

**RUTHERFORD COUNTY BOARD OF EDUCATION**  
**2240 Southpark Drive**  
**Murfreesboro, TN 37128**

**AGENDA**  
**April 30, 2020**  
**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 12, 2020**  
**March 16, 2020**  
**April 2, 2020**  
**April 14, 2020**  
**April 16, 2020**  
**April 27, 2020**

**B. Routine Bids**

- Bid #3469 - Floor Care Products**  
**Bid #3470 - Floor Machines**  
**Bid #3471 - LED School Sign – Christiana Middle**

**C. School Salary Supplements and Contract Payments**

<b>Name</b>	<b>Amount</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Jacob Harper	NTE 1,000	Central Magnet	School Funds – H.S. Boys Soccer	Assistant Boys Soccer Coach
Kevin Joyce	NTE 1,800	Central Magnet	School Funds – H.S. Baseball	Assistant Baseball Coach
Tabbatha Martin	NTE 1,500	Oakland High	Oakland Softball Boosters	Assistant Softball Coach
Matthew Turnbow	NTE 2,100	Stewarts Creek High	School Funds – General Athletics	Mowing/Facility Care
Stephen Buruette	NTE 1,100	Blackman High	School Funds – Chorus School Support Group	Accompanist for Spring Musical
Robert Trull	NTE 650	Blackman High	School Funds – Chorus School Support Group	Audio/Visual work for Spring Musical
Dylan Jenkins	NTE 1,800	Central Magnet	School Funds – Baseball	JV Baseball Coach

Tam Clark	NTE 1,200	Eagleville	School Funds – Basketball Accounts	Basketball Announcing
Valanna Lyons	NTE 3,000	Oakland High	Oakland Softball Boosters	Assistant Softball Coach
Hayley Randolph	NTE 500	Rocky Fork Middle	School Funds – Softball	Assistant Softball Coach
Ollie Liddell	NTE 800	Stewarts Creek High	School Funds – Band	All County High School Jazz Band Clinician

\*\* Unless listed as an hourly rate

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

Recommend Approval – motion to approve the consent agenda as presented.

## 6. VISITORS

## 7. ESL SUMMER SCHOOL (TAB 2)

### **Extended Contract for Two ESL Teachers and One Educational Assistant**

**The ESL Department proposes a six-week summer school program for English language learners at Smyrna Middle School, funded completely by Title III funds. These funds will provide two (2) teacher extended contracts and one (1) ESL Educational Assistant contract. Each teacher will receive approximately \$2,325.00 for their services. The ESL Educational Assistant will receive his/her current hourly wage for 120 hours. The dates of the Summer School are June 1-July 17, 2020 from 8:00 A.M. – 12:00 P.M.**

**Contract with Chip Industries – Transportation is being provided by Chip Industries. Chip Industries will receive an estimate of \$3,368.00 to provide transportation.**

Recommend Approval --- motion to approve Rutherford County Schools Title III funded contracts with 2 ESL Teachers and 1 ESL EA and Chip Industries for the six-week summer school program to be held at Smyrna Middle School.

## 8. 2019-2020 CENTRAL OFFICE TENURE RECOMMENDATION

### **2019-2020 Central Office Tenure Recommendation**

**The following certified employees 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
- Tenure status will become effective their first day of the 2020-2021 school year.

Name	Position	Department
Chelsey Lea Curry	School Psychologist	Special Education
Janet Michelle Flannery	Assistant Principal	Smyrna Middle
Laura Heath	Interim Principal	Walter Hill Elementary
Renee Camille Jackson	Behavior Specialist	Special Education
Jennifer Rachel Jernigan	RTI Coach Level 1	Instruction Dept.
Leisa Collins Justus	Principal	Blackman High School
Sara Williams King	Speech & Language Therapist	Special Education
Elizabeth Durham Kirby	Project Search Teacher	Special Education
Jodie Nicole Newton	Speech & Language Therapist	Special Education
James Joseph Sullivan	Assist. Sup. of Instruction & Curriculum	Instruction Dept.
Vonda Kay Vaughn	Speech & Language Therapist	Special Education
Erin Marie Weiss	Speech & Language Therapist	Special Education
Tracy Lee Wise	Social Worker	Special Education

Recommend Approval – motion to approve the recommendation of the Director of Schools to award tenure to the teachers who meet criteria for 2019-2020.

## 9. EMERGENCY RESOLUTION TO SUSPEND CERTAIN POLICIES (TAB 3)

**Due to the Tennessee State Board of Education passing emergency rules to accommodate necessary changes related to school closures, this Board should adopt a resolution to suspend its policies that are contrary to the new State Rules. The attached policy identifies each conflicted policy and proposes a solution to be in place through the end of the 2019-2020 school year. This resolution will expire at the beginning of the 2020-2021 school year and the normal policies will again apply.**

Recommend Approval – motion to adopt the Resolution for the Suspension of Policies.

**10. APPROVAL OF REVISED 2020-2021 RUTHERFORD COUNTY SCHOOLS  
CALENDAR AND CALENDAR BREAKDOWN FOR 2020-2021 (TAB 4)**

**Recommend Approval –motion to approve the revised 2020-2021 Rutherford  
County Schools calendar and the Calendar Breakdown for 2020-2021 as presented.**

**11. GRADUATION DATES FOR CLASS OF 2020**

**Recommend Approval – motion to approve Option \_\_\_\_\_ for the dates, times and  
locations for the 2020 High School Graduation Ceremonies for Rutherford County  
Schools.**

**12. INSURANCE UPDATE**

**13. DIRECTOR’S UPDATE**

**14. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE**

**15. FEDERAL RELATIONS NETWORK (FRN) UPDATE**

**16. GENERAL DISCUSSION**

**17. ADJOURNMENT**

**Board of Education Meeting  
2240 Southpark Drive  
Murfreesboro, TN**

**Minutes of March 12, 2020**

**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. Sara Page, Staff Attorney, led the Pledge of Allegiance.**

**2. MOMENT OF SILENCE**

**The Chairman called for a moment of silence.**

**3. APPROVAL OF AGENDA**

**Motion made by Mr. Jordan, seconded by Mrs. Moore, to approve the agenda as presented.**

**Vote: All Yes**

**4. APPROVAL OF CONSENT AGENDA**

**A. Minutes: February 27, 2020**

**B. Community Use of Facilities**

**C. Out of County Transfer (1)**

**D. Routine Bids**

**Bid #3466-Robot Installation and Enclosure (Oakland High)**

**E. School Salary Supplements and Contract Payments:**

Name	Amount	School	Funded By	Description
<b>Benjamin Holl</b>	<b>NTE \$1,500.00</b>	<b>Blackman High School</b>	<b>School Funds-Boys Basketball</b>	<b>Assistant Boys Basketball Coach</b>
<b>Isaiah Phillips</b>	<b>NTE \$2,000.00</b>	<b>Blackman High School</b>	<b>School Funds-Boys Basketball</b>	<b>Assistant Boys Basketball Coach</b>
<b>Jeramey Anderson</b>	<b>NTE \$500.00</b>	<b>Oakland High School</b>	<b>Oakland Endzone Club</b>	<b>Summer Camps</b>
<b>Kevin Creasy</b>	<b>NTE \$6,000.00</b>	<b>Oakland High School</b>	<b>Oakland Endzone Club</b>	<b>Off Season Strength and Conditioning/Indoor Supervision</b>
<b>Stephen Jackson</b>	<b>NTE \$1,000.00</b>	<b>Oakland High School</b>	<b>Oakland Endzone Club</b>	<b>Summer Weight Program</b>
<b>Mitzi Wilson *1,6</b>	<b>NTE \$340.00</b>	<b>Oakland High School</b>	<b>School Funds-Volleyball</b>	<b>Bus Driver</b>
<b>Kevin Wright *6</b>	<b>NTE \$2,000.00</b>	<b>Oakland High School</b>	<b>School Funds-Boys + Girls Basketball</b>	<b>Bus Driver + Announcer</b>
<b>Steve Williams *1</b>	<b>NTE \$440.00</b>	<b>Smyrna High School</b>	<b>School Funds-Boys Basketball</b>	<b>Official Score Bookkeeper</b>
<b>Larry Smith</b>	<b>NTE \$3,500.00</b>	<b>All Schools</b>	<b>School Funds-Track</b>	<b>Meet Management/Advisory</b>
<b>Charles Powell</b>	<b>NTE \$2,000.00</b>	<b>Blackman High School</b>	<b>School Funds-Track</b>	<b>Throws Coach</b>
<b>Jeremy Selvidge</b>	<b>NTE \$1,500.00</b>	<b>Blackman High School</b>	<b>School Funds-Track/Cross Country</b>	<b>Assistant Track/Cross Country Coach</b>
<b>Courtney Collins-Guenther</b>	<b>NTE \$3,000.00</b>	<b>Central Magnet</b>	<b>School Funds-HS Tennis</b>	<b>Tennis Coach</b>
<b>Shantel Perry</b>	<b>NTE \$6,000.00</b>	<b>Oakland High School</b>	<b>Oakland Swim Boosters</b>	<b>Swim Camps-March-July</b>
<b>Timothy Berg</b>	<b>NTE \$3,500.00</b>	<b>Siegel High School</b>	<b>School Funds Choir</b>	<b>Set Construction</b>

<b>Tracie Beardon</b>	<b>NTE \$1,000.00</b>	<b>Siegel High School</b>	<b>School Funds Choir</b>	<b>Orchestra for Les Misérables</b>
<b>Jeff Shipley</b>	<b>NTE \$1,140.00</b>	<b>Smyrna High School</b>	<b>School Funds-Boys + Girls Basketball</b>	<b>Basketball Announcer</b>
<b>Trenton Short</b>	<b>NTE \$630.00</b>	<b>Smyrna High School</b>	<b>School Funds-Boys + Girls Basketball</b>	<b>Basketball Clock Operator</b>
<b>Daniel Snyder</b>	<b>NTE \$1,000.00</b>	<b>Stewarts Creek High School</b>	<b>School Funds-Boys Soccer</b>	<b>Assistant Boys Soccer Coach</b>
<b>Jason Watkins *2</b>	<b>Hourly</b>	<b>Blackman High School</b>	<b>Clubs, Athletics + Outside Groups</b>	<b>Additional Custodial work for the 2019/2020 school year</b>
<b>Rachael Messick *2</b>	<b>Hourly</b>	<b>Blackman Middle School</b>	<b>School Funds-Softball</b>	<b>Keep Team Books</b>
<b>Danah Weese *2</b>	<b>Hourly-NTE \$1,500.00</b>	<b>Oakland High School</b>	<b>School Funds-Boys + Girls Basketball</b>	<b>Scorebook at Girls + Boys Basketball</b>

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6. Pending approval by Transportation Dept.

#### **F. Non-Faculty Volunteer Coaches:**

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

**The following non-faculty volunteer coaches are for the 2019-2020 school year:**

<b><u>Name</u></b>	<b><u>School</u></b>	<b><u>Sport</u></b>
<b>James Dawes</b>	<b>Siegel High School</b>	<b>Track</b>
<b>Amanda Durrett</b>	<b>Blackman High School</b>	<b>Track</b>
<b>Valanna Lyons</b>	<b>Oakland High School</b>	<b>Softball</b>
<b>Matthew Carmichael</b>	<b>Oakland High School</b>	<b>Archery</b>
<b>Brian Summar</b>	<b>Central Magnet</b>	<b>Baseball</b>

**Kyle Chandler  
Shannon Randol**

**Riverdale High School  
Central Magnet**

**Baseball  
Ultimate Frisbee**

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

**Vote: All Yes**

**5. VISITORS**

**Sienna Hall, representing parents, teachers, and REA, expressed concerns about the coronavirus.**

**6. SPOTLIGHT**

**Art Recognition**

**Students from all schools were individually recognized for their artwork. The selected artwork is displayed at the central office.**

**7. SIGNING BONUS INCENTIVE FOR HARD TO STAFF SUBJECT AREAS**

**The Signing Bonus Incentive for Hard to Staff Areas submitted to the state each year is presented for Board approval.**

Motion made by Mrs. Moore, seconded by Ms. Sharp, to approve the Signing Bonus Incentive for Hard to Staff Subject Areas for the 2020-21 school year as presented.

**Vote: All Yes**

**8. ADVANTAGE xPO RENEWAL AGREEMENT**

**Rutherford County Schools currently contracts with Advantage xPO for substitute teacher services. Advantage xPO will maintain their current bill rate and contract for the 2020-2021 school year.**

Motion made by Mr. Hodge, seconded by Mr. Young, to approve the renewal of the Advantage xPO contract for substitute teacher services for the 2020-21 school year.

**Vote: All Yes**

**9. TODD NESLONEY CONTRACT WITH KITRELL ELEMENTARY SCHOOL**

**Presenter, Todd Nesloney will lead professional development on his book, Kids Deserve It: Pushing Boundaries and Challenging Conventional Thinking, at Kittrell Elementary School on June 15, 2020. The training will include topics such as teaching the whole child in a safe and healthy learning environment, making an impact in the**



**lives of our students, and strategies for innovative instruction to raise achievement in all students.**

**The cost will not exceed \$7,500 and includes all travel and fees for the presenter. Kittrell’s Title I funds will pay 100% of the cost for this training.**

Motion made by Mr. Jordan, seconded by Mr. Young, to approve a contract between Todd Nesloney and Kittrell Elementary for professional development training over Kids Deserve It.

**Vote: All Yes**

**10. CURRICULUM & INSTRUCTION**

**The Curriculum & Instruction CTE Department would like to allocate approximately \$13,010.00 of Perkins 2019-2020 funds to support Rutherford Works Ambassador Leads at 22 of our Middle and High Schools. The purpose of this Rutherford Works Ambassador Leads would be to develop the instructional capacity of teachers, counselors, and assistant principals within our district to support the Rutherford Works partnership. The Leads would be responsible for attending in-person meetings and implementing the following opportunities at their schools: Work Ethic Distinction, YouScience, WBL, Industry Tours, JumpStart Job Fair, 8<sup>th</sup> Grade Career Pathway Fair, and the ACT WorkKeys Assessment.**

**The allocations are: Each participant receives a \$500.00 stipend for attendance and participation in Professional Development sessions led by Rutherford Works and the CTE Curriculum & Instruction Department.**

<b>RutherfordWorks Ambassador</b>		
<b>Schools</b>	<b>RW Ambassador</b>	<b>Position</b>
<b>Blackman High</b>	<b>Jeanette Noffsinger</b>	<b>CTE High School Teacher</b>
<b>Holloway High</b>	<b>Jessica Supakhan</b>	<b>CTE High School Teacher</b>
<b>LaVergne High</b>	<b>Dale Hudson</b>	<b>CTE High School Teacher</b>
<b>Oakland High</b>	<b>Sherri Rogers</b>	<b>CTE High School Teacher</b>
<b>Riverdale High</b>	<b>Emily Colbert</b>	<b>CTE High School Teacher</b>
<b>Rockvale High</b>	<b>Jennifer Vining</b>	<b>CTE High School Teacher</b>
<b>Siegel High</b>	<b>Stacie Andersen</b>	<b>CTE High School Teacher</b>
<b>Smyrna High</b>	<b>Carrie Ott</b>	<b>CTE High School Teacher</b>
<b>Stewarts Creek High</b>	<b>Ann Stewart</b>	<b>CTE High School Teacher</b>
<b>Blackman Middle</b>	<b>Theresa Saupe</b>	<b>CTE High School Teacher</b>
<b>Christiana Middle</b>	<b>Leigha Moltz</b>	<b>CTE High School Teacher</b>
<b>LaVergne Middle</b>	<b>Tiffany Copeland</b>	<b>Middle School Assistant Principal</b>
<b>Oakland Middle</b>	<b>Emily Mangrum</b>	<b>CTE Middle School Teacher</b>
<b>Rock Springs Middle</b>	<b>Nicole Stribens</b>	<b>Middle School STEM Teacher</b>
<b>Rocky Fork Middle</b>	<b>Amanda Jo Serrano</b>	<b>Middle School Counselor</b>

<b>Rockvale Middle</b>	<b>Kelly Newberry</b>	<b>Middle School Assistant Principal</b>
<b>Siegel Middle</b>	<b>April Mongold</b>	<b>Middle School Counselor</b>
<b>Smyrna Middle</b>	<b>Kelley Evett</b>	<b>Middle School Math Teacher</b>
<b>Stewarts Creek Middle</b>	<b>Keith Young</b>	<b>Middle School Assistant Principal</b>
<b>Whitworth Buchanan Middle</b>	<b>Dara Busard</b>	<b>CTE Middle School Teacher</b>
<b>Eagleville</b>	<b>Libby Sledge</b>	<b>CTE High School Teacher</b>
<b>Central Magnet</b>	<b>Jackie Crawley Harrison</b>	<b>CTE High School Teacher</b>

Motion made by Mrs. Johnson, seconded by Mrs. Moore, to approve allocating approximately \$13,010.00 of Perkins funds to support Rutherford Works Ambassador Leads at 22 of our Middle and High Schools. Each participant will receive a \$500.00 stipend for attendance and participation in Professional Development sessions by Rutherford Works and the Curriculum & Instruction CTE Department. Schools allocated number of participants is 11 middle schools and 11 high schools to support teacher and student success.

**Vote: All Yes**

**11. INSTRUCTIONAL MATERIALS ON THE STATE APPROVED LIST**

<b>Course</b>	<b>Textbook Title</b>	<b>Publisher</b>
<b>Criminal Justice I</b>	<b>Introduction to Criminal Justice</b>	<b>Cengage</b>
<b>Criminal Justice II</b>	<b>Introduction to Policing</b>	<b>Cengage</b>
<b>Culinary Arts IV</b>	<b>The Culinary Professional</b>	<b>Goodheart-Wilcox</b>
<b>Culinary Arts III</b>	<b>iCEV Culinary Art</b>	<b>CEV</b>

**INSTRUCTIONAL MATERIALS NOT ON THE STATE APPROVED LIST**

<b>Course</b>	<b>Textbook Title</b>	<b>Publisher</b>
<b>Criminal Justice III</b>	<b>Forensic Science: Fundamentals and Investigations</b>	<b>Cengage</b>
<b>Culinary Arts I</b>	<b>Foundations of Restaurant Management and Culinary Arts Level I</b>	<b>National Restaurant Association</b>
<b>Culinary Arts II</b>	<b>Foundations of Restaurant Management &amp; Culinary Arts Level 2</b>	<b>National Restaurant Association</b>
<b>Pre-Law I</b>	<b>Street Law</b>	<b>McGraw Hill</b>
<b>Pre-Law II &amp; III</b>	<b>Introduction to Law</b>	<b>Cengage</b>

There were no state-approved texts on the adoption lists for these courses. These courses had no resources submitted for the initial Section B Committee Review that took place during the summer of 2019. The local CTE Section E Instructional Materials Committee requested and reviewed the materials above and determined that they meet the requirements set forth in the Local Education Agency Instructional Materials Waiver Instrument, thus allowing them to be used in CTE courses.

Motion to approve the following Career & Technical Education instructional materials for use in CTE courses beginning 6/1/20 through 6/30/26.

**Vote: All Yes**

**12. CURRICULUM & INSTRUCTION SUMMER USAGE OF FACILITIES (For Information Only)**

**Rutherford County School Summer Camps: Held at Rutherford County Schools by Rutherford County Teachers to Rutherford County Students with the Discovery Center overseeing registration.**

Date	Theme	Age Group	School	Capacity	Price	Instructors
June 8-12	These Are the Droids You Are Looking For	6 <sup>th</sup> -9 <sup>th</sup>	Stewarts Creek Middle	20 campers	\$300/camper	Kevin Welch/Zach Martin
June 8-12	Cyber Ambassador Boot Camp	9 <sup>th</sup> -12 <sup>th</sup>	Stewarts Creek High	25 campers	\$300/camper	Joseph Marco
June 15-19	The Maker's Coding Lab	3 <sup>rd</sup> -5 <sup>th</sup>	Barfield	20 Campers	\$250/camper	Tim Carey/Herman Nelson
June 15-19	Code Like a Girl	6 <sup>th</sup> -8 <sup>th</sup>	Rocky Fork Middle	20 Campers	\$250/camper	Bobbie Jo Meredith/Clare Kaplan
June 15-19	These Are the Droids You Are Looking For	6 <sup>th</sup> -9 <sup>th</sup>	Stewarts Creek Middle	20 Campers	\$300/camper	Kevin Welch/Zach Martin
July 13-17	The Maker's Coding Lab 2	3 <sup>rd</sup> -5 <sup>th</sup>	Barfield	20 Campers	\$250/camper	Tim Carey/Clare Kaplan

**13. TEXTBOOK ADOPTION**

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 English Language Arts textbooks listed below for use beginning 2020-2021 through the 2025-2026 school year.

Course	Textbook Title	Publisher
<b>ELA K-5</b>	<b>OUR Expeditionary Learning</b>	<b>Open Up</b>
<b>ELA 6-8</b>	<b>Amplify ELA</b>	<b>Amplify</b>
<b>ELA 9-12</b>	<b>MyPerspectives</b>	<b>Pearson</b>
<b>Creative Writing</b>	<b>Creative Writing: Four Genres in Brief (3<sup>rd</sup> Edition)</b>	<b>Bedford</b>
<b>AP Seminar</b>	<b>A World of Ideas: Essential Readings for College Writers (11<sup>th</sup> Edition)</b>	<b>Bedford</b>
<b>AP Language</b>	<b>The Language of Composition (3<sup>rd</sup> Edition)</b>	<b>Bedford</b>
<b>AP Literature</b>	<b>Literature and Composition (2<sup>nd</sup> Edition)</b>	<b>Bedford</b>

Motion made by Mr. Young, seconded by Mr. Hodge, to approve English Language Arts textbook adoption for elementary, middle and high schools as presented.

**Vote: All Yes**

**14. RUTHEROFRD COUNTY SCHOOLS JROTC DISTINGUISH LEADER GRADUATE AWARD**

**The Instruction Department would like to offer a JROTC Distinguish Leader Graduate Award to qualifying seniors upon graduation. The Award would consist of a certificate, specific diploma seal, and an identifying Distinguish Leader cord or sash at the graduation ceremony. Qualifications for students to receive the award are included.**

Motion made by Ms. Sharp, seconded by Mrs. Johnson, to approve the JROTC Distinguish Leader Graduate Award beginning with the 20-21 school year.

**Vote: All Yes**

**15. RUTHERFORD COUNTY SCHOOLS' VIRTUAL SCHOOL - FOR DISCUSSION**

**The Director expressed that he would like to work toward having K-12 virtual schools.**

**16. DISCIPLINARY HEARING APPEAL 1**

**The Board has been requested to review the decision of the Disciplinary Hearing Authority (DHA) to uphold the remandment of a student from Rockvale High School. The student was remanded to alternative school under Board Policy 6.313. Based on a review of the DHA's record, the Board may:**

Motion made by Mrs. Moore, seconded by Mr. Jordan, to affirm the decision of the DHA.

**Vote: All Yes**

**17. DISCIPLINARY HEARING APPEAL 2**

**The Board has been requested to review the decision of the Disciplinary Hearing Authority (DHA) to uphold the remandment of a student from Rockvale High School. The student was remanded to alternative school under Board Policy 6.313. Based on a review of the DHA's record, the Board may:**

Motion made by Mrs. Johnson, seconded by Ms. Sharp, to affirm the decision of the DHA.

**Vote: All Yes**

**18. DISCIPLINARY HEARING APPEAL 3**

**The Board has been requested to review the decision of the Disciplinary Hearing Authority (DHA) to uphold the remandment of a student from Rockvale High School. The student was remanded to alternative school under Board Policy 6.313. Based on a review of the DHA's record, the Board may:**

Motion made by Mr. Jordan, seconded by Mrs. Moore, to affirm the decision of the DHA.

**Vote: All Yes**

**19. FINANCIAL MATTERS**

**1. Non-Payroll Budget Amendment within Major Expenditure Functions in the General-Purpose School Fund**

**This is a routine clean-up, non-payroll budget amendment within major functions to true up funds within departments in order to assist with next year's budget preparation, as well as assist with current year budget control. Departments that needed additional funds (revenue) to balance expenditure overages within their department budgets were: Coordinated School Health (walking track grant expenditure), Attendance office (attendance software additional expense), and transportation department (additional bus camera equipment purchases/installation expenses). Attendance Office and Transportation Office budget overages to be offset by additional lease revenue received. Coordinated school health additional funding from grant funds.**

Motion made by Mr. Hodge, seconded by Mr. Young, to approve the cleanup, non-payroll, within major expenditure functions, budget amendment.

**Vote: All Yes**

**2. Non-Payroll Budget Amendment to Move Funds Between the Two Major Expenditure Functions for CTE and to Move Restricted Funds Out of Fund Balance in the General-Purpose School Fund**

**This is a second clean-up, non-payroll budget amendment for the CTE Program that moves funds between the two CTE major functions (Instructional and Support). Additional non-payroll clean-up to move donated funds from United Way, Jennings Jones Foundation, Smyrna Rotary Club to budget for expenditure of funds as requested and directed by donors at Smyrna West Alternative School (staff development, needy children clothing and teacher recognition), District-Wide Spectrum Program (gifted program staff development) and district-wide clothing for needy school-age children (attendance office). With the movement of funds between two major expenditure functions, as well as out of fund balance, this amendment cannot be on the county commission's consent agenda, therefore it is separate from the first clean-up budget amendment.**

Motion made by Mr. Young, seconded by Mr. Hodge, to approve the non-payroll budget amendment as presented.

**Vote: All Yes**

**3. Amendments to the FY 19-20 Approved Fund 177 Education Capital Project Fund**

**This is an amendment to move available funds to additional needed capital projects as detailed in the enclosed capital project fund plan. Additional work includes refinishing two additional school gymnasium floors and needed interior renovations at the Smyrna Teacher Training Center.**

Motion made by Mr. Hodge, seconded by Mr. Young, to approve the amendment to move available funds to additional needed capital projects as presented.

**Vote: All Yes**

**4. 2020-2021 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 E-Rate discount of 60% is \$301,922.**
- Category 2-TEBC Contract #49083 to Central Technologies, Inc. for fiber products, installation and related network equipment for 22 elementary schools. The District's cost with the E-Rate discount of 60% is \$496,634.**

Motion made by Mr. Hodge, seconded by Mrs. Moore, to approve the 2020-2021 E-Rate TEBC Contracts as presented.

**Vote: All Yes**

**20. RESOLUTION RELATING TO TEA MATTERS**

**Mr. Jeff Reed, Board Attorney, presented the Board with two RESOLUTIONS originated by teachers for consideration.**

**21. INSURANCE UPDATE - No report.**

**22. DIRECTORS UPDATE -**

**The Director gave an update on the Coronavirus and the guidelines we are following.**

**23. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE - No report.**

**24. FEDERAL RELATIONS NETWORK (FRN) UPDATE - No report.**

**The meeting adjourned at approximately 6:15 P.M.**

**Immediately following the adjournment an Executive Session was held.**

\_\_\_\_\_  
**Jim Estes, Board Chairman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Bill C. Spurlock, Director**

\_\_\_\_\_  
**Date**

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

**Special Called Minutes  
of March 16, 2020**

**BOARD MEMBERS PRESENT**

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

**1. CALL TO ORDER**

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

**2. SCHOOL CLOSURE**

**Director of Schools, Bill Spurlock, updated the Board on the closure decisions for Rutherford County Schools. At this time, per guidance from Tennessee Governor Bill Lee, Rutherford County schools will be closed through spring break, with an anticipated return date of April 6, 2020. Principals will meet virtually once a day during that time. Mr. Spurlock briefed the Board on a conference call with the Tennessee Department of Education Commissioner. Rutherford County Schools will be two days over its stockpile of weather days. When that occurs, RCS will apply for a waiver. Additionally, while schools are closed, breakfast and lunch will be provided at ten locations to any children 18 and under for free and**



offered to adults at \$2.00 for breakfast and \$3.80 for lunch. The Board will be reimbursed by the federal government.

Mr. Spurlock asked the school board to approve an additional seven days of paid days for the classified staff that would otherwise go unpaid. If the State approves the waiver of the two excess days missed, this pay will not impact RCS. Assistant Superintendent Doug Bodary offered an analysis on the fiscal impact. The Board was asked to vote on a motion.

Lisa Moore and Tiffany Johnson asked clarifying questions to ensure all RCS staff would be covered. Trey Lee addressed bus driver pay. Jeff Jordan indicated that we may want to wait until the next Board meeting due to the changes happening rapidly. Mr. Spurlock indicated that the intent was to offer peace of mind to those concerned about the upcoming days that will go unpaid if the motion is not approved. Terry Hodge asked about possible compensation time for employees coming in while other workers are receiving pay to stay home. Trey Lee indicated that the ideas would be explored.

Motion made by Mr. Hodge, seconded by Mr. Young, to add seven (7) additional inclement weather days to our current year school calendar to provide classified nine and ten month hourly school staff with pay through next Friday March 27.

Vote: All Yes

Mr. Spurlock updated the Board on the State testing window. The State indicated that the testing window will be made more flexible. There is an ability to halt it, but it requires federal action at the request of the Tennessee General Assembly. Mrs. Sharp mentioned that a congressman has written a letter to the US Department of Education to request a waiver from testing, but Mr. Spurlock explained that this is unlikely to result in that change due to the legal mechanisms required. If RCS is closed past April 6, 2020, the Instruction Department is developing a possible distance learning alternative. If school reconvenes, then athletics can restart as well. Lisa Moore asked additional follow-up questions related to funding and ACT testing. Mr. Spurlock indicated that

**ACT make-up day will be April 21, 2020. Lisa Moore also asked about what teachers are expected to do as far as online learning in the meantime.**

**The meeting adjourned at approximately 5:30 P.M.**

\_\_\_\_\_  
**Jim Estes, Board Chairman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Bill C. Spurlock, Director of Schools**

\_\_\_\_\_  
**Date**

**RUTHERFORD COUNTY BOARD OF EDUCATION  
2240 Southpark Drive  
Murfreesboro, TN 37128**

**Special Called Board Meeting  
Minutes of April 2, 2020  
5:00 P.M.**

**Board Members Present**

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

**1. CALL TO ORDER**

**The Chairman called the meeting to order at 5:00 P.M. Jeff Reed, Board Attorney, led the Pledge of Allegiance.**

**2. POLICY ADOPTIONS**

**In order to provide authority and clarity to support the recent necessary actions of this Board the following policy changes are recommended directly to the Board for adoption as emergency policies.**

**A. Policy 1.801.1 Emergency Closing**

**Updated to reflect TSBA Model Language that further enshrines the ability for the school system to close during pandemic, and authorizing payment to employees.**

**B. Policy 5.1151 Telework During Emergencies**

**This policy enshrines fundamental structures for employees both at a district and school level to conduct work from home. This procedure is narrowly drafted to only apply during emergencies with broad oversight from management.**

### **C. Policy 5.301 Emergency and Legal Leave**

**This policy amendment seeks to enshrine the Board's authority to grant paid leave during emergencies to staff, and for certain staff members to be designated as essential.**

Motion made by Mrs. Moore, seconded by Mrs. Johnson, to approve and adopt policies as emergency policies, waiving the requirement of a second reading pursuant to Board Policy 1.600. The policies shall be effective immediately.

**Vote: All Yes**

### **3. CLASSIFIED EMPLOYEE PAY**

**Funding for Classified Staff Salaries for Continued School Operations under the Rutherford County Schools telework and Essential Services Guidance as detailed in the Rutherford County Schools Administrative Rules, Regulations, Guidelines and Procedure ADM 1-4(a): Quarantine Personnel.**

**In order to maintain effective staff and essential operations during the period of closure and to ensure schools can reopen rapidly and fully staffed, Central Office Leadership is requesting that the Board vote to continue classified staff pay through April 20, 2020. The expectation is that staff that is deemed essential shall continue work as normal, staff able to telework will provide services from home, and staff that must be quarantined and are unable to telework will be supported for their return to work as soon as practicable. The amount to be paid has already been budgeted for staff. Staff that is home and unable to work shall be paid under the pending District and School Emergency Leave Policy proposed to this Board.**

Motion made by Mrs. Moore, seconded by Mr. Jordan, to approve funding for School Classified Employee Pay, as outlined in the Rutherford County Schools Administrative Rules, Regulations, Guidelines and Procedure ADM 1-4(a): Quarantine Personnel.

**Vote: All Yes**

### **4. EXPAND FEEDING SITES**

Motion made Mr. Hodge, seconded by Mrs. Johnson, to expand our feeding sites from 10 to 20 beginning April 6, 2020 through April 24, 2020.

**Vote: All Yes**

## **5. INSTRUCTION DEPARTMENT**

**Rutherford County Schools would like to pilot a virtual school for the 2020-2021 school year. This pilot year would serve as a time for us to provide an online education option for approximately 100 students. This would be a stand-alone school and operate with its own school number, accountability and principal. The first step in receiving permission from TDOE is to have approval from the local school board, just as would be the case in opening a new traditional school. The Instruction Department is anticipating an operating cost of \$425,000 for the 100 students. These funds would be covered by the combined allocations received from student ADM at our virtual school.**

Motion made by Mr. Young, seconded by Mr. Hodge, to approve Rutherford County School virtual school for the 2020-2021 school year as presented.

**Vote: All Yes**

## **6. 2019-2020 CAPITAL PROJECTS BUDGET AMENDMENT – FUND 177**

**Each July 1 outstanding purchase orders in this fund are liquidated. The funds go to fund balance which in this fund is account 34685, Committed for Capital Projects. These purchase orders are for projects that had not been finished by June 30. This amendment takes those funds out of 34685. Committed for Capital Projects and re-budgets the expenditures for the carry-over projects that were approved last year, but haven't been completed. This year we have \$2,980,784.50 in funds to re-budget.**

Motion made by Mr. Jordan, seconded by Mrs. Johnson, to amend the 2019-2020 Capital Projects Budget, Fund 177, by reducing account 34685, Committed for Capital Projects by \$2,980,784.50 and by increasing Maintenance and Repair Services – Buildings, account 91300-355; Other Contracted Services, 91300-399; and Other Equipment, account 91300-790 for a combined total of the same \$2,980,784.50 as presented.

**Vote: All Yes**

## **7. APPROVAL OF ROUTINE BIDS**

**Bid #3467 - Laser Checks**

**Bid #3468 - Tree Trimming**

**Bid #3465 - Photography**

Motion made by Mr. Hodge, seconded by Mrs. Johnson to approve the routine bids as presented.

**Vote: All Yes**

**There being no further business, the meeting adjourned at approximately 5:25 P.M.**

\_\_\_\_\_  
**Jim Estes, Board Chairman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Bill C. Spurlock, Director of Schools**

\_\_\_\_\_  
**Date**

**RUTHERFORD COUNTY BOARD OF EDUCATION**  
**Board Meeting**  
**2240 Southpark Drive**  
**Murfreesboro, TN 37128**

**Minutes of April 14, 2020**

**Board Members Present**

**Jim Estes, Chairman**

**Coy Young, Vice Chairman**

**Terry Hodge**

**Jeff Jordan**

**Tiffany Johnson**

**Lisa Moore**

**Tammy Sharp**

**Bill C. Spurlock, Director of Schools**

**1. Call to Order**

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

**2. Moment of Silence**

The Chairman called for a moment of silence.

**3. Review Fund 143 2020/21 Centralized Cafeteria Fund Budget**

**Mr. Bodary, Assistant Superintendent of Budget and Finance reviewed the Cafeteria Fund 143 by line item and answered any questions.**

**Motion made by Mrs. Moore, seconded by Mr. Jordan, to approve the Centralized Cafeteria Fund as presented.**

**Vote: All Yes**

**4. Review Fund 177 2020/21 Capital Projects Fund Budget**

**Mr. Lee, Assistant Superintendent of Facilities and Construction, presented the Capital Project Requests. Mr. Lee stated that the HVAC System for Central Magnet School was not on the list provided tonight. There was a lengthy discussion on the replacement of the HVAC system at Central Magnet School. Mr. Lee was asked to bring an amended Capital Projects list to the Board for the Thursday night Board meeting. No vote was taken.**

**5. FY 2020-21 Medical Insurance Rates**

**Mr. Bodary provided the Board with a copy of the Medical Insurance 2021 Renewal Rates.**

**There being no further business, the meeting adjourned at approximately 5:40 P.M.**

\_\_\_\_\_  
**Jim Estes, Board Chairman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Bill C. Spurlock, Director of Schools**

\_\_\_\_\_  
**Date**



**RUTHERFORD COUNTY BOARD OF EDUCATION  
2240 Southpark Drive  
Murfreesboro, TN 37128**

**Board Meeting  
Minutes of April 16, 2020  
5:00 P.M.**

**Board Members Present**

**Jim Estes, Board Chairman**

**Coy Young, Vice Chairman**

**Terry Hodge**

**Jeff Jordan**

**Tiffany Johnson**

**Lisa Moore**

**Tammy Sharp**

**Bill C. Spurlock, Director of Schools**

**1. CALL TO ORDER**

**The Chairman called the meeting to order at 5:00 P.M. Mr. Jordan led the Pledge of Allegiance.**

**2. MOMENT OF SILENCE**

**The Chairman called for a moment of silence.**

**3. APPROVAL OF AGENDA**

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

**Vote: All Yes**

**4. VISITORS – No visitors.**

## 5. APPROVAL OF 2019-2020 TENURE LIST

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
- Tenure status will become effective the first day of the 2020-2021 school year.

Name	Position	School
Jennifer Waite	9th Grade English Teacher	Blackman High School
Jonathan Wright	Band Director	Blackman High School
Kevin Green	Business Teacher	Blackman High School
Emily Stock	CDC Teacher	Blackman High School
Frank Pinnix JR.	Culinary Arts Teacher	Blackman High School
Tara Bunner	English Teacher	Blackman High School
Misti Jenkins	Media Specialist	Blackman High School
Christine Bryan	School Counselor	Blackman High School
Dario Rudas	Spanish Teacher	Blackman High School
Teresa Brewer	Special Education Teacher	Blackman High School
Angela Jackson	7th Grade ELA Teacher	Blackman Middle School
Stephanie Ada Ross	1st Grade Teacher	Brown's Chapel Elementary
Jennifer Ryals Boyce	5th Grade Teacher	Brown's Chapel Elementary
Kortnee Carter	2nd Grade Teacher	Buchanan Elementary School
Shelley Condren	5th Grade Math Teacher	Buchanan Elementary School
Jerrod Pilgrim	Physical Ed Teacher	Buchanan Elementary School
Haley Richardson	RTI Coach - Level I	Buchanan Elementary School
Carrie Winton	Kindergarten Teacher	Buchanan Elementary School
Daniel Rasmussen	4th Grade Teacher	Cedar Grove Elementary
Kimberly Glover	ESL Teacher	Cedar Grove Elementary
Steven Boynton	10th Grade ELA Teacher	Central Magnet School

Cynthia Head	11th Grade English Teacher	Central Magnet School
Lauren Fluharty	7th Grade Math Teacher	Central Magnet School
Liane Smith	Chemistry Teacher	Central Magnet School
Douglas Worsley	Personal Finance Teacher	Central Magnet School
Anna Gerhart	School Counselor	Central Magnet School
Elizabeth Walker	1st Grade Teacher	Christiana Elementary
Elizabeth Hedgepath	Art Teacher	Christiana Elementary
Brittany Bounlisavond	Kindergarten Teacher	Christiana Elementary
Tamra Paxson	Math Interventionist	Christiana Elementary
Christopher Gray	Special Education Teacher	Christiana Elementary
Erin Miller	6th Grade ELA Teacher	Christiana Middle School
Jessica Alley	7th Grade ELA Teacher	Christiana Middle School
Ashley Harvey	8th Grade Science Teacher	Christiana Middle School
Ashley Meatte	Special Education Teacher	Daniel McKee Alternative
Tiffany Staggs	1st Grade Teacher	David Youree Elementary
Ashley Robinson	4th Grade Teacher	David Youree Elementary
Kristen Watts	4th Grade Teacher	David Youree Elementary
Kimberly Burton	Tech Coach	David Youree Elementary
Chelsea Gugger	2nd Grade Teacher	Eagleville School
Gordon Jones	STEM Teacher	Eagleville School
Steve Effler	History and Economics Teacher	Holloway High School
Tonia Nadeau	2nd Grade Teacher	HP Campus School
Kaitlyn Elmore	4th Grade Teacher	John Colemon Elementary
Alischia Taylor	5th Grade Teacher	John Colemon Elementary
Rebecca Ketner	ESL Teacher	John Colemon Elementary
Krista Warren	PreK Teacher	Kittrell Elementary School
Tiffany Romans	4th Grade Teacher	Lascassas Elementary School
Kristen Lonigan	C.A.R.S. Teacher	LaVergne High School
Lauren McCoy	ESL Teacher	LaVergne High School
Michael Colvin II	Math Teacher	LaVergne High School
Stephen Cramer	Math Teacher	LaVergne High School
Paul Ingeneri	Math Teacher	LaVergne High School
Eldridge Hayes	Physical Ed Teacher	LaVergne High School
Beverly Cook	Spanish Teacher	LaVergne High School
Carla Adams	Special Education Teacher	LaVergne High School
Rachel Gaither	5th Grade Teacher	LaVergne Lake Elementary School
Erin Robinette	Kindergarten Teacher	LaVergne Lake Elementary School
Ann Martin	8th Grade ELA Teacher	LaVergne Middle School
Jacob Isom	8th Grade Social Studies Teacher	LaVergne Middle School
Mary Spivey	ESL Teacher	LaVergne Middle School
Ronald Napper	Itinerant Math Teacher	LaVergne Middle School

Jennifer Kinsman	RTI Coach - Level I	LaVergne Middle School
Jana Pope	Tittle I RTI Coach I	LaVergne Middle School
Elizabeth Allison Hooper	Interventionist Teacher	LaVergne Primary School
Angelia D. Wilson	Special Education PreK Teacher	LaVergne Primary School
Brett Throneberry	ELA Teacher	Oakland High School
Joshua Paul Conner	Government Teacher	Oakland High School
Kevin Andrew Carroll	Math Teacher	Oakland High School
Pallavi Narain	Math Teacher	Oakland High School
Miram Gayle Lee	Theatre Teacher	Oakland High School
Tyler Anthony Eady	7th Grade Social Studies Teacher	Oakland Middle School
Emily Renea Mangrum	Exploratory Teacher	Oakland Middle School
Brandon Scott Thomas	Exploratory Teacher	Oakland Middle School
Kayla Sharee Roden	Special Education CDC Teacher	Oakland Middle School
Catherine Ruth Schultz	School Counselor	Oakland Middle School
Mark Allan Everett	Auto Tech Teacher	Riverdale High School
Kylie Shannon Ebbutt	English Teacher	Riverdale High School
Kellye Diane McDowell	English Teacher	Riverdale High School
Melissa M. Palmer	English Teacher	Riverdale High School
Carol Bausch Peck	English Teacher	Riverdale High School
Jessica Erin Rigsby	Physical Science Teacher	Riverdale High School
Monica Sue Clifton	Special Education Teacher	Riverdale High School
Kimberly H. Miller	Special Education Teacher	Riverdale High School
Brittany Deann Chaney	2nd Grade Teacher	Rock Springs Elementary School
Angela L. Wisniowski	2nd Grade Teacher	Rock Springs Elementary School
Zachary Tyler Walker	4th Grade Teacher	Rock Springs Elementary School
Sarah Marie McCall	5th Grade Teacher	Rock Springs Elementary School
Sunni Rhea Jackson	6th Grade ELA Teacher	Rock Springs Middle School
Nathan William Sweet	6th Grade Math Teacher	Rock Springs Middle School
Mark A. Stirbens	6th Grade Social Studies Teacher	Rock Springs Middle School
John Taylor Dugger IV	8th Grade ELA Teacher	Rock Springs Middle School
Debra Annette Hanahan	8th Grade ELA Teacher	Rock Springs Middle School
Tina Rene' Sanford	8th Grade Social Studies Teacher	Rock Springs Middle School
Emanuel Donnel Chestnut	Physical Education Teacher	Rock Springs Middle School
Nicole Lee Stirbens	STEM Teacher	Rock Springs Middle School
Gregory Don Demario	3rd Grade Teacher	Rockvale Elementary School
Sydni Elizabeth Miller	4th Grade Teacher	Rockvale Elementary School
Alberto Ortiz	4th Grade Teacher	Rockvale Elementary School
Tina Marie Arceneaux	ELA Teacher	Rockvale High School
Adrienne Nicole Burnett	Special Education Teacher	Rockvale High School
Benjamin Robert Lewis	US History Teacher	Rockvale High School
Katie Marie Jones	Art Teacher	Rockvale Middle School

Sonya Dallas Madison	3rd Grade Teacher	Rocky Fork Elementary School
Shammeka B. Edwards	ESL Teacher	Rocky Fork Elementary School
Amiel Danielle Abel	1st Grade Teacher	Rocky Fork Elementary School
Meghan Gilley	6th Grade ELA Teacher	Rocky Fork Middle School
Jessi Logan Tubb	6th Grade Science Teacher	Rocky Fork Middle School
Ann M. Gannon	7th Grade Social Studies Teacher	Rocky Fork Middle School
Kimberly Comer	Special Education Teacher	Rocky Fork Middle School
Ashley Jean Cathers	Tittle I Interventionist	Roy Waldron Elementary School
David Timothy Bradley	3rd Grade Teacher	Roy Waldron Elementary School
Kirstie Brooke Hensley	3rd Grade Teacher	Roy Waldron Elementary School
Kayla Renee Haralson	4th Grade Teacher	Roy Waldron Elementary School
Tahereh Morris	5th Grade Language and Reading	Roy Waldron Elementary School
Heather Marie Ditinno	ESL Teacher	Roy Waldron Elementary School
Eric Johnathan Osborn	Special Ed Interventionist	Roy Waldron Elementary School
Cora Strain Proctor	Criminal Justice Teacher	Siegel High School
Jessica Leigh Horton	English Teacher	Siegel High School
Sabrina K. Cunningham	French Teacher	Siegel High School
Joseph Charles Bowker	Health Science Teacher	Siegel High School
Caroline C. Ott	Library Media Specialist	Siegel High School
Mia Lee Skelton	Math Teacher	Siegel High School
Paige Lee Fletcher	School Counselor	Siegel High School
Connie Marie Allen	6th Grade Math Teacher	Siegel Middle School
Amanda S. Chevront	6th Grade Math Teacher	Siegel Middle School
Danielle Renae Thompson	1st Grade Teacher	Smyrna Elementary School
Elizabeth Ann Nguyen	2nd Grade Teacher	Smyrna Elementary School
Melonie Dawn Denton	3rd Grade Teacher	Smyrna Elementary School
Kimberly Renee Penrose	3rd Grade Teacher	Smyrna Elementary School
Kristen Lee Ramirez	ESL Teacher	Smyrna Elementary School
Olivia Christine McFee	Biology Teacher	Smyrna High School
William Frederi Carlisle	Chemistry /Physics Teacher	Smyrna High School
Elaine Chere' Ro Meadows	Chemistry Teacher	Smyrna High School
Natalie A. Quinn	Drama Teacher	Smyrna High School
Emily Davis Reeves	ESL Teacher	Smyrna High School
Jhirmila Catherine Hills	Interventionist Teacher	Smyrna High School
James Joseph Mahan Jr.	Psychology Teacher	Smyrna High School
Kristen Rena' Yeargan	Special Education Teacher	Smyrna Middle School
Jessica Leigh Rutherford	5th Grade Teacher	Smyrna Primary School
Cindy Freer Conley	School Counselor	Smyrna West Alternative
Kaci Michelle Runion	3rd Grade Teacher	Stewarts Creek Elementary
Kristina Elise Keese	5th Grade Teacher	Stewarts Creek Elementary
Matt Todd Canham	Chemistry Teacher	Stewarts Creek High School

Patrick Logan Vest	Computer Repair Teacher	Stewarts Creek High School
Joshua Wayne Newton	Latin Teacher	Stewarts Creek High School
Marlena Jenice Dixon	Marketing Teacher	Stewarts Creek High School
Jon D'Willi Ruttencutter	Math Teacher	Stewarts Creek High School
Lacey Jane Nau	6th Grade ELA Teacher	Stewarts Creek Middle School
Vicky Carol Guzman	7th Grade Science Teacher	Stewarts Creek Middle School
Seth Keenan Gregory	Music Teacher	Stewarts Creek Middle School
Shannon Lee Jordan	Special Education Teacher	Stewarts Creek Middle School
Kevin Thomas Welch	STEM Teacher	Stewarts Creek Middle School
Jessica Nell Holland	1st Grade Teacher	Stewartsboro Elementary School
Rayann Elaine Loftis	1st Grade Teacher	Stewartsboro Elementary School
Melanie W. Lovinski	1st Grade Teacher	Stewartsboro Elementary School
Stephanie Lorraine Silver	5th Grade Teacher	Stewartsboro Elementary School
Katelyn Michelle Danson	5th Grade Teacher	Stewartsboro Elementary School
Christine Elizabeth Russ	3rd Grade Teacher	Wilson Elementary School
Lane Marissa Dial	4th Grade Teacher	Wilson Elementary School
Andrea Lea Bargatze	Kindergarten Teacher	Wilson Elementary School

Motion made by Mr. Jordan, seconded by Mrs. Sharp, to approve the recommendation of the Director of Schools to award tenure to the teachers who meet criteria for 2019-2020.

**Vote: All Yes**

## **6. INSTRUCTION DEPARTMENT**

### **A. Science Textbook Adoption (amendment to current adoption)**

The high school science textbook committee is recommending the purchase of the following:

<u>Course</u>	<u>Textbook Title</u>	<u>Publisher</u>
Environmental Science	Environmental Science	Cengage/National Geographic

Motion made by Mr. Young, seconded by Mr. Hodge, to approve Environmental Science adoption for the high schools as presented.

**Vote: All Yes**

#### **B. Title II Funds for Supplementary K-8 Specialist Positions**

**Rutherford County Schools currently funds two elementary positions in English/Language Arts and Math. These two specialists support the instructional work of 26 of our elementary schools. For the 2020-2021 school year, Rutherford County Schools would like to use Title II funds to add one additional elementary English/Language Arts Specialist position and one additional elementary Math specialist position to maximize their effectiveness working with and providing training for teachers and administrators in these 26 buildings.**

Motion made by Mrs. Moore, seconded by Mrs. Johnson, to approve Title II funds to pay for one additional English/Language Arts specialist position and one additional Math specialist position for the 2020-2021 school year pending the approval of the fiscal year 2021 from the Tennessee State Department of Education.

**Vote: All Yes**

### **7. FACILITIES**

#### **Thurman Francis School**

**Principal Jeff McCann has requested permission to build a 20' x 24' sunshade in the playground area. The school has secured three bids with Great Southern being the lowest and most qualified bid at \$9,739.00. The funding source is a grant through the PTO. This request is at no cost to the School Board. Engineering and Construction has reviewed this request and approves this project.**

Motion made by Mrs. Sharp, seconded by Mr. Hodge, to approve the construction and installation of a Sun Shade structure at Thurman Francis.

**Vote: All Yes**

#### **8. RANDY MAULDIN WITH TRANE**

**Representatives from Trane presented information on their performance contracting program. The program utilizes the capital projects budget to identify opportunities for utility savings. The Board members asked questions about the program and how the energy audits would be conducted.**

#### **9. CAPITAL PROJECTS REQUESTS**

**Mr. Lee review the Capital Projects request.**

Motion made by Mr. Young, seconded by Mrs. Johnson, to approve the Capital Projects Request as presented in the amount of \$7,323,066.00.

**Vote: All Yes**

#### **10. TRANSPORTATION DEPARTMENT**

**Pursuant to Section 8 part (b) of the Rutherford County Board of Education Bus Contract, the transportation department has received a written request dated April 10, 2020 from Theresa Godbee, manager of contractor Landon Lee's buses #30, #90, #96, #97, #100 requesting transfer of his five (5) contracts with the Board into her name. Contractor Landon Lee passed away unexpectedly on April 8, 2020 with no spouse or children to assign the contracts to. Theresa Godbee has been a driver for over ten years and manager for the Lee family for the past three (3) years handling their bus operation. She is in good standing with the transportation**



**department and we are prepared to award these contracts to Theresa Godbee as requested.**

Motion made by Mr. Jordan, seconded by Mr. Hodge, to approve transfer of Bus Contracts #30, #90, #96, #97, #100 from Landon Lee to Theresa Godbee effective April 10, 2020.

**Vote: All Yes**

## **11. ADOPTION OF POLICY 5.3051 FFCRA LEAVE**

**In order to provide authority and clarity to support the recent necessary actions of this Board, the following new policy is recommended directly to the Board for adoption as emergency policy.**

### **A. Policy 5-3051 FFCRA Leave**

**Updated to reflect TSBA Model Language that encompasses the two new leave options under the Families First Coronavirus Response Act.**

### **B. Policy 2.9001 Extended Closure Student Refunds**

**Authorizes the Director of Schools to promulgate policies to facilitate refunds to students for events and trips cancelled due to an emergency school closure.**

Motion made by Mr. Hodge, seconded by Mrs. Moore, to approve and adopt Policy 5-3051 and Policy 2.900 as emergency policies, waiving the requirement of a second reading pursuant to Board Policy 1.600. The policies shall be effective immediately.

**Vote: All Yes**

## **12. INSURANCE UPDATE**

**Mr. Bodary gave a brief update on the Insurance Committee.**

**13. DIRECTOR'S UPDATE**

Mr. Spurlock updated the Board on possible graduation opportunities for possible graduation in late May or June. Options are still being explored on how to host the events safely and effectively. The goal is to attempt to provide that opportunity to students. Mr. Spurlock also updated the Board on our feeding sites. He also informed the Board that due to school closures, custodial staff is going to be able to start summer work projects earlier and avoid the need to hire summer staff. Additionally, principals have begun to schedule opportunities for staff and students to collect personal items from the school. Mr. Spurlock gave the Board a preview of a Resolution coming to the Board at its next meeting in order to align policies to updated State Board of Education like COVID-19 related closures. Lisa Moore brought up a concern with misinformation being shared on grading, and Mr. Spurlock clarified that no formal decision had been made but one would be brought to the next Board Meeting.

**14. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE – No report.**

**15. FEDERAL RELATIONS NETWORK (FRN) UPDATE – No report.**

There being no further business, the meeting adjourned at approximately 6:25 P.M.

\_\_\_\_\_  
Jim Estes, Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bill C. Spurlock, Director of Schools

\_\_\_\_\_  
Date

**RUTHERFORD COUNTY BOARD OF EDUCATION  
2240 Southpark Drive  
Murfreesboro, TN 38128**

**Board Meeting  
Minutes of April 27, 2020  
5:00 P.M.**

**1. CALL TO ORDER**

**The Chairman called the meeting to order at 5:00 P.M. Board Member Lisa Moore led the Pledge of Allegiance.**

**2. MOMENT OF SILENCE**

**The Chairman called for a moment of silence and asked that we remember the families of Tim Tackett and Bob Mayes. Mr. Tackett's father passed away last week, and Mr. Mayes passed away Sunday night.**

**3. REVIEW APRIL BEP and LOCAL REVENUE ESTIMATES**

**Doug Bodary, Assistant Superintendent of Budget and Finance reviewed the April BEP and local revenue estimates. He also provided a listing of all Tennessee School Districts ADM (Growth) for Tennessee Schools.**

**4. REVIEW FY 2020/2021 FUND 141 GENERAL PURPOSE SCHOOL BUDGET**

**Mr. Bodary reviewed the proposed 2020/21 General Purpose School Budget by departments. Board Members asked questions as they followed through the budget. Dr. Jimmy Sullivan, Assistant Superintendent of Instruction, reviewed the Instruction part of the budget.**

**Motion made by Mr. Hodge, seconded by Mr. Young, to approve the FY 20/21 Fund 141 General Purpose School Budget as presented.**

**Vote: All Yes**

**5. GPS FUND BUDGET AMENDMENT-MEDICAL and LIFE INSURANCE  
CLEAN UP**

**This amendment reallocates \$394,010 in already budgeted medical and life insurance dollars to the major functions where it is now needed after open enrollment and new employees are in place. This is a routine amendment every year.**

Motion made by Mr. Jordan, seconded by Mr. Hodge, to amend a total of \$394,010 in already budgeted medical and life insurance dollars to the major functions where these funds are needed as presented.

**Vote: All Yes**

**6. GPS FUND BUDGET AMENDMENT-CERTIFIED STAFF LINE ITEM  
CLEAN-UP and PRN NURSES PAYROLL COVERAGE CLEAN-UP**

**This amendment adjusts already budgeted teacher and nurse pay by moving a total of \$1,108,570 - with \$947,020 being pay and \$161,550 for the related benefits - to the lines in the budget where it will be needed this year. The largest part of this amendment reflects the decision to move our career and technical economic classes to be general education classes this year. Staff changes, PRN nurse usage, and vacation payouts for retired employee are also covered. This amendment is less than 0.5 per cent of the budget for these employees.**

Motion made by Mr. Young, seconded by Mr. Hodge, to amend a total of \$1,108,570 in already budgeted salaries and benefits for teachers and nurses to the line items where these funds are needed as presented.

**Vote: All Yes**

## **7. GPS FUND BUDGET AMENDMENT-HYBIRD RETIREMENT RECLASSIFICATION**

The state has asked that we use a new object code 217 to record our employer contribution to the hybrid retirement plan for teachers and other salaried staff in TCRS's hybrid plan. This amendment moves \$1,062,500 from object code 204 for the traditional retirement plan to new object code 217 for the hybrid retirement plan across several functions as presented.

Motion made by Ms. Sharp, seconded by Mrs. Johnson, to amend a total of \$1,062,500 from object code 204, Traditional Retirement, spread over several functions to the new object code 217 for the hybrid retirement plan as presented.

**Vote: All Yes**

## **8. BUILDING PROGRAM FUND BUDGET AMENDMENT**

This proposed budget amendment for the Building Program Fund moves budgeted funds within the Rockvale High and Rocky Fork Elementary School projects to allocate adequate funding for whiteboards and student furniture for the school libraries. These amendments will provide funding like what was provided for other new school libraries such as Stewart Creek High and Browns Chapel Elementary libraries received several years ago. The rest of this budget amendment is small clean up amendments to close out finished projects, such as the Oakland Middle Annex construction, and to true up other projects.

Motion made by Mr. Hodge, seconded by Mr. Jordan, to approve the proposed amendment to the Building Program Fund.

**Vote: All Yes**

**There being no further business, the meeting adjourned at approximately 6:45 P.M.**

\_\_\_\_\_  
**Jim Estes, Chairman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Bill C. Spurlock, Director**

\_\_\_\_\_  
**Date**

## Bid #3469 - Floor Care Products

<b>Company</b>	<b>Heavy Duty Stripper (5 gallon)</b>	<b>Sealer / Finisher (5 gallon)</b>	<b>Brand</b>
<b>A-Z Office Resource</b>	<b>\$ 24.65</b>	<b>\$ 37.85</b>	<b>Betco</b>
American Paper & Twine	\$ 37.62	\$ 61.37	Spartan
Buckeye Cleaning Center	\$ 56.07	\$ 66.82	Buckeye
Cosgrove Enterprise	\$ 28.87	\$ 43.65	NCL

Mailed to 22 vendors

18 vendors did not respond

Recommend: Motion to award to A-Z Office for overall lowest and best bid.

To be funded through the Maintenance Department.

**Bid #3470**  
**Floor Machines**

Item #	Description	A-Z Office	American Paper & Twine	Alden Equipment, Inc.	Betco	Buckeye Cleaning Center
1	Buffer	\$ 541.49	\$ <b>505.32</b>			\$ 520.00
2	High Speed Burnisher	\$ 794.27	\$ <b>741.22</b>			\$ 760.00
3	Vacuum Cleaner Wet/Dry Industrial	\$ 563.04	\$ <b>525.43</b>	\$ 1,200.00		\$ 540.00
4	Squeegee (to go with item #3)	inc. in above	\$ <b>15.41</b>			\$ 12.20
5	Vacuum Cleaner Upright 12"	\$ 216.85	\$ <b>110.58</b>			\$ 150.00
6	Carpet Machine	\$ 1,406.31	\$ <b>1,312.35</b>			\$ 1,350.00
7	Scrubber - Tomcat Carbon	\$ 5,480.47	\$ 6,077.93		\$ 6,500.00	\$ <b>5,115.00</b>
8	USH Burnisher	\$ 3,681.18	\$ <b>2,434.26</b>	\$ 3,525.00	\$ 3,000.00	\$ 3,325.00
9	20" Square Scrub Machine with weights and dust containment kit	\$ 2,675.75	\$ 2,673.80		\$ <b>1,875.00</b>	\$ 2,740.00
10	28" Square Scrub Machine with weights and dust containment kit		\$ 3,792.78		\$ <b>2,500.00</b>	\$ 3,575.00
11	28" Tomcat Edge Walk Behind	\$ 5,891.15	\$ 6,717.72	\$ 8,850.00	\$ <b>5,480.00</b>	\$ 8,575.00
12	28" Tomcat Edge Scrubber Kit	No Bids Received				
13	Tomcat Mini-Mag 20" Floor Scrubber	\$ 3,210.87	\$ 3,667.88		\$ 5,350.00	\$ <b>3,000.00</b>
14	14"x20" Velcro Skirt for Square Scrub EBG-20/C		\$ 65.52		\$ <b>39.06</b>	
15	14"x28" Velcro Skirt for Square Scrub EBG-28		\$ 82.62		\$ <b>44.24</b>	
16	<b>Equipment Repair</b>					
a.	Hourly Rate for Service Repairs	\$ 86.00	\$ 80.00		\$ <b>50.00</b>	\$ 72.00
b.	Percentage Off Catalog For Parts	20%	20%	20%	\$ <b>25%</b>	25%
c.	Travel Time Rate	\$ 86.00	\$ 65.00		\$ <b>45.00</b>	\$ 72.00

Mailed to 35 vendors  
30 vendors did not respond

Recommend: Motion to award to lowest and best bid as shown.

To be funded through the Maintenance Department, Building Program, and Individual Schools.



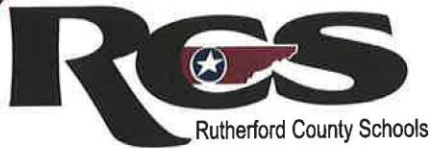
**Bid # 3471**  
**Illuminated L.E.D. Sign**  
**Christiana Middle School**

Description	Allen Sign Co.	<b>Design Team Sign Company</b>	United Signs	Witt Sign Co.
Illuminated LED Sign	\$ 24,995.00	<b>\$ 23,760.00</b>	\$ 43,799.00	\$ 27,539.79

Mailed to 24 vendors  
20 vendors did not respond

Recommend: Motion to award to Design Team Sign Company for overall lowest and best bid.

To be funded through Christiana Middle School.



**Bill C. Spurlock**  
Director of Schools

## Rutherford County Board of Education

2240 Southpark Drive, Murfreesboro, TN 37128 Phone: 615.893.5812 www.rcschools.net

To: Joyce Michaels  
From: Nona Hall  
Subject: Board Agenda  
Date: April 14, 2020

**EXTENDED CONTRACT for 2 ESL Teachers and 1 ESL Educational Assistant:**— The ESL Department proposes a 6-week summer school program for English language learners at Smyrna Middle School, funded completely by Title III funds. These funds will provide 2 teacher extended contracts and 1 ESL Educational Assistant contract. Each teacher will receive approximately \$2,325.00 for their services. The ESL Educational Assistant will receive his/her current hourly wage for 120 hours. The dates of the Summer School are June 1- July 17, 2020 from 8:00 a.m. – 12:00 p.m.

**Contract with Chip Industries:** Transportation is being provided by Chip Industries. Chip Industries will receive an estimate of \$3,368.00 to provide transportation.

**Recommend Approval** --- motion to approve Rutherford County Schools Title III funded contracts with 2 ESL Teachers and 1 ESL EA and Chip Industries for the six-week summer school program to be held at Smyrna Middle School.

Signature RCS Director of Schools: \_\_\_\_\_

Signature Chairman, RCS Board of Education: \_\_\_\_\_

**RUTHERFORD COUNTY BOARD OF EDUCATION RESOLUTION  
EMERGENCY SUSPENSION OF BOARD POLICIES**

**WHEREAS**, TCA 49-2-203 authorizes local boards of education to govern their respective districts, including adopting, revising, and suspending local board policies;

**WHEREAS**, on April 2, 2020, Governor Bill Lee signed Public Chapter 652 which removed the requirement for TCAP testing and allowed the State Board of Education to promulgate necessary rules to address issues created by COVID-19 in the 2019-2020 school year;

**WHEREAS**, on April 9, 2020, the State Board of Education revised several rules and policies in response to COVID-19 effective only for the 2019-2020 school year;

**WHEREAS**, changes made by the State Board of Education conflict with certain current local board policies;

**NOW, THEREFORE BE IT RESOLVED**, that the Rutherford County Board of Education hereby suspends the following policies or provisions of its policies for the remainder of the 2019-2020 school year, including but not limited to those identified below, to the extent that they conflict with Public Chapter 652 or State Board of Education policies or rules and regulations for the 2019-2020 school year:

- 1) Policy 4.600 – Grading System
  - a) Students in grades three through twelve shall receive no grade lower than the grade they earned as of March 20, 2020. Additionally, Students taking post-secondary courses are not required to participate in the associated exam in order to receive GPA weighting for Spring 2020.
  - b) Students’ Third Quarter grade will be duplicated for the Students’ Fourth Quarter grade.
    - i) Grades entered during the Fourth Quarter prior to March 20, 2020, can be used to increase the Fourth Quarter grade, but any such grades shall not lower the Fourth Quarter grade.
    - ii) Students may request to complete additional work to raise their Fourth Quarter grade. No additional grades shall lower the Fourth Quarter grade.
  - c) Second Semester percentages shall be calculated as fifty percent of the Third Quarter Grade plus fifty percent of the Fourth Quarter grade.
  - d) Final grades will remain as First Semester grades plus Second Semester grades.
  - e) Kindergarten through Second Grade report cards will reflect progress under each standard as of March 20, 2020. Any standards not taught as of March 20, 2020, will be marked as “NT” for “Not Taught” on the report card.
  - f) The Director of Schools shall have the authority to designate middle-school elective courses less than one semester in length as pass/fail courses as necessary

- 2) Policy 4.604 – Credit for Prior Courses
  - a) Students taking a course in middle school for high school credit must receive a “pass” in the class to obtain credit. An examination shall not be required.
- 3) Policy 4.605 – Graduation Requirements
  - a) For the class of 2020, graduation requirements are modified as follows:
  - b) Only 20 credits are required to graduate per State Board Education Rule 0520-01-03-.11;
  - c) The requirements for the following are waived:
    - i) ACT/SAT
    - ii) Civics exam
    - iii) EOC exams
  - d) Students scheduled to receive an occupational diploma in the 2019-2020 or 2020-2021 school year shall only be required to demonstrate one year of work experience.
- 4) Policy 4.700 – Testing Program
  - a) Students shall not be required to take TCAP exams for the spring 2020 semester.
- 5) Policy 5.109 – Evaluation
  - a) Level of overall effectiveness scores shall not be generated for educators in the 2019-2020 school year.
  - b) Pre-kindergarten and kindergarten teachers shall not be evaluated using the growth portfolio model for the 2019-2020 school year.
  - c) Any observations required by State Board of Education Policy 5.201 that were not completed during the 2019-2020 school year as a result of COVID-19 are not required.
  - d) No student data from this year shall be allowed to negatively impact a teacher.
- 6) Policy 5.802 – Qualifications and Duties of the Director of Schools
  - a) The Director of Schools may request an extension from the State Board of Education to report information that would impact educator licensure (e.g. alleged employee misconduct, discipline of employees for actions that violate the teacher code of ethics, etc.).
- 7) Policy 6.200 – Attendance
  - a) Students may not be penalized for non-attendance of online courses.
  - b) Non-attendance of online courses shall not count as unexcused absences and shall not be recorded. Further, students shall not be counted truant for failure to attend online courses.

**BE IT FURTHER RESOLVED** that the Director of Schools shall consult with the Board as feasible and appropriate and shall timely report to the Board regarding implementation of board policies in alignment with Public Chapter 652 and updated State Board Policies and Rules and Regulations.

**BE IT FURTHER RESOLVED** that the Director of Schools will consult with the Board if he/she determines that additional policies or provisions of policies not contained in this resolution are found to conflict with current State Board rules or policies.

**BE IT FURTHER RESOLVED** that the Director of Schools may apply for any waiver or extension that ensures consistency with this resolution, board policies, and Public Chapter 652 or the State Board of Education policies or rules and regulations implemented to effectuate Public Chapter 652.

**BE IT FURTHER RESOLVED** that the Director of Schools shall inform the Board of any waiver or extension request made pursuant to this resolution.

**BE IT FURTHER RESOLVED** that execution of this Resolution is conclusive evidence of the Board's approval of this action and of the authority granted herein.

Adopted and approved this \_\_\_\_\_ day of \_\_\_\_\_.

By: \_\_\_\_\_  
Board Chair

Attest: \_\_\_\_\_  
Director of Schools

## Rutherford County Schools Calendar 2020-2021

Monday, August 3, 2020	Administrative Day
Tuesday, August 4, 2020	In-Service Day 1
Wednesday, August 5, 2020	Teacher Work Day (Discretionary Day 1)
Thursday, August 6, 2020	In-Service Day 2 (Election Day)
Friday, August 7, 2020	First Full Day of School
Monday, September 7, 2020	Labor Day (Day out of Calendar – 1)
Tuesday, September 8 – Thursday, September 10	Progress Reports delivery
Thursday, September 17, 2020	Full Instructional Day (Previous Early Dismissal Day 1)
Friday, October 2, 2020	End of 1 <sup>st</sup> Nine weeks
Monday, October 5 – Friday, October 9, 2020	Fall Break (Days out of Calendar 2-6)
Thursday, October 15, 2020	1 <sup>st</sup> nine weeks Report Card delivery
Tuesday, October 20, 2020	Full Instructional Day (Previous In-Service Day 3)
Tuesday, October 20, 2020	K-5 Parent Teacher Conferences (1/2 Discretionary Day - 2)
Thursday, October 22, 2020	6-12 Parent Teacher Conferences (1/2 Discretionary Day - 2)
Tuesday, November 3, 2020	Election Day (Schools Closed)
Wednesday, November 4 – Friday, November 6	Progress Reports delivery
Wednesday, November 25, 2020	Thanksgiving Break (Discretionary Day - 3)
Thursday, November 26-Friday, November 27, 2020	Thanksgiving Break (Day out of Calendar – 7)
Friday, December 18, 2020	Last Day of First Semester (Full Day)
Friday, December 18, 2020	End of 2 <sup>nd</sup> Nine weeks
Monday, December 21, 2020 – Friday, January 1, 2021	Winter Break
Monday, January 4, 2021	In-Service Day 3
Tuesday, January 5, 2021	Students return from Winter Break
Thursday, January 7, 2021	2 <sup>nd</sup> nine weeks Report Card delivery
Monday, January 18, 2021	MLK Holiday (Day out of Calendar – 8)
Tuesday, February 2 – Thursday, February 4	Progress Reports delivery
Monday, February 15, 2021	Presidents Day (Day out of the Calendar – 9)
Friday, March 5, 2021	End of 3 <sup>rd</sup> Nine weeks
Thursday, March 11, 2021	Full Instructional Day (Previous Early Dismissal Day 2)
Thursday, March 11, 2021	3 <sup>rd</sup> nine weeks Report Card delivery
Tuesday, March 16, 2021	6-12 Parent Teacher Conferences (1/2 Discretionary Day 4)

Thursday, March 18, 2021	K-5 Parent Teacher Conferences (1/2 Discretionary Day 4)
Monday, March 29 – Friday, April 2, 2021	Spring Break
Tuesday, April 13 – Thursday, April 15	Progress Reports delivery
Wednesday, May 26, 2021	Teacher Work Day (Discretionary Day 5)
Wednesday, May 26, 2021	End of 4 <sup>th</sup> Nine Weeks
Thursday, May 27, 2021	Last Day of School (Abbreviated Day)
Thursday, May 27, 2021	4 <sup>th</sup> Nine Weeks Report Card delivery