School Employee # 205422

School Phone 615 904 3845 Home Phone [Redacted] E-mail anands@rcschools.net

Years experience 1

Certification Areas Mathematics

Contract requested is for:

- 1. Remediation:
 - a. After School Tutoring: Description of services & proposed timeline for completion must be attached
 - b. Monthly logs on required sheets must be submitted to the Title III Office unless otherwise noted on approval
- 2. SUMMER PROGRAM:
 - a. Written proposal must be attached
 - b. Teacher contracted must be a renewal to teach Summer School or Camp

Contract is for \$2,325.00

Monthly documentation is a requirement for Title III Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.
No change can be made to an extended contract without prior approval from Title III Coordinator, Nona Hall.
Failure to do so may result in cancellation of the contract with no payment.

APPLICANT'S SIGNATURE: [Signature]
DATE: 3/8/19

TITLE III COORDINATOR SIGNATURE: Nona Hall
DATE: 3/21/19

CHAIRMAN OF THE RCS BOARD OF EDUCATION SIGNATURE:
DATE:

The Title III Program does not discriminate on the basis of race, national origin, sex, handicap or age.

**RUTHERFORD COUNTY COURSE OFFERINGS
2019- 2020 SCHOOL YEAR**

LANGUAGE ARTS/ WORLD LANGUAGES

English I
Honors English I
Advanced Honors English I
English II
Honors English II
Advanced Honors English II
English III
Honors English III
Advanced Honors English III
Advanced Placement English III- Language and Composition
English IV
Advanced Honors English IV
Advanced Placement English IV- Literature and Composition
AP Seminar
Honors Modern Literature
Tier II English Language Arts Intervention
Tier III English Language Arts Intervention
Journalism
Content Area Reading
Creative Writing
Speech
Honors Speech
Fairy and Folk Tales
Spanish I
Honors Spanish I
Spanish II
Honors Spanish II
Advanced Honors Spanish III
Advanced Honors Spanish IV
Advanced Placement Spanish IV
Advanced Honors Spanish III/ IV
Advanced Placement Spanish Language & Culture
Advanced Placement Spanish Literature & Culture
Latin I
Honors Latin I
Latin II
Honors Latin II
Advanced Honors Latin III
Advanced Honors Latin III/IV
Advanced Honors Latin IV
Advanced Placement Latin
French I
Honors French I
French II
Honors French II
Advanced Honors French III
Advanced Honors French III/ IV
Advanced Honors French IV
Advanced Placement French
German I
Honors German I
German II
Honors German II
Advanced Honors German III
Advanced Honors German III/ IV

Advanced Honors German IV
Advanced Placement German
Honors Chinese I
Honors Chinese II
Honors Chinese III
Advanced Chinese IV
AP Chinese Language and Culture
English As A Second Language

INTERNATIONAL BACCALAUREATE COURSES

English HL
French SL
Spanish SL
Mandarin SL
Latin SL
History SL
History of the Americas HL
Psychology HL or SL
Business Management SL
Biology HL or SL
Chemistry HL or SL
Computer Science SL
Environmental Systems and Societies SL
Math Applications SL
Math Analysis SL
Mathematics Applications HL
Mathematics SL
IB Art
IB Music
Visual Art HL or SL
Music SL
Music HL
Theatre HL or SL
Theory of Knowledge

CAMBRIDGE COURSES

English Language (A or AS Level)
English Literature (A or AS Level)
Biology I (A or AS Level)
Math I (A or AS Level)
Spanish I (A or AS Level)
World History (A or AS Level)

MATHEMATICS

Integrated Math I, II, and III
Honors Integrated Math I, II, and III
Advanced Honors Integrated Math I, II, and III
Tier III Mathematics Intervention
Integrated Math IA and IIA (Special Education)
Integrated Math IB and IIB (Special Education)
Integrated Mathematics I: Extended Scheduling Part 1
Integrated Mathematics II: Extended Scheduling Part 1
Integrated Mathematics III: Extended Scheduling Part 1
Bridge Mathematics
Honors Pre-Calculus
Advanced Honors Pre-Calculus
Honors Calculus

**RUTHERFORD COUNTY COURSE OFFERINGS
2019- 2020 SCHOOL YEAR**

Advanced Honors Calculus
Advanced Placement Calculus AB
Advanced Placement Calculus BC
Honors Statistics
Advanced Honors Statistics
Advanced Placement Statistics
Applied Mathematical Concepts
Honors Applied Mathematical Concepts
Advanced Honors Applied Mathematical Concepts

FINE ARTS

Art History
AP Art History
General Music
Guitar
Music Theory and Harmony
Honors Music Theory
AP Music Theory
Musical Theatre
Instrumental Music (Band/ Auxiliaries)
Orchestra
Instrumental Music (Class Piano)
AP Studio Art- Drawing Portfolio
AP Studio Art- 2D Design
Visual Art I, II, III, and IV
Vocal Music
Theatre Arts I, II, III, and IV
Dance I, II, III, and IV

HEALTH AND PHYSICAL EDUCATION

Lifetime Wellness
Physical Education I and II
Driver Training
JROTC I, II, III, IV, and IX

SOCIAL STUDIES

Honors Ancient History
AP European History
United States History and Geography
Honors United States History and Geography
Advanced Honors United States History and Geography
AP United State History
World History and Geography
Honors World History and Geography
Advanced Honors World History and Geography
AP World History
Bible
U.S. Government/ Civics
Honors U.S. Government/ Civics
Advanced Honors U.S. Government/ Civics
AP U.S. Government and Politics
AP Comparative Government
World Geography
Honors World Geography
AP World Geography
AP Human Geography
Economics
Honors Economics

Advanced Honors Economics
AP Macroeconomics/ Microeconomics
Sociology
Honors Sociology
Psychology
Honors Psychology
AP Psychology
Contemporary Issues
Honors Contemporary Issues
African American History
Success Skills through Service Learning
H Capstone Experience
Tennessee History

SCIENCE

Physical Science
Honors Physical Science
Biology I
Biology IA (Special Education)
Biology IB (special Education)
Honors Biology I
Advanced Honors Biology
Honors Biology II
Advanced Placement Biology
Chemistry I
Honors Chemistry I
Advanced Honors Chemistry I
Chemistry II
Honors Chemistry II
Advanced Placement Chemistry
Physics
Honors Physics
Advanced Placement Physics I
Advanced Placement Physics II
Advanced Placement Physics C Electricity & Magnetism
Advanced Placement Physics C Mechanics
Honors Human Anatomy & Physiology
Advanced Honors Human Anatomy & Physiology
Ecology
Honors Ecology
Environmental Science
Advanced Placement Environmental Science
Earth and Space Science
Honors Earth and Space Science
Honors Scientific Research

SPECIAL COURSES

Advanced Multivariable Calculus
American Heroines
*Anthropology
Art History
AVID I, II, III, IV
Critical Thinking and Reasoning
Honors Critical Thinking and Reasoning
Dramatic Literature
Dystopian Literature
Entrepreneurship Foundations (CTE)

**RUTHERFORD COUNTY COURSE OFFERINGS
2019- 2020 SCHOOL YEAR**

Ethical Leadership Seminar (CTE)
*Etymology
Film as Literature
Honors Film as Literature
*Global Diplomacy
Introduction to Audio Production (CTE)
Audio Recording (CTE)
Event Audio (CTE)
Mythology
Honors Mythology
Honors Organic Chemistry
Modern Physics
*Positive Psychology
*Advanced Honors Positive Psychology
Shakespeare
*Shakespeare II
*African American History
*Native American History
Strength and Conditioning I, II, III
Survey of Popular Culture
*Music History
*The U.S. Presidency
Visual Art IV
Writing Lab I and II
*Focus on Adulthood (SpEd)
*Introduction to Self-Advocacy (SpEd)

*Applications submitted Spring 2019

ACT
ACT Prep

COMPUTER PROGRAMMING

Honors Programming I
Honors Programming II
AP Computer Science
AP Computer Science Principles

SPECIAL EDUCATION

Work-Based Learning

BUSINESS MANAGEMENT & ADMINISTRATION

Accounting I
Advanced Computer Application
America Business Legal Systems
Honors America Business Legal Systems
Business Communications
Business Economics
Honors Business Economics
Business Management
Honors Business Management
Career Exploration
Computer Applications
Introduction to Business & Marketing
Business and Entrepreneurship Practicum

Virtual Enterprise International
Human Resource Management
Human Resources Management Practicum

AGRICULTURE, FOOD, & NATURAL RESOURCES

Agricultural Biosystems Engineering
Agricultural Business and Finance
Agricultural Power and Equipment
Agriscience
Honors Agriscience
Supervised Agricultural Experience
Applied Environmental Science
Greenhouse Management
Honors Greenhouse Management
Landscaping and Turf Science
Large Animal Science
Natural Resources Management
Plant and Soil Science
Organizational Leadership & Communications
Honors Organizational Leadership & Communications
Principles of Agribusiness
Principles of Agricultural Mechanics
Principles of Plant Science and Hydroculture
Small Animal Science
Veterinary Science
Honors Veterinary Science

ARCHITECTURE & CONSTRUCTION

Advanced Interior Design
Architectural and Engineering Design I
Architectural and Engineering Design II
Architectural and Engineering Design III
Commercial Interior Design
Construction Practicum
Electrical Systems
Foundations of Interior Design
Fundamentals of Construction
HVAC
MEP Systems
Plumbing Systems
Residential and Commercial Construction I
Residential and Commercial Construction II
Residential Interior Design

HEALTH SCIENCE

Anatomy and Physiology
Honors Anatomy and Physiology
Clinical Internship
Honors Clinical Internship
Dental Science
Diagnostic Medicine
Emergency Medical Services
Emergency Medical Services Practicum
Exercise Science
Health Science Education
Honors Medical Therapeutics
Medical Terminology

**RUTHERFORD COUNTY COURSE OFFERINGS
2019- 2020 SCHOOL YEAR**

Medical Therapeutics
Nursing Education
Pharmacological Science
Rehabilitation Careers

HOSPITALITY & TOURISM

Advertising & Public Relations
Honors Advertising & Public Relations
Culinary Arts I
Culinary Arts II
Culinary Arts III
Honors Culinary Arts III
Culinary Arts IV
Honors Culinary Arts IV
Event Planning and Management
Hospitality and Tourism Exploration
Hospitality Management
Hospitality Marketing

**ARTS, AUDIO/VISUAL TECHNOLOGY, &
COMMUNICATIONS**

Applied Arts Practicum
Audio Recording
Audio Visual Production I
Audio Visual Production II
Audio Visual Production III
Digital Arts and Design I
Honors Digital Arts and Design I
Digital Arts and Design II
Honors Digital Arts and Design II
Digital Arts and Design III
Honors Digital Arts and Design III
Event Audio
Introduction to Audio Production

EDUCATION AND TRAINING

Early Childhood Education Careers I
Early Childhood Education Careers II
Early Childhood Education Careers III
Early Childhood Education Careers IV
Fundamentals of Education
Teaching as a Profession I
Teaching as a Profession II
Teaching as a Profession III

FINANCE

Accounting I
Honors Accounting I
Accounting II
Honors Accounting II
Banking and finance
Financial Planning
Personal Finance
Honors Personal Finance
Introduction to Business and Marketing

HUMAN SERVICES

Cosmetology I
Honors Cosmetology I
Cosmetology II
Honors Cosmetology II
Cosmetology III
Honors Cosmetology III
Family studies
Human Services Practicum
Introduction to Human Studies
Lifespan Development
Nutrition Across the Lifespan
Nutrition Science & Diet Therapy

INFORMATION TECHNOLOGY

Cabling and Internetworking
Coding I
Coding II
Coding Practicum
AP Computer Science
Computer Systems
Honors computer Science
Computer Science Foundations
Honors Computer Science Foundation
Cybersecurity I
Cybersecurity II
IT Clinical Internship
Honors Introduction to GIS
Networking
Honors Networking
Cybersecurity Practicum

**LAW, PUBLIC SAFETY, CORRECTIONS, &
SECURITY**

Court Systems and Practices
Criminal Justice I
Criminal Justice II
Honors Criminal Justice II
Criminal Justice III
Honors Criminal Justice III
Criminal Justice Practicum
Pre-Law I
Pre-Law II
Pre-Law III
Success Skills in Service Learning

MARKETING, DISTRIBUTION, & LOGISTICS

Advertising and Public Relations
Business and Entrepreneurship Practicum
Entrepreneurship
Honors Entrepreneurship
Entrepreneurship I
Entrepreneurship Foundations
Introduction to Business and Marketing
Marketing & Management I: Principles
Honors Marketing & Management I: Principles
Marketing & Management II: Advance Strategies
Honors Marketing & Management II: Advance Strategies

**RUTHERFORD COUNTY COURSE OFFERINGS
2019- 2020 SCHOOL YEAR**

Retail Operations
Virtual Enterprises International™
Honors Virtual Enterprises International™
Foundations of Supply Chain Management
Supply Chain Management I
Supply chain Management II
Supply Chain Management Practicum

STEM

Engineering Design I
Engineering Design II
Engineering Practicum
Honors Mechatronics Industrial Technician (MIT I & MIT II)
Principles of Engineering and Technology
STEM I: Foundation
STEM II: Applications
STEM III: STEM in Context
STEM IV: STEM Practicum
AP Computer Science Principles Digital Electronics
Robotics & Automated Systems
BioStem I
BioStem II
BioStem III
BioStem Practicum

WORK-BASED LEARNING

Work- Based Learning: Career Practicum

TRANSPORTATION

Collision Repair: Damage Analysis Estimating & Customer Service
Collision Repair: Non-Structural
Collision Repair: painting & Refinishing
Introduction to Collision Repair
Honors Maintenance & Light Repair I
Honors Maintenance & Light Repair II
Honors Maintenance & Light Repair III
Honors Maintenance & Light Repair IV
Introduction to Aerospace
Aviation I: Principles of Flight
Aviation II: Advanced Flight

ADVANCED MANUFACTURING

Digital Electronics
Mechatronics I
Mechatronics II
Principles of Manufacturing
Principles of Machining I
Principles of Machining II
Manufacturing Practicum

GOVERNMENT & PUBLIC ADMINISTRATION

JROTC I
JROTC II
JROTC III
JROTC IV

US Government & Civics
Success Skills in Service Learning

APPROVED OUT-OF-SCHOOL EXPERIENCES

Practical Politics and American Government, Duke University
Governor's School for Tennessee Heritage
Blair School of Music Youth Orchestra
Japanese Language Study through the Japanese Supplementary School
Dauphin Island
Student Conservation Association
Leadership Rutherford

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Film and TV Studies

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Environmental Tech II

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES <i>Required for all special course applications</i>	
Special Course Name: Environmental Tech I	
School District: Rutherford County Schools	
<p>We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.</p>	
Date of Approval by Local Board of Education:	
Chairperson's Signature	Date
Director of Schools' Signature	Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Music History

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Introduction to Self-Advocacy

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Focus on Adulthood

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES	
<i>Required for all special course applications</i>	
Special Course Name: U.S. Presidency	
School District: Rutherford County Schools	
<p>We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.</p>	
Date of Approval by Local Board of Education:	
Chairperson's Signature	Date
Director of Schools' Signature	Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES <i>Required for all special course applications</i>	
Special Course Name: Native American History	
School District: Rutherford County Schools	
<p>We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.</p>	
Date of Approval by Local Board of Education:	
Chairperson's Signature	Date
Director of Schools' Signature	Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Global Diplomacy

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: African American History

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Shakespeare II

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Anthropology

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Etymology

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date

2019-20 SPECIAL COURSE LOCAL APPROVAL AND ASSURANCES

Required for all special course applications

Special Course Name: Positive Psychology

School District: Rutherford County Schools

We verify that the information on this application is complete and accurate. Assigning the proposed instructor to this special course will not preclude having all State Board of Education approved courses taught by appropriately endorsed teachers.

Date of Approval by Local Board of Education:

Chairperson's Signature

Date

Director of Schools' Signature

Date



Rutherford County Schools

2240 Southpark Drive

Murfreesboro, TN 37128

Motion for the Board: Textbook Adoption Report ED-5009 and Textbook Certificate of Adoption Report ED-2153

School systems are required to submit textbook adoptions annually on forms provided by the Tennessee Department of Education. The elementary, middle, and high school textbook committees are recommending the purchase of the Social Studies textbooks listed below for use beginning 2019- 2020 through 2023-2024 school years.

***Instructional Materials on the State Approved List**

Course	Textbook Title	Publisher
Social Studies K-2	<i>Studies Weekly</i>	Studies Weekly
Social Studies 3-5	<i>Tennessee Experience</i>	Gallopade Curriculum
Social Studies 6	<i>World History and Geography: Ancient Civilizations</i>	McGraw-Hill
Social Studies 7	<i>World History and Geography: The Middle Ages to the 1700's</i>	McGraw-Hill
Social Studies 8	<i>8th Grade Tennessee Experience</i>	Gallopade Curriculum
Economics	<i>Tennessee Economics</i>	Pearson
Psychology	<i>Understanding Psychology</i>	McGraw Hill
Sociology	<i>Sociology and You</i>	McGraw Hill
U.S. Gov't and Civics	<i>Tennessee Magruder's American Government</i>	Pearson
World Geography	<i>Geography: The Human and Physical World</i>	McGraw-Hill
World History and Geography	<i>World History and Geography: The Industrial Revolution to the Present</i>	McGraw- Hill
Global Diplomacy	<i>The Winning Delegate</i>	Bedford/ St. Martin's
Positive Psychology	<i>Understanding Psychology</i>	McGraw- Hill

***Instructional Materials NOT on the State Approved List**

Course	Textbook Title	Publisher
AP Psychology**	<i>Myers' Psychology</i>	Bedford, Freeman, and Worth

AP Government and Politics United States**	<i>American Government: Stories of a Nation for the AP Course</i>	BFW
AP Comparative Government and Politics**	<i>Essentials of Comparative Politics with Cases AP Edition</i>	W.W. Norton and Company
AP U.S. History**	<i>American Pageant</i>	Cengage
AP World History**	<i>The Earth and Its Peoples: A Global History AP Edition</i>	Cengage
AP Human Geography**	<i>The Cultural Landscape</i>	Pearson
AP Macroeconomics**	<i>Krugman's Economics for AP</i>	Bedford, Freeman, and Worth
AP Microeconomics**	<i>Krugman's Economics for AP</i>	Bedford, Freeman, and Worth
AP European History**	<i>McKay's A History of Western Society</i>	Bedford, Freeman, and Worth
AP Capstone: Research and Seminar**	<i>The Bedford Researcher</i>	Bedford/ St. Martin's
African American History**	<i>African American History</i>	Houghton Mifflin Harcourt
Contemporary Issues**	<i>Current Issues and Enduring Questions: A Guide to Critical Thinking and Argument with Readings</i>	Bedford/ St. Martin's MacMillan Learning
U.S. History and Geography	<i>American History</i>	Houghton Mifflin Harcourt
Ancient World History**	<i>World History</i>	Houghton Mifflin Harcourt
Bible**	<i>The Bible and Its Influence</i>	Bible Literacy Project
Tennessee History**	<i>Tennessee Blue Book: A History of Tennessee</i>	Website: https://tnsoshistory.com

Motion to approve, Social Studies textbook adoption for middle and high schools, as presented.

*ED Form 2153 Attached

**No textbook options on the State Approved List

Return by April 15 to:
Director of Content
Andrew Johnson Tower, 12th floor
710 James Robertson Parkway Nashville, TN 37243-0379

**Certification of Adoption by
Local Board of Education
[attach form 5099 (Local Adoption Abstract) to this certificate]**

The _____ Board of Education approved the City, County or
Special School District

adoption of the textbooks as indicated on the attached Local Adoption Report

Abstract during the meeting of the board on _____.
Month, Day, Year

If the LEA has chosen to adopt any materials not on contract, then we do hereby certify the following:

- The LEA's unique needs require adopting materials not on the state's official list.
- A representative of our LEA attended the TDOE training on standards and the use of the screening instrument used to review instructional materials.
- The materials adopted by this LEA were screened by a review committee, appointed in accordance with T.C.A. § 49-6-2207 and were determined to be aligned to the standards by evaluating the materials using the screening instrument approved by the Textbook and Instructional Materials Quality Commission.
- The adoption abstract, this certification of adoption, and the local panels' reviews will be posted to the LEA's website within 30 days of local board approval.
- All materials adopted by this LEA that are not on contract have been listed under the "Materials not on Contract" section on the adoption abstract (5099).
- The LEA agrees to furnish any materials requested by TDOE for review.

Date

Chairman, Board of Education

Date

Director of Schools



Rutherford County Schools

2240 Southpark Drive

Murfreesboro, TN 37128

Motion for the Board: Textbook Adoption Report ED-5009 and Textbook Certificate of Adoption Report ED-2153

School systems are required to submit textbook adoptions annually on forms provided by the Tennessee Department of Education. The high school textbook committees are recommending the purchase of the World Language textbooks listed below for use beginning 2019- 2020 through 2023-2024 school years.

***Instructional Materials on the State Approved List**

Course	Textbook Title	Publisher
Spanish I	<i>Que' Che'vere I</i>	EMC/ Carnegie
Spanish II	<i>Que' Che'vere II</i>	EMC/ Carnegie
Spanish III	<i>Que' Che'vere III</i>	EMC/ Carnegie
Spanish IV	<i>Que' Che'vere IV</i>	EMC/ Carnegie
Latin I	<i>Latin for the New Millennium</i>	Bolchazy- Carducci
Latin II	<i>Latin for the New Millennium</i>	Bolchazy- Carducci
Latin III	<i>Latin for the New Millennium</i>	Bolchazy- Carducci
Chinese I	<i>Zhen Bang! Level 1</i>	EMC/ Carnegie
Chinese II	<i>Zhen Bang! Level 2</i>	EMC/ Carnegie
French I	<i>D'accord Level I</i>	Vista

***Instructional Materials NOT on the State Approved List**

Course	Textbook Title	Publisher
AP Spanish Language and Culture**	<i>Temas</i>	Vista
Spanish Advanced Honors for Native Speakers Level I**	El Espano para nosetras Level 1	Glencoe
Spanish Advanced Honors for Native Speakers Level II**	El Espano para nosetras Level 2	Glencoe
AP Latin (Vergil)**	Vergil's Aeneid: Selected Readings from Books 1, 2, 4 and 6	Bolchazy- Carducci
AP Latin (Caesar)**	Caesar: Selections from his Comentarii De Bello Gallico	Bolchazy- Carducci
French II	<i>D'accord Level 2</i>	Vista

French III	<i>D'accord Level 3</i>	Vista
French IV	<i>Themes</i>	Vista
AP French**	<i>Themes</i>	Vista
German I	<i>Mosaik</i>	Vista
German II	<i>Mosaik</i>	Vista
German III	<i>Mosaik</i>	Vista
AP German IV**	<i>Neue Blickwinkel</i>	Wayside
AP German**	<i>Neue Blickwinkel</i>	Wayside

Motion to approve, World Language textbook adoption for high schools as presented.

*ED Form 2153 Attached

**No textbook options on the State Approved List

Return by April 15 to:
Director of Content
Andrew Johnson Tower, 12th floor
710 James Robertson Parkway Nashville, TN 37243-0379

**Certification of Adoption by
Local Board of Education
[attach form 5099 (Local Adoption Abstract) to this certificate]**

The _____ Board of Education approved the City, County or
Special School District

adoption of the textbooks as indicated on the attached Local Adoption Report

Abstract during the meeting of the board on _____
Month, Day, Year

If the LEA has chosen to adopt any materials not on contract, then we do hereby certify the following:

- The LEA's unique needs require adopting materials not on the state's official list.
- A representative of our LEA attended the TDOE training on standards and the use of the screening instrument used to review instructional materials.
- The materials adopted by this LEA were screened by a review committee, appointed in accordance with T.C.A. § 49-6-2207 and were determined to be aligned to the standards by evaluating the materials using the screening instrument approved by the Textbook and Instructional Materials Quality Commission.
- The adoption abstract, this certification of adoption, and the local panels' reviews will be posted to the LEA's website within 30 days of local board approval.
- All materials adopted by this LEA that are not on contract have been listed under the "Materials not on Contract" section on the adoption abstract (5099).
- The LEA agrees to furnish any materials requested by TDOE for review.

Date

Chairman, Board of Education

Date

Director of Schools