

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

“MEETING NOTICE

The Board of Education has determined to meet in person on April 16, 2020 at 5:00 P.M., but will be adhering to CDC guidelines regarding social distancing. Any members of the public that wish to appear to speak to the Board may submit a written request to Joyce Michaels at: michaelsj@rcschools.net and appropriate arrangements will be made.”

**AGENDA
April 16, 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. VISITORS**
- 6. 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 Lorrain 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

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

7. 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

Recommend Approval --- motion to approve Environmental Science adoption for the high schools as presented.

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.

Recommend Approval --- motion 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.

8. FACILITIES (TAB 1)

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.

Recommend Approval --- motion to approve the construction and installation of a Sun Shade structure at Thurman Francis.

9. RANDY MAULDIN WITH TRANE (TAB 2)

Mr. Mauldin will give a presentation on the EESCO program as a source of funding Capital Projects.

10. CAPITAL PROJECTS REQUESTS

11. 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.

Recommend Approval --- motion to approve transfer of Bus Contracts #30, #90, #96, #97, #100 from Landon Lee to Theresa Godbee effective April 10, 2020.

12. ADOPTION OF POLICY 5.3051 FFCRA LEAVE (TAB 3)

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.

Recommend Approval – motion 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.

13. INSURANCE UPDATE

14. DIRECTOR’S UPDATE

15. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

16. FEDERAL RELATIONS NETWORK (FRN) UPDATE

17. GENERAL DISCUSSION

18. ADJOURNMENT

RUTHERFORD COUNTY SCHOOL SYSTEM

Negotiated Bid Form

RCS-3 (revised 7/2016)

*Required if between \$1,000-\$9,999.99

*Contact at least 3 vendors

*Attach form to requisition/PO

*Advertise if greater than \$10,000

Dept/School: Thurman Francis Arts Academy

Date: 3/20/20

	Vendor #1	Vendor #2	Vendor #3
Vendor Name	Great Southern Rec.	USA Shade	AAA State of Play
Contact Person	Nathan Chance	Kristin Ribas	Allison
Phone Number	1-800-390-8438	480-734-3509	317-826-2777

Qty	Item Description	Price	Price	Price
2	Outdoor Sunshade structures for play areas	\$9,739.00	\$13,951.42	\$11,714.72
	Must be at least 24' x 14' with 8' entry minimum	4 post, 20'x24'x8' ea.	4 post, 14'x24'	2 post, 24'x14'x8'
		tax/shipping incl.		tax/shipping incl.

Person Negotiating: Penny Tidwell/Jeff McCann

Approved by: Jeff McCann

Reasons for Selection of Vendor: Great Southern Recreation

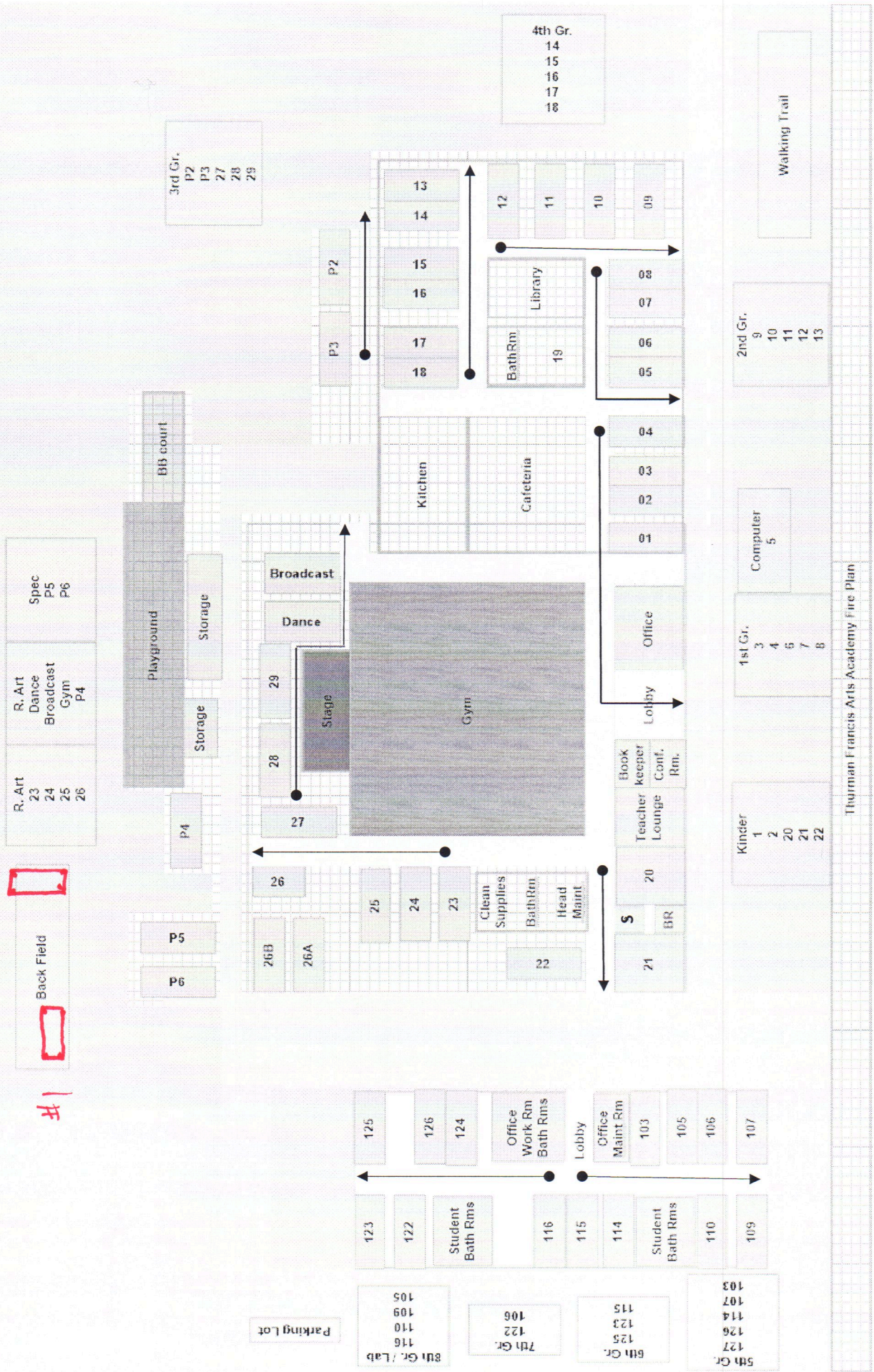
Cost, local service

Accounts to be charged: Grant fund account & PTO account

(bookkeeper to verify)

Shade Structure locations are within the confines of our "walking" track.

#2



Thurman Francis Arts Academy Fire Plan

update 4/09/20	Capital Projects Request				2020-2021	2021-2022	2022-2023	2020-2021
								County Budget
								\$ 7,323,066.00
Major HVAC								
Barfield Elementary			\$1,200,000.00		\$ 1,200,000.00			
Blackman High			\$425,000.00				\$ 425,000.00	
Blackman Elementary			\$1,000,000.00			\$ 1,000,000.00		
Central Magnet- Balance to Complete			\$1,500,000.00		\$ 1,500,000.00			
Cedar Grove Elementary			\$1,200,000.00		\$ 1,200,000.00			
Christiana Middle			\$1,500,000.00				\$ 1,500,000.00	
Daniel McKee			\$350,000.00			\$ 350,000.00		
David Youree			\$350,000.00				\$ 350,000.00	
Eagleville			\$2,680,000.00			\$ 2,680,000.00		
Holloway			\$550,000.00				\$ 550,000.00	
John Colemon			\$350,000.00		\$ 350,000.00			
Kittrell			\$1,200,000.00		\$ 1,200,000.00			
Lascassas			\$1,315,000.00		\$ 1,315,000.00			
Lavergne High Field House			\$150,000.00			\$ 150,000.00		
Lavergne High Addition			\$1,000,000.00		\$ 1,000,000.00			
OHS M Bldg			\$150,000.00			\$ 150,000.00		
Rockvale Elementary			\$1,200,000.00		\$ 1,200,000.00			
Rock Springs Elementary			\$1,200,000.00			\$ 1,200,000.00		
Rock Springs Middle			\$1,315,000.00				\$ 1,315,000.00	
Roy Waldron			\$2,000,000.00			\$ 2,000,000.00		
Siegel Middle			\$1,500,000.00				\$ 1,500,000.00	
Smyrna Elementary			\$1,500,000.00		\$ 1,500,000.00			
Smyrna High			\$1,000,000.00		\$ 1,000,000.00			
Stewartsboro			\$1,200,000.00		\$ 1,200,000.00			
Thurman Francis Annex			\$300,000.00			\$ 300,000.00		
Wilson Elementary			\$1,000,000.00		\$ 150,000.00		\$ 850,000.00	
Central Office			\$350,000.00				\$ 350,000.00	
Portables 30 @ \$6,500.00			\$195,000.00		\$ 65,000.00	\$ 65,000.00	\$ 65,000.00	
			TOTAL		\$27,680,000.00	\$ 12,880,000.00	\$ 7,895,000.00	\$ 6,905,000.00
Bleachers and Seats								
Seigel High Gym Bleacher repairs								
Bleacher/Stadium			\$400,000.00		\$ 100,000.00	\$ 150,000.00	\$ 150,000.00	
RHS-Gym			\$200,000.00		\$ 200,000.00			
OHS-Gym			\$200,000.00		\$ 200,000.00			
SHS-Gym			\$310,000.00			\$ 310,000.00		
Stewartsboro Gym			\$20,000.00		\$ 20,000.00			
Eagleville Main Gym			\$35,000.00		\$ 35,000.00			
LHS-Gym			\$285,000.00			\$ 285,000.00		
LHS-Baseball			\$75,000.00			\$ 75,000.00		
Mcfadden Exterior			\$25,000.00		\$ 25,000.00			
Blackman High Auditorium			\$145,000.00		\$ 145,000.00			
Blackman Middle Auditorium			\$50,000.00			\$ 50,000.00		
Smyrna Primary			\$33,000.00			\$ 33,000.00		
			TOTAL		\$1,778,000.00	\$ 725,000.00	\$ 903,000.00	\$ 150,000.00
Gym Floors								
TFAA			\$21,000.00		\$ 21,000.00			
Lavergne Aux Gym			\$18,000.00		\$ 18,000.00			
Siegel High Aux Gym			\$18,000.00		\$ 18,000.00			
			TOTAL		\$57,000.00	\$ 57,000.00		

update 4/09/20	Capital Projects Request				2020-2021	2021-2022	2022-2023	2020-2021
								County Budget
HVAC Controls								
BAS Graphic Interface			\$60,000.00		\$ 60,000.00			
			TOTAL	\$60,000.00	\$ 60,000.00	\$ -	\$ -	
Misc Items								
Walter Hill Fence			\$35,000.00		\$ 35,000.00			
SMS Soccer fence			\$35,000.00		\$ 35,000.00			\$ 35,000.00
McFadden Walls- Tuck Point			\$150,000.00		\$ 75,000.00	\$ 75,000.00		
Lifts for High Schools (6 x \$12,000)			\$72,000.00			\$ 36,000.00	\$ 36,000.00	
Skid Steer w/ tracks			\$45,000.00		\$ 45,000.00			
Maintenance Vehicles 6 service trucks			\$240,000.00		\$ 120,000.00	\$ 120,000.00		\$ 80,000.00
Bucket Truck			\$125,000.00		\$ 125,000.00			
New Lift Truck			\$75,000.00		\$ 75,000.00			\$ 75,000.00
Maintenance Gas pump replacement			\$55,000.00		\$ 55,000.00			\$ 55,000.00
Additional Portable for growth			\$102,554.00		\$ 102,554.00			\$ 102,554.00
High School Shop Doors (14@\$3,000)			\$50,000.00			\$ 25,000.00	\$ 25,000.00	
High School Shop Air			\$112,000.00			\$ 50,000.00	\$ 62,000.00	
Digital Copy School Plans			\$75,000.00		\$ 75,000.00			
Maintenance large Tools			\$50,000.00		\$ 25,000.00	\$ 25,000.00		\$ 25,000.00
Plumbing Sewer Camera			\$20,000.00		\$ 20,000.00			\$ 20,000.00
Server Expansion CO			\$750,000.00		\$ 400,000.00	\$ 350,000.00		
Secondary Backup Server			\$2,000,000.00		\$ 500,000.00	\$ 500,000.00	\$ 1,000,000.00	\$ 500,000.00
Portable Replacement (\$65,000.00 ea)			\$1,300,000.00		\$ 500,000.00	\$ 500,000.00	\$ 300,000.00	
			TOTAL	\$5,291,554.00	\$ 2,187,554.00	\$ 1,681,000.00	\$ 1,423,000.00	
Paving/Seal Coating/Striping								
Buchanan Elementary			\$65,000.00			\$ 65,000.00		
Buchanan Middle			\$100,000.00				\$ 100,000.00	
Siegel High Seal Coat			\$85,000.00			\$ 85,000.00		
Red Hawk Parkway Repairs			\$25,000.00		\$ 25,000.00			\$ 25,000.00
Central Magnet Front Lot- Floods			\$125,000.00			\$ 125,000.00		
David Youree Rear Bus drive			\$25,000.00		\$ 25,000.00			\$ 25,000.00
OHS			\$800,000.00		\$ 400,000.00	\$ 400,000.00		\$ 200,000.00
RHS			\$800,000.00		\$ 400,000.00	\$ 400,000.00		\$ 200,000.00
Rockvale Middle			\$100,000.00		\$ 100,000.00			\$ 100,000.00
Whitworth Buchanan			\$50,000.00		\$ 50,000.00			\$ 50,000.00
			TOTAL	\$2,175,000.00	\$ 1,000,000.00	\$ 1,075,000.00	\$ 100,000.00	
Major Roofing								
Blackman High			\$475,000.00		\$ 475,000.00			\$ 475,000.00
Blackman Elementary			\$1,000,000.00				\$ 1,000,000.00	
Maitline Flashing-Multiple schools			\$300,000.00		\$ 300,000.00			\$ 300,000.00
Christiana Middle			\$1,500,000.00				\$ 1,500,000.00	
Daniel McKee			\$100,000.00			\$ 100,000.00		
David Youree			\$350,000.00			\$ 350,000.00		
Eagleville Gym			\$425,000.00				\$ 425,000.00	
Holloway			\$550,000.00			\$ 550,000.00		
John Colemon annex			\$450,000.00		\$ 450,000.00			\$ 450,000.00
Lavergne High			\$1,600,000.00			\$ 800,000.00	\$ 800,000.00	
Lavergne High Field House			\$25,000.00		\$ 25,000.00			\$ 25,000.00
Lavergne Middle			\$1,250,000.00				\$ 1,250,000.00	

update 4/09/20	Capital Projects Request				2020-2021	2021-2022	2022-2023	2020-2021
								County Budget
Mcfadden			\$75,000.00				\$ 75,000.00	
Rock Springs Middle			\$1,500,000.00				\$ 1,500,000.00	
Roy Waldron			\$800,000.00			\$ 800,000.00		
Siegel High			\$600,000.00				\$ 600,000.00	
Smyrna Elementary			\$250,000.00		\$ 250,000.00			\$ 250,000.00
Smyrna High			\$2,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00		
Smyrna West			\$125,000.00			\$ 125,000.00		
Thurman Francis			\$300,000.00				\$ 300,000.00	
Walter Hill			\$700,000.00				\$ 700,000.00	
Wilson Elementary			\$1,000,000.00				\$ 1,000,000.00	
Maintenance/Adult Ed			\$300,000.00				\$ 300,000.00	
Portable 20@\$10,000.00 each			\$200,000.00		\$ 40,000.00	\$ 60,000.00	\$ 100,000.00	
			TOTAL		\$15,875,000.00	\$ 2,540,000.00	\$ 3,785,000.00	\$ 9,550,000.00
Major Plumbing Components								
Buchanan Sewer System			\$1,500,000.00		\$ 1,500,000.00			\$ 1,500,000.00
Central Magnet Water Line Replacement			\$500,000.00		\$ 500,000.00			
Central Magnet Exterior BLDG water			\$30,000.00		\$ 30,000.00			
John Coleman Annex			\$200,000.00		\$ 200,000.00			
SHS Irrigation			\$100,000.00		\$ 50,000.00	\$ 50,000.00		
LHS Irrigation			\$100,000.00		\$ 50,000.00	\$ 50,000.00		
RHS Irrigation			\$100,000.00			\$ 100,000.00		
OHS Irrigation			\$75,000.00			\$ 75,000.00		
BHS Irrigation			\$50,000.00				\$ 50,000.00	
Siegel Irrigation			\$25,000.00				\$ 25,000.00	
Eagleville Irrigation			\$50,000.00				\$ 50,000.00	
			TOTAL		\$2,730,000.00	\$ 2,330,000.00	\$ 275,000.00	\$ 125,000.00
Renovation-Repurpose Projects								
Central Office Relocation/Renovation			\$750,000.00		\$ 350,000.00	\$ 400,000.00		\$ 350,000.00
Central Magnet Locker/Restrooms			\$35,000.00		\$ 35,000.00			\$ 35,000.00
Stewartsboro Library and Gym			\$30,000.00		\$ 30,000.00			
Blackman Middle Library			\$25,000.00		\$ 25,000.00			
Siegel Middle Library			\$25,000.00		\$ 25,000.00			
SCHS Pond Pumps			\$40,000.00		\$ 40,000.00			
Siegel High Library carpet			\$35,000.00		\$ 35,000.00			
Smyrna High library			\$35,000.00		\$ 35,000.00			
John Coleman Annex Cafeteria-floor			\$35,000.00		\$ 35,000.00			
Teacher Center			\$150,000.00		\$ 75,000.00		\$ 75,000.00	
			TOTAL		\$1,160,000.00	\$ 685,000.00	\$ 400,000.00	\$ 75,000.00
Life Safety-Security								
Camera Program/DVR			\$3,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00	\$ 500,000.00
Access Controls-Keying			\$250,000.00		\$ 75,000.00	\$ 100,000.00	\$ 75,000.00	
Door Camera Upgrade (17 locations)			\$30,000.00		\$ 30,000.00			\$ 30,000.00
SHS Fire Sprinkler Issue			\$150,000.00		\$ 150,000.00			
Test all Fire Dampers			\$105,000.00		\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	
ReKey to Primus-Door Replacement								
Barfield			\$45,000.00		\$ 45,000.00			
Blackman Elementary			\$45,000.00		\$ 45,000.00			
Blackman High			\$65,000.00		\$ 65,000.00			
Blackman Middle			\$125,000.00		\$ 80,000.00	\$ 45,000.00		
Buchanan Elementary			\$45,000.00		\$ 45,000.00			

update 4/09/20	Capital Projects Request				2020-2021	2021-2022	2022-2023	2020-2021
								County Budget
Cedar Grove			\$45,000.00		\$ 45,000.00			
Central Magnet			\$90,000.00		\$ 90,000.00			
Christiana Elementary			\$45,000.00		\$ 45,000.00			
Christiana Middel			\$85,000.00		\$ 85,000.00			
Daniel McKee			\$25,000.00		\$ 25,000.00			
David Youree			\$45,000.00		\$ 45,000.00			
Eagleville			\$75,000.00		\$ 75,000.00			
Holloway			\$35,000.00		\$ 35,000.00			
John Coleman Annex			\$35,000.00		\$ 35,000.00			
Kitrell			\$40,000.00		\$ 40,000.00			
Lascassas			\$40,000.00		\$ 40,000.00			
LHS			\$50,000.00		\$ 50,000.00			
Lavergne Middle			\$100,000.00		\$ 100,000.00			
Lavergene Primary			\$30,000.00		\$ 30,000.00			
McFadden			\$65,000.00		\$ 65,000.00			
OHS			\$65,000.00		\$ 65,000.00			
RHS			\$125,000.00		\$ 125,000.00			
Rock Springs Elementarty			\$30,000.00		\$ 30,000.00			
Rock Springs Middle			\$45,000.00		\$ 45,000.00			
Rockvale Elementary			\$45,000.00		\$ 45,000.00			
Roy Waldren			\$30,000.00		\$ 30,000.00			
Siegel High			\$50,000.00		\$ 50,000.00			
Siegel Middle			\$100,000.00		\$ 100,000.00			
Smyrna Elementary			\$35,000.00		\$ 35,000.00			
SHS			\$75,000.00		\$ 75,000.00			
Smyrna Middle Original			\$45,000.00		\$ 45,000.00			
Smyrna Primary			\$45,000.00		\$ 45,000.00			
Smyrna West			\$25,000.00		\$ 25,000.00			
Stewarts Creek Elem			\$50,000.00		\$ 50,000.00			
Stewarts Creek Middle			\$55,000.00		\$ 55,000.00			
Stewartsboro			\$45,000.00		\$ 45,000.00			
Thurman Francis			\$45,000.00		\$ 45,000.00			
Walter Hill			\$45,000.00		\$ 45,000.00			
Wilson Elementary			\$95,000.00		\$ 75,000.00	\$ 20,000.00		\$ 515,512.00
			TOTAL	\$5,715,000.00	\$ 3,405,000.00	\$ 1,200,000.00	\$ 1,110,000.00	
Restroom Restoration								
	SMS		\$175,000.00		\$ 90,000.00	\$ 85,000.00		
	OHS		\$250,000.00		\$ 125,000.00	\$ 125,000.00		
	RHS		\$250,000.00		\$ 125,000.00	\$ 125,000.00		
	SHS Toilet partions		\$50,000.00		\$ 50,000.00			
	SHS		\$175,000.00		\$ 90,000.00	\$ 85,000.00		
	LHS Toilet partions		\$50,000.00		\$ 50,000.00			
	LHS		\$175,000.00		\$ 90,000.00	\$ 85,000.00		
	Smyrna Primary		\$75,000.00			\$ 75,000.00		
	TFAA		\$150,000.00		\$ 75,000.00	\$ 75,000.00		
			TOTAL	\$1,350,000.00	\$ 695,000.00	\$ 655,000.00	\$ -	
Canopies-Walkways								
	Eagleville		\$40,000.00		\$ 40,000.00			
	Smyrna Middle		\$20,000.00			\$ 20,000.00		
	Stewarts Creek Elementary		\$60,000.00		\$ 60,000.00			
	Stewarts Creek Middle		\$50,000.00			\$ 50,000.00		
			TOTAL	\$170,000.00	\$ 100,000.00	\$ 70,000.00	\$ -	
Playgrounds								

update 4/09/20	Capital Projects Request				2020-2021	2021-2022	2022-2023	2020-2021
								County Budget
	Buchanan			\$300,000.00			\$ 300,000.00	
	Lascassas			\$270,000.00	\$ 270,000.00			
	Stewartsboro			\$270,000.00	\$ 270,000.00			
	Roy Waldron			\$270,000.00		\$ 270,000.00		
	Walter Hill			\$270,000.00		\$ 270,000.00		
			TOTAL		\$1,380,000.00	\$ 540,000.00	\$ 540,000.00	\$ 300,000.00
	LED Lighting				\$16,500,000.00	\$ 5,000,000.00	\$ 5,000,000.00	\$ 6,500,000.00
	could be a 4 year project \$5.5 million each year							
	2020-2021 School request				\$2,939,960.00	\$ 2,939,960.00		\$ 1,400,000.00
	TOTAL				\$84,861,514.00	\$ 35,144,514.00	\$ 23,479,000.00	\$ 26,238,000.00
								\$ 7,323,066.00

update 4/09/20		Capital Projects Request	2020-2021	2021-2022	2022-2023	2020-2021
						County Budget

\$ -

School Request Capital Projects 2020-2021

3/25/2020

Budget

Barfield

Blackman Elementary

Paint Office	\$	75,000.00		
--------------	----	-----------	--	--

Blackman Middle

Auditorium seats	\$	50,000.00		
Library Carpet	\$	18,000.00	\$	18,000.00

Blackman High

Auditorium seats	\$	143,000.00		
Auditorium carpet	\$	41,000.00		
Theater Curtains	\$	39,960.00	\$	39,960.00

Browns Chapel

Sod Playground areas	\$	35,000.00	\$	35,000.00
----------------------	----	-----------	----	-----------

Buchanan Elementary

Front Canopy			\$	25,000.00
Paint Exterior walls	\$	46,000.00	\$	46,000.00

Cedar Grove

Epoxy restroom floors	\$	70,000.00		
-----------------------	----	-----------	--	--

Central Magnet

Replace lockers	\$	80,000.00		
Retile 4 classrooms and hall	\$	25,000.00		
Tuck Point west wall	\$	65,000.00	\$	65,000.00

Christiana Elementary

Playground Rubber mat	\$	20,000.00	\$	20,000.00
Paint 4 Portables exterior	\$	16,000.00	\$	16,000.00

Christiana Middle

Daniel-Mckee

David Youree

Repair Side Parking lot	\$	50,000.00	\$	50,000.00
-------------------------	----	-----------	----	-----------

Eagleville

Library AC Unit	\$	30,000.00	\$	30,000.00
Exterior Building Lighting	\$	20,000.00	\$	20,000.00

Holloway High

Chair Lift to second floor	\$	38,000.00	\$	38,000.00
----------------------------	----	-----------	----	-----------

Relocate Office and daycare
HP Campus School

John Colemon	Paint all halls and rooms	\$	60,000.00		
	Okay at this time				
John Colemon Annex					
Kittrell	Paint Hallways	\$	24,000.00	\$	24,000.00
	LED Marquee and Brick col.	\$	40,000.00		
	Library Carpet	\$	15,000.00	\$	15,000.00
Lascassas					
Lavergne High					
	Stage Curtain	\$	21,000.00	\$	21,000.00
	Reapit Roadway by Football	\$	75,000.00	\$	40,000.00
Lavergne Lake					
	Awning	\$	15,000.00	\$	15,000.00
Lavergne Middle					
Lavergne Primary					
McFadden					
	Exterior walls	\$	50,000.00	\$	50,000.00
Oakland High					
	Rework Drainage at ftb locker	\$	47,000.00	\$	47,000.00
	Library Furniture	\$	180,000.00		
	Front Concrete column rep	\$	65,000.00	\$	65,000.00
	Auditorium Ceilg paint	\$	16,000.00	\$	16,000.00
	Stage Floor Replace	\$	30,000.00		
	Science Lecture Seats	\$	57,500.00		
	Paint exterior Soffits	\$	45,000.00	\$	45,000.00
	Add and repair sidewalks	\$	50,000.00		
	Gym Hall HVAC	\$	35,000.00		
Oakland Middle					
	Seal/stripe Zparking lots	\$	15,000.00	\$	15,000.00
Riverdale					
	Replace Auditorium Stage	\$	30,000.00	\$	30,000.00
	Replace 200 gym lockers	\$	54,000.00		
	Science lecture seats	\$	57,500.00		
	Front Column Repair	\$	65,000.00	\$	65,000.00
	Auditorium carpet/paint	\$	36,000.00		
	Paint Exterior Soffits	\$	45,000.00	\$	45,000.00
	Additional parking	\$	50,000.00		
	Auditorium Ceiling	\$	16,000.00	\$	16,000.00

Rock Springs Elementary

]

Rock Springs Middle

Replace flooring lobby/off.	\$	35,000.00	\$	35,000.00
-----------------------------	----	-----------	----	-----------

Rockvale Elementary

Awning at gym	\$	25,000.00		
Awning to Portables	\$	25,000.00	\$	25,000.00

Rockvale High

Awning for Bus	\$	35,000.00	\$	35,000.00
----------------	----	-----------	----	-----------

Rockvale Middle

Divide art Class. Due to enroll	\$	20,000.00	\$	20,000.00
---------------------------------	----	-----------	----	-----------

Rocky Fork Elementary

Rocky Fork Middle

Roy Waldron

Siegel High

Library carpet	\$	20,000.00	\$	20,000.00
----------------	----	-----------	----	-----------

Siegel Middle

Library carpet	\$	20,000.00	\$	20,000.00
Fence Portables & soccer	\$	20,000.00		
Awning	\$	25,000.00	\$	25,000.00
Sand/Refinish Stage	\$	25,000.00	\$	25,000.00
Paint class and hallways	\$	35,000.00		

Smyrna Elementary

Paint Hallways	\$	50,000.00		
----------------	----	-----------	--	--

Smyrna High

Paint Main Gym	\$	20,000.00	\$	20,000.00
Stage Curtain	\$	16,000.00	\$	16,000.00
Paint Hallways	\$	40,000.00		

Smyrna Middle

Awning	\$	20,000.00	\$	20,000.00
--------	----	-----------	----	-----------

Smyrna Primary

Repair replace sidewalks	\$	30,000.00	\$	30,000.00
--------------------------	----	-----------	----	-----------

Smyrna West

Stewarts Creek Elementary

Stewarts Creek High

Gym Divider Curtain	\$	18,000.00	\$	18,000.00
Pond Drainage system	\$	30,000.00	\$	30,000.00

Stewarts Creek Middle

Bleacher upgradse	\$	50,000.00		
-------------------	----	-----------	--	--

Stewartsboro

Locker Replacement	\$	65,000.00		
Clocks	\$	30,000.00	\$	30,000.00

Thurman Francis

Restroom resurface	\$	50,000.00		
Remove asbestos floor tile				

Major Project

Walter Hill

Site Safety fence	\$	30,000.00	\$	29,040.00
Paint interior	\$	80,000.00		

Whitworth-Buchanaan

Front Drive Paving	\$	35,000.00	\$	35,000.00
Seal strip Parking Lot	\$	15,000.00	\$	15,000.00

Wilson Elementary

Seal/Stripe Parking lot	\$	15,000.00	\$	15,000.00
Rear EFIS columns	\$	25,000.00	\$	25,000.00

TOTAL	\$	2,939,960.00	\$	1,400,000.00
--------------	----	--------------	----	--------------

* All schools with Gyms requesting LED Light replacements in the gyms. Part of LED Light Request

** All High Schools requesting Athletic Lighting replacement. Part of LED Light Request.

School Maintenance Request 2020-2021

3/25/2020

Barfield

Bleacher Handrails	\$	7,000.00
Repair wall Cracks	\$	15,000.00
Add Exterior Lighting	\$	10,000.00

Blackman Elementary

Storage Building	\$	5,000.00
Portable Ramp repair	\$	5,000.00
Portable Metal Siding	\$	9,500.00
Propane Buffer	\$	5,500.00
Lobby and Outer Lobby tile	\$	15,000.00
Fence Portables		

Blackman Middle

Water Bottle Stations	\$	7,500.00
Additional Access Reader	\$	2,500.00
Library Carpet		
Seal and Stripe	\$	15,000.00

Blackman High

Water Bottle Stations	\$	7,500.00
36' Lift	\$	12,500.00
Awning to Portables	\$	25,000.00
G wing Portable	\$	18,000.00

Browns Chapel

Grass seed/sod	\$	7,500.00
Barrier to prevent grass pkg	\$	6,500.00

Buchanan Elementary

Front Awning

Cedar Grove

Access card reader gym	\$	7,500.00
Access card reader back	\$	7,500.00

Central Magnet

exterior door wather strip.	\$	7,500.00
Awning to Annex	\$	15,000.00

Christiana Elementary

paint for custodians	\$	1,500.00
Bollards	\$	1,500.00

	Dirt/seed/straw	\$	2,000.00
	Seal and Restripe Parking	\$	15,000.00
Christiana Middle			
	Repair Band Ceiling	\$	10,000.00
Daniel-Mckee			
David Youree			
	Storage Building	\$	5,500.00
Eagleville			
	Propane Buffer	\$	4,500.00
	Electric Buffer	\$	3,500.00
	Sidewalk to 99	\$	15,000.00
	Exterior Lighting adds	\$	20,000.00
Holloway High			
	White Boards	\$	4,000.00
HP Campus School			
	Replace sink and cabinet	\$	2,500.00
	Various Floor Replacements	\$	15,000.00
John Colemon			
	Rework SPED Toilt for Adult	\$	7,500.00
Kittrell			
	Add Locks on Gym	\$	2,000.00
	Rework 5Th Grade Paly area	\$	15,000.00
	Library carpet	\$	20,000.00
Lascassas			
	Access Control Reader	\$	5,000.00
	Stage Curtain	\$	10,000.00
	Music room carpet	\$	7,500.00
Lavergne High			
	Floor Scrubber	\$	3,500.00
	Stage Curtain	\$	21,000.00
Lavergne Lake			
	Awning Repair back	\$	4,500.00
	Cover Pavillion labor	\$	12,500.00
Lavergne Middle			
	Propane Burnisher	\$	3,500.00

Scrubber	\$	5,000.00
Lavergne Primary		
Stage Curtain	\$	9,500.00
McFadden		
Oakland High		
Replace Chalkboards	\$	7,500.00
Repair Audit. Ceiling	\$	7,500.00
Sidewalk front to Maint.	\$	7,500.00
Gutter repair and replace	\$	15,000.00
Paint Men and Womens locker	\$	10,000.00
Oakland Middle		
Restripe Parking		
Paint Main gym	\$	20,000.00
Riverdale		
Scrubber	\$	5,000.00
Sidewalk front to Maint	\$	7,500.00
Exterior Gym doors	\$	25,000.00
Repaıt Aud. Ceiling	\$	7,500.00
Courtyard Awning paint	\$	15,000.00
Annex Storage Room const	\$	12,500.00
Rock Springs Elementary		
]		
Rock Springs Middle		
Floor Scrubber	\$	3,500.00
Rockvale Elementary		
Prerssure washer	\$	1,000.00
Floor stripper	\$	3,500.00
paint Gym	\$	16,000.00
Repair Front sidewalks, Lift	\$	15,000.00
Stage Curtain	\$	9,000.00
Rockvale High		
Concrete at Bus Dismissal	\$	15,000.00
Rockvale Middle		
Replace broken downspout	\$	3,500.00
Add exterior Lighting	\$	4,500.00
Divide Art Classroom	\$	7,500.00
Rocky Fork Elementary		

Rocky Fork Middle		
28" Tomcat	\$	6,900.00
Light Pole at Ball field	\$	4,500.00
Softball Dugout Roof	\$	12,000.00

Roy Waldron

Siegel High		
Repair Gutter leaks	\$	12,000.00
Auditorium Carpet		

Siegel Middle		
Soccer Fence	\$	4,500.00
Repair wall cracks	\$	15,000.00
Replace Band Carpet	\$	10,000.00

Smyrna Elementary		
Access Reader K Hall	\$	3,500.00
Cafeteria sidewalk	\$	3,500.00
28" Tomcat	\$	6,900.00
Pressure washer	\$	1,000.00
Repair replace sidewalks	\$	10,000.00

Smyrna High		
Weight Room Second Floor	\$	10,000.00
Paint Shop Floors	\$	10,000.00
Paint cafeteria	\$	10,000.00
Stage Curtain	\$	16,000.00

Smyrna Middle		
20" tomcat	\$	5,500.00
28" tomcat	\$	6,900.00
Propane Buffer	\$	3,500.00
Paint Audit. Floor	\$	10,000.00
Soccer Fence	\$	20,000.00

Smyrna Primary

Smyrna West

Stewarts Creek Elementary		
Sidewalk Preschool for SPED	\$	4,500.00
Office floor Replacements	\$	16,500.00

Stewarts Creek High		
Concrete at Bus Dismissal	\$	15,000.00
Auditorium seats	\$	12,000.00

Stewarts Creek Middle		
Sidewalks 7th grade Hall	\$	18,000.00

Stewartsboro

Teacher/Psyc. Office carpet	\$	3,500.00
Paint Gym	\$	20,000.00
Faculity Bath repairs	\$	10,000.00
Thurman Francis		
Paint Block Buildings	\$	10,000.00
Walter Hill		
Repeater	\$	6,500.00
Parking Lot signage	\$	1,500.00
Water Fountains	\$	7,500.00
Water Fountains	\$	12,000.00
Storage Building	\$	10,000.00
Whitworth-Buchanaan		
speed Bumps	\$	5,500.00
Exterior Lighting	\$	8,500.00
Restripe Parking Lots		
Wilson Elementary		
Office renovation	\$	15,000.00
Restripe Parking Lots		
TOTAL	\$	1,014,200.00

Rutherford County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: <h2 style="margin: 0;">FFCRA LEAVE</h2>	Descriptor Code: 5.3051	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*¹

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April 2,
3 2020 until December 31, 2020.

4 The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary
5 administrative procedures. Employees should seek clarification from the Assistant Superintendent of
6 Human Resources and Student Services if they have questions regarding the total amount of leave and
7 pay available to them.

8 **PAID SICK LEAVE**

9 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework
10 because the employee:²

- 11 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 12
- 13 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 14
- 15 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 16
- 17 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The
18 individual must be someone with a personal relationship to the employee;
- 19
- 20 5. is caring for his/her son or daughter whose school or place of care is closed, or person who
21 regularly provides child care is unavailable, for reasons related to COVID-19 and no other
22 suitable person is available to care for the child during the requested period of leave. Son or
23 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child
24 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older
25 who is incapable of self-care because of a mental or physical disability; or
- 26
- 27 6. is experiencing any other substantially similar condition specified by the Secretary of Health
28 and Human Services, in consultation with the Secretaries of Labor and Treasury.

29 This paid leave may be taken if there is work available for the employee to complete and the employee
30 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave
31 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to
32 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

1 EXPANDED FMLA LEAVE

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the
3 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who
4 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)
5 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the
6 district.³

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or
8 telework due the need to care for his/her son or daughter because of a school or child care facility closure
9 or because the person who regularly provides child care (i.e. this could include a family member or a
10 neighbor) is unavailable for reasons related to COVID-19.⁴ In these circumstances, a son or daughter is
11 defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing
12 *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care
13 because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.⁵ The amount of leave available
15 may be impacted by any prior use of FMLA.⁶

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take
17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds
18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave
19 or annual leave to cover those days or the amount is capped per federal law.⁷

Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq, (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

Cross References

Sick Leave 5.302
Family and Medical Leave 5.305

Rutherford County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: <h2 style="text-align: center;">Extended Closure Student Refunds</h2>	Descriptor Code: <h3 style="text-align: center;">2.9001</h3>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

- 1 In the event an emergency occurs that results in the closure of Rutherford County Schools for an extended
- 2 period, the Board authorizes the Director of Schools to promulgate procedures to facilitate refunds to
- 3 students for cancelled events and field trips.

- 4 The refund procedure shall be overseen by the Director of Schools in conjunction with the Assistant
- 5 Superintendent of Budget and Finance. The procedures must comply with all relevant laws, rules, and
- 6 procedures, including the Tennessee Internal School Accounting Policy Manual. The procedure shall
- 7 specify how both cash and check refunds can be processed effectively.

- 8 If the student seeking a refund has an outstanding cafeteria charges, the student shall be asked whether
- 9 he/she wishes for the refund to be applied to the debt. Students may also choose to donate the refund to
- 10 their school.