

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

**April 22, 2021
5:00 P.M.**

AGENDA

ELECTRONIC PUBLIC MEETING NOTICE

Board Members may participate electronically in order to protect health, safety, and welfare. Public access to the meeting remains available in person. Public can also access the meeting in live time via <https://www.youtube.com/user/Rutherfordcounty/live> or through cable access at RCTV

- 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: April 6, 2021 Board Meeting
April 8, 2021 Policy Committee Meeting
April 13, 2021 Budget Workshop Meeting**
- B. Community Use of Facilities**
- C. Title I Contract: Summer School Program – Extended Contract at LaVergne Middle
Title II Contract: Agreement between RCS and Brian R. Lawler, Ph.D.**
- D. Routine Bids: Bid #3510 – Sanitary Sewer Upgrade (Daniel-McKee School)**

Request to Purchase:

Rutherford County Board of Education request to use Metropolitan Nashville Public Schools RFP 19-6, Contract Number: 2-474904-02 to Beacon Technologies for service of audio, video, paging systems, ethernet infrastructure, low voltage wiring and other related services.

E. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
John Mears	NTE \$3,500.00	Blackman High School	Band Boosters	Football Band Show Package – For 2021-2022 School year
Travis Childers	NTE \$1,820.00	Siegel High School	School Funds – Baseball	JV Baseball Coach
Tommy Entrekin	NTE \$2,270.00	Siegel High School	School Funds – Baseball	Assistant Baseball Coach
Tyler Reeder	NTE \$1,820.00	Siegel High School	School Funds – Baseball	JV Baseball Coach
Jonathan Tolbert *1 & 6	NTE \$250.00	Smyrna High School	School Funds – ROTC	Bus Driver
Lori Walker	NTE \$800.00	Central Magnet	School Funds – Swimming	Assistant Swimming Coach
Kirstin Taylor *2	Hourly	Central Magnet	School Funds – HS Cheerleading	Assistant HS Cheerleading Coach

- **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.

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

6. VISITORS

7. RECOGNITION

- **ROTC Distinguished Leader Graduate Award Presentation**

8. UNITED WAY POSITION WITH ATLAS (TAB 2)

The United Way of Greater Nashville would like to partner with Rutherford County Schools to create a Family Engagement Specialist position to be completely funded by the United Way grant. This would include health benefits, supplies and phone. This is a flexible position working with ATLAS families, coordinating food and other basic need deliveries as well as working with other aspects of the Family Collective Program linking families to other resources such as housing referrals, medical and childcare and other community agencies. This position would allow the ATLAS program to free up valuable time for our school counselors allowing them to meet the needs of their students while we assist their parents and families.

Recommended Approval---motion to approve Rutherford County Schools Atlas Program’s Partnership with the United Way as presented.

9. ESL EXTENDED CONTRACTS (TAB 3)

The ESL Department will be writing course descriptions for ESL course codes during the month of June. One ESL teacher will be offered an extended contract to complete the project. The amount of the contract is \$150/day and not to exceed 3 days. The total amount of the extended contract will not exceed \$450 and will be paid for with Title III funds.

The department is also seeking an amendment to previously approved extended contracts for 16 ESL teachers over two days. The amendment includes three additional days for curriculum development. The approximate total cost of the five-day unit planning is \$12,000.00 (\$150 per day/per teacher) and will be funded by Title III funds.

Recommended Approval---motion to approve the Title III funded extended contracts for curriculum development and course description project for the ESL Program.

10. INSTRUCTION (For Information Only)

ReThink Forward Charter Application:

ReThink Forward applied for authorization as a charter school to operate in Rutherford County beginning with the 22-23 school year. ReThink Forward identified themselves as a Category 1 (new-start applicant). However, the proposed charter group is operating Nashville Collegiate Prep and thus would not be a Category 1 applicant and would instead be a Category 2 or Category 3 application. Based on this category, the application submitted is incomplete as it is missing the required sections of 2.12, 2.13, 2.14, 2.15, 3.3, and 4.1. RCS cannot officially review the application under Tenn. Comp. R & Regs. 0520-14-01-.01(g)(2). Thus, this will conclude our charter review cycle for the 20-21 school year.

11. POLICY COMMITTEE RECOMMENDATIONS (TAB 4)

The following policy changes, additions, and deletions are recommended for adoption by the Board on first reading. Policy 6.702, Student Clubs and Organizations, has been removed administratively to improve the language with more input from the Virtual School to ensure it meets all needs:

a. Policy 1.700: School District Goals

Amended to add diversity hiring goal as required by State Board of Education Policy 5.700 and State Law. Small language adjustments to mirror TSBA model policy.

b. Policy 4.605: Graduation Requirements

Updated to reflect RCS's standing 23-credit requirement rather than the State-minimum 22 credits.

c. Policy 5.100: Personnel Goals

Amended to add diversity hiring goal as required by State Board of Education Policy 5.700 and State Law. Small language adjustments to mirror TSBA model policy.

d. Policy 5.110: Compensation Guides & Contracts

Clarified bar on double-payment to coaches.

e. Policy 6.204: Attendance of Non-Resident Students:

Amended to allow out-of-county students to apply to the Virtual School.

f. Policy 6.300: Code of Conduct

Amended to add requested offenses and clarify zero tolerances and off-campus criminal behavior.

g. Policy 6.303: Interrogations and Searches

Returned ability for law enforcement to exclude administrators when appropriate from interrogations.

h. Policy 6.309: Zero Tolerance Offenses

Amended for clarity on discretionary offenses; removed theft over \$500; updated list of Zero Tolerance felonies on-campus; added explosive devices. **Since policy committee, added distinction that Aggravated Assault is a zero even if not charged criminally per legal recommendation from TSBA**

1. Policy 6.312: Use of Personal Communication Devices and Electronic Devices

Updated language and added limitations on confiscation of devices.

2. Policy 6.500: Special Education Students

Amended to clarify procedure-making expectations and authority.

Recommended Approval---motion to adopt above policy changes on first reading as presented.

12. FINANCIAL MATTERS (TAB 5)

1. New Salary Schedule for Rutherford County School Nurses

This proposed new salary schedule for school nurses will better align our district with the current market rates that comparable Middle Tennessee public school systems are offering for quality school nurses. Note that this new salary schedule will not take effect until July 1, 2021 and that all active full and part time nurses that are on the current salary schedules prior to July 1, 2021 will remain on the current grandfathered salary schedule until they resign or retire. Additionally, any current active school nurse that stays on the grandfathered salary schedule has until August 31, 2021 to receive a step up in pay for any new college degrees awarded by that date and recognized on the current salary schedule for a salary increase.

Recommended Approval---motion to approve the proposed salary schedule for school nurses with the grandfathered terms listed above.

2. Centralized Cafeteria, Fund 143, 2021/22 Budget

Centralized Cafeteria, Fund 143, 2021/22 budget has \$21,122,000 in revenues, \$21,805,577 in expenditures, and uses \$683,577 of fund balance to fund the cafeterias.

Recommended Approval---motion to approve the Centralized Cafeteria, Fund 143, 2021/22 Budget as presented.

3. Capital Projects Fund 177 Budget for the 2021/22 Fiscal Year

Educational Capital Projects Fund, Fund 177, FY 2021/22 Budget has \$7,733,917 in estimated revenues and \$7,733,917 in estimated expenditures. The Current property tax levy of 7.5 cents is adequate to fund the identified priority capital improvements in this proposed budget.

Recommended Approval---motion to approve the 2021/22 Capital Projects Fund 177 Budget as presented.

4. General Purpose School Fund 141, 2021/22 Budget

The General Purpose School Fund, 2021/22 Budget has an estimated \$ (waiting on State April BEP estimate) in revenues, \$437,984,423 in expenditures, and uses \$ (unknown at this time due too lack of State April BEP estimate) of fund balance for school operations expenditures. This proposed expenditure budget provides funding for a 3% pay increase for all RCS certified and classified employees and a 5% increase for RCS bus contractors.

Recommended Approval---motion to approve the 2021/22 General Purpose School Fund 141 Expenditure Budget as presented.

5. Motion to authorize Cash on Hand for Plainview Elementary Cafeteria operations.

With the opening of Plainview Elementary School in the Fall of 2021, cash on hand to make change needs to be authorized for the school cafeteria operations. The School Nutrition Department is requesting \$40 be authorized as the initial amount for cash on hand for the Plainview Elementary Cafeteria. A listing of all current cash on hand balances at RCS cafeterias, including the proposed amount for Plainview Elementary Cafeteria, is presented for the Board's review.

Recommended Approval---motion to authorize \$40 for cash on hand for Plainview Elementary Cafeteria operations.

6. Motion for the adoption of new RCS Cafeteria Manager Salary Pay Scale to begin July 1, 2021

To better align RCS cafeteria manager pay structure with comparable school districts and our current cafeteria manager job description, a salary pay scale is presented to replace the current hourly pay rate. This change aligns RCS with other comparable Middle Tennessee School Districts and recognizes the supervisor role of our school nutrition department cafeteria managers.

Recommended Approval---motion to adopt the new RCS Cafeteria Manager Salary Pay Scale, to begin July 1, 2021 as presented.

13. FACILITIES (TAB 6)

Request for Wilson Elementary Excess Property Sale:

Rutherford County Schools has been approached to possibly sale +/- 15 acres of excess property back to the family of the original owner. As per TCA Title 49-6-2006-Powers of school board to buy, sell, acquire by gift or transfer.

2010 Tennessee Code

Title 49-Education

Chapter 6-Elementary and Secondary Education

Part 20-School Property

49-6-2006-Powers of school board to buy, sell, acquire by gift or transfer.

49-6-2006. Powers of school board to buy, sell, acquire by gift or transfer.

(a) The board of education is authorized to receive donations of money, property or securities from any source for the benefit of the public schools, which funds it shall, in good faith, disburse in accordance with the conditions of the gifts. Options are public sale or a negotiated sale per TCA 49-62006 (3) (C) (1)

Recommended Approval---motion to approve by public sale or a negotiated sale of +/- 15 acres at Wilson Elementary as presented.

Request to Name the Circular Drive at Smyrna Elementary:

Board member, Tammy Sharp is making the request to name the Circular Drive at Smyrna Elementary School “Hellon Johns Hall Drive.” The Johns’ family has a long and rich history of public servants in the Town of Smyrna. Mrs. Hall was a teacher for Rutherford County Schools for over 40 years. Before her retirement and passing she taught at Smyrna Elementary. I have spoken to the current principal, Ms. Ritter, and she is amenable in honoring a long-time former teacher in this manner. Engineering and Construction has no objection to this request.

Recommended Approval---motion to approve the naming of the circular drive to “Hellon Johns Hall Drive” as presented.

Emergency Request for Unit Purchase for Holloway High School Gym:

Holloway High School Gym is operating at 25% HVAC capacity at this time. They have a 10-ton unit without a compressor ordered and a 20-ton unit is no longer operable. Maintenance has one quote for a 20-ton replacement unit for \$59,551.57. Request to authorize maintenance to replace the 20-ton unit not to exceed \$60,000.00 with either one 20-ton unit or two 10-ton units.

Recommended Approval---motion to authorize maintenance to replace the Holloway High gym unit not to exceed \$60,000.00 as presented.

14. DIRECTOR OF SCHOOLS EVALUATION INSTRUMENT (TAB 7)

The contract with the Director of Schools provides an instrument to be used by the Board of Education to evaluate the Director of Schools and shall be developed by the Board of Education and the Director. The instrument must be adopted by the Board of Education at least ninety (90) days prior to the performance of the evaluation. The Board needs to determine the instrument to be utilized. The instrument that has been previously utilized is attached in TAB 7. The Board should discuss whether to utilize the same instrument or utilize an alternative instrument. The floor will be open to discussion and any motions Board Members desire to make in regard to an instrument to be used for the evaluation.

15. INSURANCE UPDATE

16. DIRECTORS UPDATE

17. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

18. FEDERAL RELATIONS NETWORK (FRN) UPDATE

19. GENERAL DISCUSSION

20. ADJOURNMENT

RUTHERFORD COUNTY BOARD OF EDUCATION

2240 Southpark Drive
Murfreesboro, TN 37128

Special Called Policy Committee Meeting
April 8, 2021

Board Members Present

Tiffany Johnson, Vice Chairman
Bill C. Spurlock, Director of Schools
Claire Maxwell
Jim Estes
Shelia Bratton
Lisa Moore
Tammy Sharp

Committee Members Present

Tim Pedigo
LeAnn Hays
Dr. Kay Martin
Margaret Moore
Mike Walls
Regina Harvey

Others Present

Sara Page
Jeff Reed
Pierrecia Lyons

The Board Vice Chairman, Ms. Johnson, called the meeting to order at 5:01 p.m. All stood and recited the pledge. Vice Chairman Johnson called for review of the Agenda, Mr. Walls made a motion to approve the agenda, with a second by Dr. Martin. The Chairman turned the meeting over to Sara Page.

1. The policy committee began with a review of Policy **1700**: School District Goals. Amended to add diversity hiring goal as required by State Board of Education Policy 5.700 and State Law. Small language adjustments to mirror TSBA model policy.

Mr. Spurlock asked about the State Board’s intended matrix for measuring/monitoring educator and staffing diversity. Ms. Page explained that a specific expectation other than general reporting has not been set by the State Board yet.

Motion was made by Mr. Spurlock and seconded by Ms. Maxwell, to approve Policy 1.700.

VOTE: All Yes

2. Policy 3.2041: Pandemic/Epidemic Face Covering/Mask Requirements was stricken from the agenda due to the vote for it not to be changed by the Board on April 6, 2021.

3. The policy committee reviewed **Policy 4.605**: Graduation Requirements. Updated to reflect RCS's standing 23-credit requirement rather than the State-minimum 22 credits.

Ms. Page explained that the additional sentence in the policy regarding the state minimum was recommended by the TSBA. Ms. Page stated that the draft received feedback from multiple principals and Dr. Kay Martin, stating that the addition of that language was confusing and did not appear in the similar policies of other large districts. As a result, Ms. Page recommended the committee consider revising or removing that language.

Motion made by Ms. Moore to approve the policy with amendment to language related to state-minimum credits; motion was seconded by Ms. Maxwell to approve Policy 4.605.

VOTE: All Yes

4. The policy committee discussed revising **Policy 5.100**: Personnel Goals. Amended to add diversity hiring goal as required by State Board of Education Policy 5.700 and State Law. Small language adjustments to mirror TSBA model policy.

Mr. Spurlock again mentioned the possible rubric. Ms. Page explained that, for now, we can set that out in our Strategic Plan.

Motion was made by Ms. Maxwell, second by Ms. Bratton to approve Policy 5.100.

VOTE: All Yes

5. The policy committee discussion moved to recommended policy change to amend **Policy 5.110:** Compensation Guides & Contracts. Clarified bar on double-payment to coaches.

Mr. Estes mentioned that he thought this was already prohibited. Ms. Page stated that Mr. Tackett mentioned that past attempt, but it still appeared to be occurring. Ms. Margaret Moore inquired about how to handle coaches that coach more than one sport. Discussion led to the recommendation that the draft policy be amended to make the bar on payment for a coach trying to head and assistant coach the same sport or team.

Motion was made by Mr. Estes to approve as amended, second by Ms. Maxwell to approve Policy 5.110.

VOTE: All Yes

6. The policy committee discussed amending **Policy 6.204:** Attendance of Non-Resident Students. Amended to allow out-of-county students to apply to the Virtual School.

Mr. Spurlock added that this was needed to capture back students as well as to align with other regional virtual schools that take Rutherford County Students.

Motion was made by Ms. Maxwell, second by Ms. Bratton to approve Policy 6.204.

VOTE: All Yes

7. The policy committee discussed amending **Policy 6.300:** Code of Conduct

Amended to add requested offenses and clarify zero tolerances and off-campus criminal behavior.

Ms. Page explained that a new level (level 5) was added to help distinguish zero tolerance offenses. A question was asked about whether students issued a zero tolerance could attend the virtual school. Ms. Page explained that distance learning has been utilized, but the virtual school is a standalone school and not an alternative school. Ms. Bratton asked about aggravated assault. Ms. Page indicated it was moved under on-campus felonies.

Motion was made by Ms. Maxwell to adopt Policy 6.300 with a second by Ms. Harvey to approve Policy 6.300 as proposed.

VOTE: All Yes

8. Policy 6.3001: Pandemic/Epidemic Code of Conduct Supplement was stricken from the agenda due to the vote for it not to be changed by the Board on April 6, 2021.

9. The policy committee discussed revising **Policy 6.303**: Interrogations and Searches. Reinstates the ability for law enforcement to exclude administrators when appropriate from interrogations.

Ms. Page indicated this was at the request of the SROs due to issues with investigating sensitive crimes.

Motion was made by Mr. Walls to adopt Policy 6.303 with a second by Ms. Maxwell to approve Policy 6.303 as proposed.

VOTE: All Yes

10. The policy committee discussed **Policy 6.309: Zero Tolerance Offenses**. Amended for clarity on discretionary offenses; removed theft over \$500; updated list of Zero Tolerance felonies on-campus; added explosive devices

Motion was made by Ms. Maxwell to adopt Policy 6.309 with a second by

Ms. Bratton to approve Policy 6.309 as proposed.

VOTE: All Yes

11. The policy committee discussed revising **Policy 6.312: Use of Personal Communication Devices and Electronic Devices**. Updated language and added limitations on confiscation of devices.

Mr. Reed brought up a clarification to be added to the language related to searches to clarify illegal and inappropriate items should be mentioned.

Motion was made by Mr. Walls to adopt Policy 6.312 as amended with a second by Ms. Maxwell to approve Policy 6.312 as proposed.

VOTE: All Yes

12. The policy committee discussed revising **Policy 6.500: Special Education Students**. Amended to clarify procedure-making expectations and authority.

There were no questions.

Motion was made by Mr. Walls to adopt Policy 6.500 with a second by Mr. Spurlock to approve Policy 6.500 as proposed.

VOTE: All Yes

13. The policy committee discussed revising **Policy 6.702**: Student Clubs and Organizations. Clarified grounds for allowing intraschool teams and clubs.

Ms. Maxwell inquired about virtual school and the difference between TSSAA and Non-TSSAA activities.

Motion was made by Ms. Maxwell to adopt Policy 6.702 with a second by

Ms. Harvey to approve Policy 6.702 as proposed.

VOTE: All Yes

There being no further business, the meeting adjourned at approximately 5:33 p.m.

Tiffany Johnson, Vice Chairman

Date

Bill C. Spurlock, Director of Schools

Date

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

Minutes of April 6, 2021

ELECTRONIC PUBLIC MEETING NOTICE

Board Members may participate electronically in order to protect health, safety, and welfare. Public access to the meeting remains available in person. Public can also access the meeting in live time via <https://www.youtube.com/user/Rutherfordcounty/live> or through cable access at RCTV

Board Members Present

**Coy Young, Board Chairman
Tiffany Johnson, Vice-Chairman
Jim Estes
Claire Maxwell
Shelia Bratton
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.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Board Member, Claire Maxwell.

3. MOMENT OF SILENCE

The Board Chairman called for a moment of silence and asked the family of Pam Barnett be remembered in thought and prayer.

4. APPROVAL OF AGENDA

Motion made by Mr. Estes, seconded by Mrs. Maxwell, to approve the agenda as presented.

5. APPROVAL OF CONSENT AGENDA

A. Minutes: March 18, 2021 Board Meeting

B. Community Use of Facilities

**C. Title I Contract: The Connection Coach – LaVergne Middle School
Title II Contract: CollegeBoard Pre-AP Workshop Contract Agreement**

**D. Routine Bids: Bid #3506 - Photography
Bid #3511 – Electrical Wiring for Portables
Bid #3512 – Portable Relocation
Bid #3513 – Admin/Teacher Furniture**

Request to Purchase:

Rutherford County Board of Education request to continue using Edlio for Web Content Management Services through the Sourcewell Contract #042020-ONL for the 2021-2022 school year.

Request to Purchase:

Rutherford County Maintenance Department would like to purchase a 2021 Flatbed Trailer from Hank Williams Trailer and Truck Bodies at a cost of \$4,500.00. To be funded through Capital Projects.

E. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Jennifer Grandstaff	NTE \$1,500.00	Blackman High	School Funds-Girls Basketball	Head Coach duties/AM Gym Supervision
Mitzi Wilson *6	NTE \$1,800.00	Oakland High	School Funds-Track, Softball & Baseball	Bus Driver
Kevin Wright	NTE \$640.00	Oakland High	School Funds – Boys and Girls Basketball	Basketball Announcer
Dakota Crane	NTE \$2,000.00	Rockvale High	School Funds – Football	Assistant Football Coach
Brian Guthrie	NTE \$2,000.00	Rockvale High	School Funds – Football	Assistant Football Coach
Dyron Birdwell	NTE \$1,200.00	Siegel High	School Funds – Boys Basketball Camp	Middle School Team Camp Co-Director
Charles Bush	NTE \$1,500.00	Siegel High	School Funds – Boys Basketball Camp	Middle School Team Camp Director/Scheduling + Administration

Matthew Rigsby	NTE \$1,000.00	Siegel High	School Funds - Boys Basketball Camp	Middle School Tournament Administrator
Susan Wilson *3	NTE \$250.00	Siegel High	School Funds – Choir	Piano Accompanist + Choral Festival
Morgan Evans *6	NTE \$800.00	Stewarts Creek High	School Funds – Softball	Bus Driver
Larry Smith	NTE \$3,500.00	All Schools	School Funds – Track	Timing at Track Meets
Mariyah Draine	NTE \$1,500.00	Riverdale High	School Funds – Track	Timing Crew
Sandra Kenton	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
Mikayla Dyson	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
Britni Harris	\$300/Choreography piece	Riverdale High	School Funds – Dance Team	Create Choreography/Instruct Choreography & Technique
Ralph Metclaf	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
Carmen Verge	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
Mareeka Verge	NTE \$1,500.00	Riverdale High	School Funds - Track	Various work at Track Meet
Robert Verge	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
Nathan Wright	NTE \$1,500.00	Riverdale High	School Funds – Track	Various work at Track Meet
William Holliday	NTE \$1,200.00	Rockvale High	School Funds - Football	Assistant Football Coach
Lance Pawlowski	NTE \$1,200.00	Rockvale High	School Funds – Football	Assistant Football Coach
Michael Bivens	NTE \$1,000.00	Siegel High	Men’s Soccer Booster	Assistant Men’s Soccer Coach + Field Maintenance
Matthew Hunter *3	NTE \$350.00	Siegel High	School Funds - Choir	Choreography for “The Hunchback of Notre Dame”
Nicholas Newby	NTE \$1,000.00	Siegel High	Men’s Soccer Booster	Assistant Men’s Soccer Coach + Field Maintenance
William Mooney	NTE \$2,000.00	Smyrna High	School Funds – Baseball	Assistant Baseball Coach
Jennifer Wright	NTE \$2,000.00	Smyrna High	School Funds – Softball	Assistant Softball Coach
Markell Draine *2	Hourly	Riverdale High	School Funds - Track	Timing Coordinator
Tracy Harris *2	Hourly	Riverdale High	School Funds - Track	Worker at Track Meets

Stipends to Employees	NTE \$1,543.00	Siegel High	General Purpose School Funds	ACT Test Administrators and Proctors
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**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.

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 2020-2021 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Matthew Hayes Hunter	Siegel High School	Choir/Theatre

Motion made by Mrs. Johnson, seconded by Mrs. Bratton, to approve the consent agenda items as presented.

6. VISITORS

Chairman Young opened with recognizing over twenty visitors signed up to voice their concerns in favor of and against upholding the mask mandate for the remainder of the school year. Because it has been such a controversial issue, he stated time would be extended to allow all persons an opportunity to speak and be heard.

7. RECOGNITION

Recognition of State Champions

Wrestling:

- **Justin Bradford – Blackman High School**
- **Wyatt McLemore – Eagleville High School**
- **Monteria Bigsby – Riverdale High School**

Girls Basketball:

- **Blackman High School Girls Basketball Team**

8. MASK MANDATE

The Director read the options presented pertaining to the mask mandate. Option 1 being to maintain the current mask policy under Board Policy 3.2041 and Option 2 being to propose the suspension of Board Policies 3.2041 and relevant portions of Board Policy 6.3001 to make face coverings optional for the remainder of the school year.

Board member Lisa Moore read a statement from Ms. Casey Douglas who was unable to be present. Mrs. Maxwell, in-turn read an email she received from a parent.

Board Member Claire Maxwell then made a motion in favor of Option 1, to keep the current mask policy under Board Policy 3.2041 and let it expire at the end of the current school year. Mrs. Bratton seconded the motion. There was a brief discussion held after the motion and before the roll call vote.

Roll Call Vote: Yes – Jim Estes, Tiffany Johnson, Coy Young, Shelia Bratton, Claire Maxwell
No – Tammy Sharp, Lisa Moore

9. 2020-2021 TENURE RECOMMENDATION

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

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

*Tenure will be reinstated

	Name	Position	School Name
1	Bethany True	Special Ed. Teacher	Barfield Elem.
2	Deanne Burford	1st Grade Teacher	Barfield Elem.
3	Elena Burgess*	Kindergarten Teacher	Barfield Elem.
4	Jamie Rosas	2nd Grade Teacher	Barfield Elem.
5	Jennifer Monroe*	Kindergarten Teacher	Barfield Elem.
6	Jennifer Myers*	School Counselor	Barfield Elem.
7	Kelsey Montgomery	Kindergarten Teacher	Barfield Elem.
8	Leah Williams	4th Grade Teacher	Barfield Elem.
9	Michael Vaughan	2nd Grade Teacher	Barfield Elem.
10	Meagan Singleton	Kindergarten Teacher	Blackman Elem.

11	Alexander Trakas	Assistant Principal	Blackman HS
12	Jason Whited*	Spanish Teacher	Blackman HS
13	Jesse Messick	Biology Teacher	Blackman HS
14	Jonathan Kinney	Math Teacher	Blackman HS
15	Killian Deats	French Teacher	Blackman HS
16	Madeline Young	English Teacher	Blackman HS
17	Megan Witherspoon	Biology Teacher	Blackman HS
18	Tiffiney Anderson	Art Teacher	Blackman HS
19	Wendy Payne	Choir Teacher	Blackman HS
20	Winifred Willette	Agriculture Teacher	Blackman HS
21	Bethany Lightfoot	7th Grade ELA Teacher	Blackman Middle
22	Dodi Hamblin	6th Grade Math Teacher	Blackman Middle
23	Lacey Wilcox	RTI Coach	Blackman Middle
24	Meagan Teddleton	6th Grade SS Teacher	Blackman Middle
25	Amber Vanvolkenburg*	4th Grade Teacher	Brown's Chapel Elem.
26	Darcy Kenworthy	3rd Grade Teacher	Brown's Chapel Elem.
27	Jessica Peterson	1st Grade Teacher	Brown's Chapel Elem.
28	Marilee Peterson	Gifted ELA Teacher	Brown's Chapel Elem.
29	Rebecca Kuchta	Special Ed. CDC Teacher	Brown's Chapel Elem.
30	Chrystal Lopez	Kindergarten Teacher	Buchanan Elem.
31	Brittany Ingram	ESL Teacher	Cedar Grove Elem.
32	Christina E. Dozier*	Interventionist Teacher	Cedar Grove Elem.
33	Holly L. Harwood	Instructional Coach	Cedar Grove Elem.
34	Jessica Mann	ESL Teacher	Cedar Grove Elem.
35	Kasha Stewart	Kindergarten Teacher	Cedar Grove Elem.
36	Shauna Sweeney	2nd Grade Teacher	Cedar Grove Elem.
37	Shelby Ann Gentry	2nd Grade Teacher	Cedar Grove Elem.
38	Valeria Diaz De Leon	5th Grade Teacher	Cedar Grove Elem.
39	Tiffany McLean Dukes	Principal	Central Office
40	Larissa Noel Westerfield	Principal	Central Office
41	Takisha Ferguson	Principal	Central Office
42	Misty Dawn Brooks	School Psychologist	Central Office
43	Amanda Rae Collins	Social Worker	Central Office
44	Julie Ann Ferguson	School Psychologist	Central Office
45	Hayley Khristyne Nichols	Speech Language Pathologist	Central Office
46	Robert Paul Shaffer	Deaf Ed. Teacher	Central Office
47	Taylor Leigh Unklesbay	Behavior Specialist	Central Office
48	Emily Wade Wright	Speech Language Pathologist	Central Office
49	Kelly A. Chastain*	Science Specialist	Central Office
50	Kimberly Edwards*	Attendance Coordinator	Central Office
51	Katie Kasuboski*	Special Education Coordinator	Central Office

52	Brenda Royal*	Biology Teacher	Central Magnet
53	Jason Nabors	Latin Teacher	Central Magnet
54	Jennifer Frazer	English Teacher	Central Magnet
55	Sarah Rosenberger-Svarda	Library/Media Specialist	Central Magnet
56	Tiffany Stanley	6th Grade ELA Teacher	Central Magnet
57	Amanda McCormick	2nd Grade Teacher	Christiana Elem.
58	Brittany N. Clinton	4th Grade Teacher	Christiana Elem.
59	Jody S. Booher	Instructional Coach	Christiana Elem.
60	Lillie Dwyer*	3rd Grade Teacher	Christiana Elem.
61	Maral S. Venable	ESL Teacher	Christiana Elem.
62	Wendy Patterson*	1st Grade Teacher	Christiana Elem.
63	David Duez	Computer Literacy	Christiana Middle
64	Katie Davis	7th Grade ELA Teacher	Christiana Middle
65	Mollie Beasley	PE & Wellness Teacher	Christiana Middle
66	Stephanie Jones	8th Grade Science Teacher	Christiana Middle
67	Theresa Canada	Special Education Teacher	Daniel McKee Alternative
68	Tiffany Hunter*	2nd Grade Teacher	David Youree Elem.
69	John Pippenger*	History Teacher	Eagleville School
70	Mary Clarke	7th & 8th Grade Teacher	Eagleville School
71	Meredith Jackson	5th Grade Teacher	Eagleville School
72	Todd Williamson*	Physical Science Teacher	Eagleville School
73	Alissa Beth Elston	ESL Teacher	John Colemon Elem.
74	Heather Marie Plassman	1st Grade Teacher	John Colemon Elem.
75	Kelli Nicole Cessac	3rd Grade Teacher	John Colemon Elem.
76	Susan Soroka Quigley	5th Grade Teacher	John Colemon Elem.
77	Vanessa N. Saucedo	ESL Teacher	John Colemon Elem.
78	Chalonda Mary Parker	1st Grade Teacher	Kittrell Elem.
79	Emily Lauren Butler	3rd Grade Teacher	Kittrell Elem.
80	Jessica Marie Bloom	Library/Media Specialist	Kittrell Elem.
81	Candice Jill Christiansen	PE Teacher	Lascassas Elem.
82	Leslie Marie Brown	3rd Grade Teacher	Lascassas Elem.
83	Allen Bledsoe	English Teacher	LaVergne HS
84	Martin Burgess	Biology/Physics Teacher	LaVergne HS
85	Rontrell Callahan	Band Director	LaVergne HS
86	Ashleigh Chokshi	School Counselor	LaVergne HS
89	Mervat Abdelmasseh	ESL Teacher	LaVergne HS
90	Barry Moore	World History Teacher	LaVergne HS
91	April Swader	Personal Finance Teacher	LaVergne HS
92	Rachel Throneberry	Math Teacher	LaVergne HS
93	Trent Anderson	Integrated Math Teacher	LaVergne HS
95	Carrie Buck	4th Grade Teacher	LaVergne Lake Elem.

96	Jeanna Osborn	Kindergarten Teacher	LaVergne Lake Elem.
97	Kathryn Crabtree	5th Grade Teacher	LaVergne Lake Elem.
98	Amanda Carroll	8th Grade ELA Teacher	LaVergne Middle
99	Amber Schmuhl	8th Grade Science Teacher	LaVergne Middle
100	Brittany Bumbalough	8th Grade ELA Teacher	LaVergne Middle
101	Judith Cole	Adolescent Life Teacher	LaVergne Middle
102	Samantha Campbell	6th Grade SS Teacher	LaVergne Middle
103	Shaneka Taylor	School Counselor	LaVergne Middle
104	Jennifer Austin	4th/5th Grade SS Teacher	McFadden School
105	Andrew McGowan	Personal Finance Teacher	Oakland HS
106	Brenda Anders	Special Education Teacher	Oakland HS
107	Brianne Marie Crago	English Teacher	Oakland HS
108	James Forge	Health Science Teacher	Oakland HS
109	Kyle Lovett	Latin Teacher	Oakland HS
110	Latoya Leavy	Math Teacher	Oakland HS
111	Scarlett Murphy	Mechatronics Teacher	Oakland HS
112	Michael Pyle	Math Teacher	Oakland HS
113	Rebecca McGowan	Special Education Teacher	Oakland HS
114	Riley Bogema	History Teacher	Oakland HS
115	Ruth Irsuto	English Teacher	Oakland HS
116	Shelli Knechtel	IB Biology Teacher	Oakland HS
117	Chase Dixon	Special Education Teacher	Oakland Middle
118	Frances Spintzyk	8th Grade Science Teacher	Oakland Middle
119	Paula Sasser	Special Education Teacher	Oakland Middle
120	Rebekah Gunter	8th Grade ELA Teacher	Oakland Middle
121	William J. Mann*	Spanish Teacher	Oakland Middle
122	Aaron Lewis	US History Teacher	Riverdale HS
123	Seth Andrew White	Wellness/Health Teacher	Riverdale HS
124	Zachary Rayl	Drivers Education Teacher	Riverdale HS
125	Kelly Mitchell Brown	3rd Grade Teacher	Rock Springs Elem.
126	Madeline Taylor Patton	5th Grade Teacher	Rock Springs Elem.
127	April Barber Smith	Instructional Coach	Rock Springs Middle
128	Hannah Emily Niemietz	Special Education Teacher	Rock Springs Middle
129	Kristy Anisha McClanahan	ESL Teacher	Rock Springs Middle
130	Rachel Ann Victory*	6th Grade ELA Teacher	Rock Springs Middle
131	Shelby Leigh Arms	Special Education Teacher	Rock Springs Middle
132	Deborah L. Henderson *	Kindergarten Teacher	Rockvale Elem.
133	Jonelda Alline McCall*	2nd Grade Teacher	Rockvale Elem.
134	Robyn L. Bartlett	History Teacher	Rockvale HS
135	Elizabeth Pratt Eubanks	ELA Teacher	Rockvale HS
136	Chelsea Nichole Freeman	English Teacher	Rockvale HS

137	James Gary Milstead	Chemistry Teacher	Rockvale HS
138	Kristen Ann Thompson*	7th Grade Math Teacher	Rockvale Middle
139	Mark Alan Smith	8th Grade SS Teacher	Rockvale Middle
140	Marissa Joy Sparschu	Teen Living Teacher	Rockvale Middle
141	Niel Higgins	6th Grade ELA Teacher	Rockvale Middle
142	Jessica Burns	Kindergarten Teacher	Rocky Fork Elem.
143	Kari Dudney	Interventionist Teacher	Rocky Fork Elem.
144	Kerisia Cuccia	2nd Grade Teacher	Rocky Fork Elem.
145	Catheryn Voelker	7th Grade ELA Teacher	Rocky Fork Middle
146	Dawn Golson	6th Grade ELA Teacher	Rocky Fork Middle
147	Matthew Throneberry	7th Grade Math Teacher	Rocky Fork Middle
148	Richard Perry	6th Grade SS Teacher	Rocky Fork Middle
149	Stephen R. Williams	8th Grade SS Teacher	Rocky Fork Middle
150	Amy Deann Boyd	3rd Grade Teacher	Roy Waldron Elem.
151	Audra Nicole Brickey	4th Grade Teacher	Roy Waldron Elem.
152	Diana Levine	ESL Teacher	Roy Waldron Elem.
153	Jershua C. Brandon-Martin	5th Grade Teacher	Roy Waldron Elem.
154	Trina Gay Walker	2nd Grade Teacher	Roy Waldron Elem.
155	Dyron Layne Birdwell	English Teacher	Siegel HS
156	Scotty Wray Boutte	Math Teacher	Siegel HS
157	Debra Riley Connolly	Health Science Teacher	Siegel HS
158	Shannon Fortner Everhart	Psychology Teacher	Siegel HS
159	Jodi Rae Millican	English Teacher	Siegel HS
160	Amy Holt Wilson	8th Grade Math Teacher	Siegel Middle
161	Angela A. Boone	Teen Living Teacher	Siegel Middle
162	Jennifer Cook*	7th Grade ELA Teacher	Siegel Middle
163	Kimberly Renee Risner	7th Grade ELA Teacher	Siegel Middle
164	Kyle Lea Sykes	8th Grade Science Teacher	Siegel Middle
165	Samuel Gregory Thomas	8th Grade ELA Teacher	Siegel Middle
166	Virginia Lane Sheetz	Music Teacher	Siegel Middle
167	Amber Morton	ESL Teacher	Smyrna Primary
168	Anna Frye	3rd Grade Teacher	Smyrna Elem.
169	Bailey Masters	5th Grade Teacher	Smyrna Elem.
170	Courtney Bowen	Kindergarten Teacher	Smyrna Elem.
171	Hunter Cross	5th Grade Teacher	Smyrna Elem.
172	Kristen Jones Beasley	ESL Teacher	Smyrna Elem.
173	Lori Hackney	2nd Grade Teacher	Smyrna Elem.
174	Shelby Veron	PE Teacher	Smyrna Elem.
175	Taylor Gregory	4th Grade Teacher	Smyrna Elem.
176	Trisha Bertels	Kindergarten Teacher	Smyrna Elem.
177	Amy Williams	English Teacher	Smyrna HS

178	Cherlyn Carlisle	RTI Coach	Smyrna HS
179	Curtisa Nichols	Biology Teacher	Smyrna HS
180	Mark Williams*	Biology/Wellness Teacher	Smyrna HS
181	Stephanie Williams*	Math Teacher	Smyrna HS
182	Taylor Belew	Special Education Teacher	Smyrna HS
183	Crystal Barnett	Instructional Coach	Smyrna Middle
184	Donald Whitmore*	PE Teacher	Smyrna Middle
185	Jenny McCrery	Special Education Teacher	Smyrna Middle
186	Olivia Williams	7th ELA Teacher	Smyrna Middle
187	Patti Allen	TI RTI Coach	Smyrna Middle
188	Matthew Joines	English Teacher	Smyrna West
189	Amanda Marie Sneed	4th Grade Teacher	Stewarts Creek Elem.
190	Bethany Upham Rader	Kindergarten Teacher	Stewarts Creek Elem.
191	Jennifer Lynn Lane	5th Grade Teacher	Stewarts Creek Elem.
192	Kailee Danielle Bruce	3rd Grade Teacher	Stewarts Creek Elem.
193	Nichole Levitsky Walje	4th Grade Teacher	Stewarts Creek Elem.
194	Sara Evie Owens	3rd Grade Teacher	Stewarts Creek Elem.
195	Taffi Davenport	Math Teacher	Stewarts Creek HS
196	Janet Flannery	Asst. Principal	Stewarts Creek HS
197	Stephen Hammond	Math Teacher	Stewarts Creek HS
198	Todd Harris	Math Teacher	Stewarts Creek HS
199	Kimberly Riser	Art Teacher	Stewarts Creek HS
200	Sara Sims	ELA Teacher	Stewarts Creek HS
201	Reid Woods	Math Teacher	Stewarts Creek HS
202	Allison Haley Glapa	7th Grade ELA Teacher	Stewarts Creek Middle
203	Amanda Thornhill Wilson	6th Grade Science Teacher	Stewarts Creek Middle
204	Brayden Kaye Jackson	6th Grade ELA Teacher	Stewarts Creek Middle
205	Patricia Kelli Wallace	Special Education Teacher	Stewarts Creek Middle
206	Sharla L. Burcham Dozier	8th Grade Math Teacher	Stewarts Creek Middle
207	Allison Kathleen Bohannon	2nd Grade Teacher	Stewartsboro Elem.
208	Nicholas John Sipe	Music Teacher	Stewartsboro Elem.
209	Rachel Kay Walls	Kindergarten Teacher	Stewartsboro Elem.
210	Deneille Polk	Instructional Coach	Thurman Francis School
211	Emily Hartley	Art Teacher	Thurman Francis School
212	Melanie McCollum*	8th Grade Teacher	Thurman Francis School
213	Rhesa Umbarger	Kindergarten Teacher	Thurman Francis School
214	Kelley Williams	Special Education Teacher	Walter Hill Elem.
215	Mallory Tice	Kindergarten Teacher	Walter Hill Elem.
216	Sean Clemons	5th Grade Teacher	Walter Hill Elem.
217	David Bonilla	7th Grade ELA Teacher	Whitworth Buchanan Middle
218	Gail Vaughn	Special Education CDC Teacher	Whitworth Buchanan Middle

219	Melody Cook	7th Grade ELA Teacher	Whitworth Buchanan Middle
220	Stephanie Dye	7th Grade Science Teacher	Whitworth Buchanan Middle
221	Ashleigh Cathcart	1st Grade Teacher	Wilson Elem.
222	Dana Stahler	3rd Grade Teacher	Wilson Elem.
223	Kimberly Todd	4th Grade Teacher	Wilson Elem.

Motion made by Mr. Estes, seconded by Mrs. Johnson, to approve the recommendation of the Director of Schools to award tenure to the teachers who meet criteria for 2020-2021 as presented.

Vote: All Yes

10. ADVANTAGE XPO CONTRACT ADDENDUM

Dr. Anthony stated after researching surrounding counties our size and in order to be competitive and stay within rates, it was concluded that there was a need to make an increase in each of the pay areas in order to be competitive and up to date with the same pay raises as surrounding systems are producing.

Motion made by Mrs. Bratton, seconded by Mrs. Maxwell, to adopt and approve the daily rate contract addendum with Advantage xPO as presented.

Vote: All Yes

11. ESSER 2.0 FUNDING

Rutherford County Schools' application was approved for the Elementary and Secondary School Emergency Relief Fund (ESSER 2.0) by the TDOE on March 29, 2021. This \$19,491,250.70 grant will be used to address learning loss, learning acceleration, address facility needs and deferred maintenance, along with purchasing educational technology, and provide summer learning and supplemental after school programming. These funds must be obligated by the district by June 30, 2023.

Motion made by Mr. Estes, seconded by Mrs. Johnson, to approve utilizing the \$19,491,250.70 ESSER 2.0 grant to address learning loss, learning acceleration, address facility needs and deferred maintenance, along with purchasing educational technology, and provide summer learning and supplemental after school programming as presented.

Vote: All Yes

12. FINANCIAL MATTERS

Assistant Superintendent of Budget and Finance, Doug Bodary and Assistant Superintendent of Engineering and Construction, Trey Lee discussed highlights and information concerning Cafeteria Fund 143 and Capital Projects Fund 177.

Review Fund 143 2021/22 Centralized Cafeteria Fund Budget

Review Fund 177 2021/22 Capital Projects Fund Budget

The Director of Schools discussed the below request to centralize custodial manpower needed to keep our schools safe and clean by creating a position to oversee lead custodians as well as working with principals in hopes of making the district more uniform.

Position of System-Wide Custodial Service Supervisor, Funded for the Next Two Fiscal Years with ESSER 2.0 & 3.0 Funds

Noting the need for a more centralized coordination of custodial manpower and equipment and cleaning supplies district-wide, this federally funded position will be utilized to bring a formal coordinated approach to enhancing the cleanliness of our school buildings. The system-wide custodial supervisor will be responsible for ensuring adequate staffing and training of our custodial staff through coordination with school lead custodians and our principals. This type of system-wide coordination of custodial services is very similar to what other Middle Tennessee school districts are currently doing to provide uniformity in the upkeep and cleanliness of their school facilities. The written job description will be presented to the school board for their review and approval.

Motion made by Mrs. Johnson, seconded by Mrs. Maxwell, to create the position of a full-time system-wide custodial service supervisor with a beginning salary not to exceed \$60,000 that will be funded with federal ESSER funds for the next two fiscal years.

Vote: All Yes

Fund 177 Capital Project FY 20-21 Clean Up Amendment

This clean up amendment moves remaining funds from FY 20-21 current year approved projects that are completed or nearing completion with the remainder of the project encumbered, to new capital projects and/or existing approved capital projects that needed additional funding to complete. This amendment requests no new additional funds from outside the capital projects fund or utilizes any fund balance.

Motion made by Mrs. Maxwell, seconded by Mrs. Bratton, to approve the Fund 177 Capital Projects FY 20-21 clean up amendment as presented.

Vote: All Yes

13. FACILITIES

Request from Holloway High School Playground Equipment Replacement:

Principal Sumatra Drayton has requested to replace the playground equipment at Holloway High School. This request is being funded through grants, donations from the Kiwanis Club of Murfreesboro, United Way and tuition fees. This request is at no cost to the Board. Engineering and Construction has reviewed the request and approves the equipment and sign.

Motion made by Mrs. Moore, seconded by Mrs. Maxwell, to approve the request to replace playground equipment at Holloway High School as presented at no cost to the Board.

Vote: All Yes

Request from LaVergne Middle School to replace the Marquee Sign:

Dr. Cary Holman has requested permission to replace the existing Marquee Sign at LaVergne Middle School with a new LED sign. Funding for this request is \$19,864.02 from Wilson Bank and Trust and \$4,762.49 from the current Building Program funds. This request is in keeping with recent request from other schools. Engineering and Construction has reviewed this request and recommends approval.

Motion made by Ms. Sharp, seconded by Mr. Estes, to approve the request to replace the LaVergne Middle School sign through an agreement with Wilson Bank to fund \$19,864.02 and the remaining \$4,762.49 from the Building Program Budget as presented.

Vote: All Yes

For Information Only:

Mr. Lee answered questions and gave additional information on this discussion and agreed to add this to the next Board Meeting on April 22, 2021 for a decision on the matter.

Rutherford County Schools has been approached to possibly sale +/- 15 acres of excess property back to the family of the original owner. As per TCA Title 49-6-2006-Powers of school board to buy, sell, acquire by gift or transfer.

2010 Tennessee Code

Title 49-Education

Chapter 6-Elementary and Secondary Education

Part 20-School Property

49-6-2006-Powers of school board to buy, sell, acquire by gift or transfer.

49-6-2006. Powers of school board to buy, sell, acquire by gift or transfer.

(a) The board of education is authorized to receive donations of money, property or securities from any source for the benefit of the public schools, which funds it shall, in good faith, disburse in accordance with the conditions of the gifts.

(b) (1) The board has the power to purchase land subject to the laws of this state, to erect buildings for public school purposes and to equip them on such terms as it deems advisable and advantageous, subject to the laws of this state, and to pay for the property out of funds appropriated or donated for the public schools.

(2) The board shall be vested with the title to property so purchased or acquired.

(3) The board has the power to dispose of any property the title to which is vested in the

(c) (1) the board of education may dispose of any property to which it has title and upon which it has constructed a building under its vocational education trades and industries program, such sale to be a **public sale or a negotiated sale**, notwithstanding any public or private act of the general assembly. The public sale may be a sale by Internet auction, which may be through a web site maintained by the LEA or the local government. If, in the opinion of a majority of the board members, a negotiated sale will realize the best price obtainable for any property, the board shall advertise in a newspaper of general circulation in the county that the property is for sale and a negotiated sale shall not be completed until thirty (30) days after the publication of the legal notice. The board shall by a majority vote of the members at a regular meeting approve and record the price and name of the purchaser of any property so sold.

(2) for a sale by Internet auction, the board shall advertise the sale in a newspaper of general circulation and include in the advertisement the Internet web site address and other necessary information concerning the sale and may advertise the sale and information on a web site maintained by the LEA or the local government.

(d) The board of education may also transfer surplus real or personal school property to the county or to any municipality within the county for public use, without the requirement of competitive bidding or sale.

[Acts 1955, ch. 276, § 1; 1970, ch. 419, § 1; 1974, ch. 654, §§ 42-44; T.C.A., § 49-816; Acts 2000, ch. 703, § 1; 2004, ch. 504, §§ 1, 2.]

For Information Only:

Rutherford County Government is in the process of adding two to four new fire Stations for our county. Two of the locations are on property assigned to Rutherford County Schools. These two properties are Walter Hill and Rockvale Elementary. Engineering and Construction has been in contact with the County's Architect to coordinate locations that do not impact Rutherford County Schools and for the connections to utilities.

Request for RFP 21-01 ESCO Contractor:

The review committee has reviewed proposals for five qualified responders. There are several similarities between all regarding funding sources and financial institutions. There are differences in the amount of work each has associated with school systems and each brings something a little different to the table. The basic approach from all is to utilize changing all lighting in our district to LED and the guaranteed savings from this, to fund payment between \$40,000,000 and \$60,000,000 in capital improvements. After a group review, deliberation and score tabulation of the responders, the committee selection is CMTA. CMTA's proposal is for a no cost evaluation of all facilities to determine viability of the program.

Motion made by Mrs. Maxwell, seconded by Mr. Estes, to approve moving forward with CMTA as the contractor for the RFP 21-01 ESCO Contractor as presented. This is a no cost evaluation process.

Vote: All Yes

14. INSURANCE UPDATE

Doug Bodary discussed information, actions and observations as well as recommendations from the Report to the School Board from the Insurance Study Committee.

15. DIRECTORS UPDATE

The Director spoke on the BEP Held Harmless Bill being taken up this week by the Senate Education Committee as well as the House Finance Committee where they will be looking at the ADM from either the 2020-2021 or current school year, whichever is the highest. He also added an invitation for the Graduation Alliance Co., who partners with school systems to provide chances for young adults to finish their high school diploma and also provide career skill opportunities. A representative will attend the first Board meeting scheduled in May for a presentation.

16. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Mrs. Bratton discussed House Bill 837 presented by Mike Sparks requiring state boards of education to establish scholarship programs for students attending rapid growth school districts. Dawn White stated the Bill in reference will not be heard this session.

17. FEDERAL RELATIONS NETWORK (FRN) UPDATE

No update at this time.

18. GENERAL DISCUSSION

Mrs. Johnson extended her thanks to our Law Enforcement Officers who are present for every meeting and their commitment to be here. She also extended her appreciation for our school system and the way our teachers have responded and their commitment through this process.

Mrs. Bratton asked for information to also be provide on a 4 percent, as well as a 5 percent pay increase for employees at the next budget meeting.

19. ADJOURNMENT

There being no further business, the meeting adjourned at approximately 8:02 P.M.

Coy Young, Board Chairman

Date

Bill C. Spurlock, Director of Schools

Date

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

**Budget Meeting Workshop Minutes
April 13, 2021**

ELECTRONIC PUBLIC MEETING NOTICE

Board Members may participate electronically in order to protect health, safety, and welfare. Public access to the meeting remains available in person. Public can also access the meeting in live time via <https://www.youtube.com/user/Rutherfordcounty/live> or through cable access at RCTV

Board Members Present

**Tiffany Johnson, Vice-Chairman
Jim Estes
Claire Maxwell
Shelia Bratton
Lisa Moore
Tammy Sharp
Bill C. Spurlock, Director of Schools**

1. CALL TO ORDER

The Board Vice-Chairman, Tiffany Johnson called the meeting to order at 5:00 P.M. and recited the pledge of Allegiance.

2. BUDGET WORKSHOP FUND 141 REVIEW OF YTD REVENUE AND EXPENDITURES OF PROPOSED FY 21-22 BUDGET

Assistant Superintendent of Budget and Finance, Doug Bodary discussed information and highlights of Fund 141 budgeted operations.

The General-Purpose School Fund currently has a county property tax levy of \$1.0474. The first budget estimate for the FY 21-22 on what a penny on the county property tax levy will bring is \$994,300. A shared penny (what we have in the GPS Fund) is estimated to generate \$844,359 on the preliminary estimate, with the remaining \$149,941 allocated to the Murfreesboro City School System based on the WFTEADA as required by State Statue in counties with multiple public-school systems.

The proposed budget increases funded positions by 885 to 5,177 in the GPS Fund operations.

The proposed budget takes into account for the opening of Plainview Elementary in the Fall of 2021 as well as an anticipated student enrollment of 48,000 in school year 2021-22.

The proposed budget funds a 3% salary increase for all certified and classified employees.

Preliminary estimated expenditures for this proposed GPS Fund budget is \$437,975,629, an increase of \$16,236,060 from the original FY 20-21 expenditure budget and is a 2% increase in expenditures from the currently amended FY 20-21 expenditure budget.

Budget and Finance is still waiting on the April BEP revenue estimates from the State DOE as well as final health insurance premium increases from county risk management and hopes to have these important pieces of the budget in time for the school board's vote on the budget at the April 22, 2021 meeting.

3. ADJOURNMENT

There being no further business, the meeting adjourned at approximately 6:03 P.M.

Tiffany Johnson, Board Vice-Chairman

Date

Bill C. Spurlock, Director of Schools

Date

FACILITIES USE

April 22, 2021

Fees

Blackman High	TN Association of Agricultural Educators, Annual Summer Conference, 7/11/21-7/14/21 7:30am-5:30pm, 12 classrooms & cafeteria; \$702, <i>*subject to COVID-19 restrictions and updates.</i>
Eagleville	Nashville Dog Training Club; scent work trial; 6/5-6/6/21 7am-5p; 19 classrooms, cafeteria, and outside campus; \$1450; <i>*subject to COVID-19 restrictions and updates.</i>
Lascassas	MT Raiders 15u Baseball, practices, 5/15/21-8/1/21 M-Th 2/wk 6:30-8:30pm, ballfield; \$72/wk; <i>*subject to COVID-19 restrictions and updates.</i>

Note: Facility use for 4/22/21 has been granted pending Board action. The COVID-19 CDC approved recommendations were reviewed by the requestor. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

Upon approval, this application becomes your contract

Summer School Program

Please print:

Name: Travis Diate

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: diatet@rcschools.net

Years of experience: 4.5

How was applicant selected: (to be completed by the principal) Leadership Skills

Certification Areas: (By name) 4-8 interdisciplinary studies

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal.**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE:  Date: 4/6/21

*PRINCIPAL'S SIGNATURE:  Date: 4/6/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

****Upon approval, this application becomes your contract****

Summer School Program

Please print:

Name: Thomas Kell

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: Kellt@rcschools.net

Years of experience: _____

How was applicant selected: *(to be completed by the principal)* Leadership Skills

Certification Areas: (By name) _____

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal.**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE: Thomas J. Kell Date: 4/8/21

*PRINCIPAL'S SIGNATURE: [Signature] Date: 4/8/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

****Upon approval, this application becomes your contract****
Summer School Program

Please print:

Name: Phillip Simpson

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: Simpsonp@rcschools.net

Years of experience: 19

How was applicant selected: (to be completed by the principal) Leadership Skills

Certification Areas: (By name) Professional 429, ILL Admin 442

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal.**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE:  Date: 4/6/21

*PRINCIPAL'S SIGNATURE:  Date: 4/6/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

****Upon approval, this application becomes your contract****

Summer School Program

Please print:

Name: Jenna Jann

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: Jannj@rcschools.net

Years of experience: 4

How was applicant selected: (to be completed by the principal) Leadership Skills

Certification Areas: (By name) Theater, Dance, English 7-12

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal.**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE: [Signature] Date: 4/6/2021

*PRINCIPAL'S SIGNATURE: [Signature] Date: 4/6/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

****Upon approval, this application becomes your contract****

Summer School Program

Please print:

Name: Vannie Williamson

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: Williamsonv@rcschools.net

Years of experience: 5

How was applicant selected: (to be completed by the principal) Leadership Skills

Certification Areas: (By name) vocal music education

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal.**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE:  Date: 4/6/21

*PRINCIPAL'S SIGNATURE:  Date: 4/6/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

Title I

RUTHERFORD COUNTY

Title I

EXTENDED CONTRACT APPLICATION

****Upon approval, this application becomes your contract****

Summer School Program

Please print:

Name: Phillip Kigaita

First

Middle

Last

School Assigned: LaVergne Middle

School Phone: 615-904-3877

School E-mail: KigaitaP@rcschools.net

Years of experience: 1

How was applicant selected: (to be completed by the principal) Leadership Skills

Certification Areas: (By name) Music Teacher K-12

Circle type of contract requested

1. SUMMER PROGRAM:

- a. Written proposal must be attached
- b. Teacher contracted must be a renewal to teach Summer School
- c. Enrollment minimum of 8 per teacher required for program to "make"

2. Other: (briefly describe) _____

Number of Contract hours: 70

Paid @ a rate of 22.18 per hour.

***Contracts are for number of hours set by school's principal;**

****Documentation is a requirement for Title I Extended Contracts. Failure to do so may result in cancellation of the contract with no payment.**

*****No change can be made to an extended contract without prior approval from the principal and Federal Programs/RTI Coordinator, Mark Gullion. Failure to do so may result in cancellation of the contract with no payment.**

*APPLICANT'S SIGNATURE:  Date: 04/21

*PRINCIPAL'S SIGNATURE:  Date: 4/6/21

*BOARD CHAIR'S SIGNATURE: _____ Date: _____

*DIRECTOR OF SCHOOLS SIGNATURE: _____ Date: _____

(Rutherford County Finance Dept. determines how Extended Contract payments will be issued.)

**MEMORANDUM OF AGREEMENT BETWEEN
RUTHERFORD COUNTY SCHOOLS AND
BRIAN R. LAWLER, Ph.D.**

WHEREAS, Brian R. Lawler, Ph.D. seeks to provide high school math instruction support at Rutherford County Schools.


WHEREAS, Rutherford County Schools would directly benefit from Dr. Lawler's expertise;

THEREFORE, in consideration of the mutual benefit to the parties, Rutherford County Schools and Dr. Lawler agree as follows:

1. Brian R. Lawler, Ph.D. will ensure that he complies with all rules and regulations of Rutherford County Schools, as well as all applicable federal, state, and local laws, statutes, ordinances, rules and regulations while observing in the classroom, including, but not limited to, the Family Educational Rights and Privacy Act of 1974 (FERPA). Violation of any rule, regulation, policy, procedure, or law may result in the termination of this agreement, and a discontinued allowance of observations at other Rutherford County Schools.
2. Brian R. Lawler, Ph.D. is to be compensated pursuant to the attached invoice provided by Brian R. Lawler, Ph.D.
3. Neither party shall assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the prior written approval of the other party.
4. This Agreement may be modified only by a written amendment executed by all parties hereto and approved by the appropriate officials.
5. Both Parties hereby agree, warrant, and assure that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of either Party on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. Both Parties shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
6. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee. The venue and jurisdiction for the resolution of any such disputes shall be in the State or Federal courts located in the state of Tennessee.

7. The District is a political subdivision of the State of Tennessee and, as such, its liability for injuries which may result from its performance under this Agreement shall be subject to and limited to those rights and remedies, if any, available under the Tennessee Governmental Tort Liability Act, T.C.A. §§ 29-20-201, et seq. Each party shall be solely liable for payment of its portion of all claims, liability, costs, expenses, demands, settlements, or judgments resulting from action or omissions of itself or those for whom it is legally responsible, relating to or arising under this Agreement.
8. The term of this Memorandum of Agreement shall terminate on June 18, 2021.
9. This Agreement represents the entire Agreement with respect to the subject matter herein.

In Witness Whereof, the duly authorized officers of the parties hereto have executed this Memorandum of Agreement.

_____ Signature of RCS Representative	_____ Date
	March 31, 2021
_____ Signature of Brian R. Lawler, Ph.D.	_____ Date

**Bid #3510 - Sanitary Sewer Upgrades
(Daniel McKee School)**

Description	A & R Excavating	Williamson Construction
Base Bid Amount	\$ 56,177.00	\$ 49,300.00

Mailed to 33 vendors
31 vendors did not respond

Recommend: Motion to award to Williamson Construction for overall lowest and best bid as shown.

To be funded through the Capital Projects.



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: Jennifer Hopkins
From: Jessica C. Johnson
Subject: Board Agenda
Date: April 22, 2021

ATLAS Position: Family Engagement Specialist funded by the United Way of Greater Nashville

Terms of Employment: Two hundred twenty (220) day contract funded by United Way of Greater Nashville

Qualifications: College degree or equivalent work experience

Immediate Supervisor: ATLAS (Homeless Education) Coordinator of Rutherford County Schools

Position Description: Under the direction of the ATLAS Coordinator, aid ATLAS families and students coordinating food and other basic need deliveries. Link families to other resources such as housing, medical, mental health, education, employment, childcare, and other community agencies. Complete job description is attached.

Recommend Approval: Motion to approve a Rutherford County Schools United Way of Greater Nashville funded ATLAS Family Engagement Specialist

Signature: RCS Director of Schools: _____

Signature: Chairman, RCS Board of Education: _____

**PARTNERSHIP AGREEMENT BETWEEN
UNITED WAY OF GREATER NASHVILLE
AND
RUTHERFORD COUNTY SCHOOLS**

This Partnership Agreement (Agreement), by and between **United Way of Greater Nashville (UWGN)** the grantee of record with the Tennessee Department of Human Services (TDHS), herein referred to as "UWGN," and **Rutherford County Schools**, hereinafter referred to as "Partner," is for provision of services performed in support of **The Family Collective**, a community-based, Two-Generation service delivery network, as further defined in the Scope of Services.

The Partner is **Rutherford County Schools**. The Partner's address is **2240 Southpark Dr. Murfreesboro, TN 37128**. The Partner's place of incorporation or organization is Tennessee.

A. SCOPE OF SERVICES AND DELIVERABLES:

- A.1. The Partner shall provide all services and deliverables ("Scope") as required, described, and detailed in this Partnership Agreement.
- A.2. Definitions.
- a. "Assessment" means the process for screening individuals to make an initial determination of what services or programs can best benefit; providing information about services, program eligibility, and the availability of those services, and the routing or selecting individuals for particular service delivery or program participation.
 - b. "At-Risk of Homelessness" means ten (10) or more days behind on rent/mortgage or utility payments; at risk for eviction/foreclosure; unemployed, underemployed, or experiencing a job loss; and/or accessing the Coordinated Entry System (CES) due to a housing crisis.
 - c. "Case Management" and/or "Coaching" means the on-going provision of encouragement, advocacy and resource referrals by the Partner to families to address issues and barriers.
 - d. "Eligible Low-Income Families" means families living at, or below, the Federal Poverty Level, are eligible for Medicaid; are recipient of, or eligible for, public benefits such as Families First or Supplemental Nutrition Assistance Program (SNAP); have met other proof of income, unemployment, or zero income verification; live in section 8 housing or low rent public housing; or are eligible for National School Lunch Program: free or reduced lunch.
 - e. "Epidemic" means a disease that affects a large number of people within a community, population, or region.
 - f. "Homeless" means in shelter, staying in a vehicle, on the street, doubled-up with family or friends, in a motel/hotel, or in a place not meant for human habitation.
 - g. "HUB" means a group of local community agencies under the Partner's resource network participating in real-time problem solving and information sharing.
 - h. "Natural Disaster" means a major adverse event resulting from natural processes of the Earth; examples are floods, hurricanes, tornadoes, volcanic eruptions, earthquakes, tsunamis, storms, and other geologic processes.

- i. “Outbreak” means a greater-than-anticipated increase in the number of endemic cases. It can also be a single case in a new area. If it’s not quickly controlled, an outbreak can become an epidemic.
- j. “” means an epidemic that is prevalent over a whole country or the world.
- k. “Self-Sufficiency Assessment” means a tool for individuals to determine their own strengths and areas for improvement as they work towards self-sufficiency. The key areas addressed in the assessment include access to services, career resiliency/ training, childcare, clothing, education, employment, English language skills, food, functional ability, housing, income (self-sufficiency standard), income (area median income), income (federal poverty level), legal, life skills (household management), life skills (human resources), life skills (financial matters), life skills (setting goals and resourcefulness), mental health, parenting, physical health, safety, substance use, support systems, and transportation.
- l. “Wraparound Services” means a broad array of resources that facilitate the full utilization of program services, attainment of employment and/or educational jobs, or housing stabilization. These supports may include transportation, special services and materials for families, child/dependent-care and other reasonable support expenses identified.
- m. “Two-Generation Approach” or “2Gen Approach” means addressing needs of the whole family, both children and the parent(s), simultaneously. There are four (4) key components the Two- Generation Approach: 1) Educational Success; 2) Workforce Development and Economic Assets; 3) Health and Well-Being; and 4) Social Capital. This Approach includes strengthening and coordinating services to help families achieve stability.

- A.3. The Tennessee Department of Human Services is committed to a 2Gen Approach, which requires intentional focus on the success of the children and adults in their lives simultaneously and places the family on a better path towards economic security when the needs of the family are addressed holistically.

The 2Gen Approach includes an emphasis on education, economic supports, health and wellbeing, and social capital. This goal shall be achieved in the context of strengthening community planning and coordinating efforts, organizing services to help families achieve economic security, and developing innovative approaches to attacking the causes and effects of poverty for low income families that are recipients of or eligible for public assistance.

Additional information regarding the 2Gen Approach is available at the following link: <https://www.tn.gov/humanservices/building-a-thriving-tennessee-through-2gen1.html>

- A.4. The Partner shall provide opportunities to address the needs of low-income families and their children simultaneously using a 2Gen Approach. Based on Tennessee’s four (4) core components of the 2Gen Approach (education, economic supports, health and wellbeing, and social capital), the Partner shall work with UWGN and The Family Collective partners to implement a plan and contribute to one or more of the following outcomes:
- a. Education. Increase parent engagement in child’s education. Improve the child’s health and development by helping parents provide responsible and competent care through formal education such as early childhood education programs and public

schools. Improve literacy skills and grades/achievement for children. Increase parent's attendance and involvement in their child's learning activities through workshops, individualized consultations, or other impactful parental education activities. Improve the parents' level of educational attainment through enrollment in adult education and/or postsecondary education programs to increase the families' economic mobility. Improve parenting skills.

- b. Economic Supports. Increase the enrollment of parents in an adult education program, postsecondary program, and/or technical/vocational training program to increase employment skills. Improve the economic stability of families through access financial education and asset-building programs to achieve financial independence. Increase earned income/wage benefits.
- c. Health and Well-Being. Improve mental health outcomes by providing primary care or connecting families with local healthcare or mental health providers, preventing toxic stress, and accessing to quality healthcare and/or other public assistance programs. Reduce the stress on families of having to navigate many different agencies as they try to improve their economic circumstances. Improve self-advocacy skills for families.
- d. Social Capital. Increase family engagement and child connectedness. Improve formal and informal networks of family, friends, neighbors, and community agencies to help families develop meaningful connections to build economic security. Increase parent's awareness and use of community resources and services. Build sustaining collaborations with other providers that support programs that enable families to reach their full potential.

A.5. The Partner shall provide services to low income families residing in Rutherford County through The Family Collective by utilizing an intensive coaching/case management service model to connect families to stable housing, wraparound services and resources, and community relationships using the Two-Generational Approach to put families on a path towards economic stability.

A.6. Service Recipients:

- a. The Partner shall provide services for at least 20 eligible families in the Rutherford County area who are homeless or at-risk of homelessness as defined by the following:
- b. Homeless: in shelter, staying in a vehicle, on the street, doubled-up with family or friends, in a motel/hotel, or in a place not meant for human habitation. At-Risk of Homelessness: ten (10) or more days behind on rent/mortgage or utility payments; at risk for eviction/foreclosure; unemployed, underemployed, or experiencing a job loss; and/or accessing the Coordinated Entry System (CES) due to a housing crisis.

A.7. Service Delivery:

The Partner shall provide services to eligible families who are homeless or at-risk of homelessness and connect them with resources and holistic services that will move them to a path of self-sufficiency.

The Partner shall perform the following tasks in order to achieve the objectives specified in this grant.

- a. Recruit and engage families to participate in family engagement events that build social capital.

- b. Support coaches that provide intensive coaching/case management services to help families assess their needs, develop a personalized plan, and set goals that will support housing stability such as educational training and employment opportunities, parental supports, financial literacy training and budget creation.
- c. Help facilitate a family's rapid transition out of shelter or transitional housing.
- d. Assist families in resolving their own housing crisis. Assist families with housing searches, landlord negotiations, tenancy establishment, and strategies to maintain housing.
- e. Work with families to minimize student mobility during an academic year. When a school transition is determined to be beneficial to the student and parent(s) during an academic year, assist families with successful transitions between schools.

A.8. Service Descriptions

- Family Engagement – \$69,500
 - Includes family engagement specialist salary, taxes and benefits
 - Supplies – \$9,200
 - Includes family engagement events, food for meetings, general supplies, and telephone
 - Travel / Conferences & Meetings - \$1,000
 - Funds for local travel/mileage
- A.9. The Partner shall recruit families to participate in the program through referrals made by collaborative partners using a Coordinated Entry Systems, the State's county offices, Department of Labor, McKinney Vento Liaisons within the school districts, through after school and summer programming, through participating Hubs including schools, Early Learning Centers, Family Resource Centers, and Community Centers. The Partner may occasionally accept self-referrals on a case-by-case basis.
- A.10. The Partner shall plan, coordinate, and execute annual events to help build social capital. The Partner shall utilize the Hubs as a platform to identify families for program participation; to bring program participants together for the development of long-lasting, supportive relationships; and to serve as a central place for program participants to meet for community conversations to build the community action network's capacity regarding this important initiative.
- A.11. The Partner shall provide or coordinate with a qualified partner to provide counseling services based on the families' needs. The Partner shall assist individuals and families in learning effective coping skills that can translate into a higher quality of life; improve problems solving skills; reduction or elimination of trauma symptoms; improve relationships skills; and improve parenting skills and attunement to their children.
- A.12. The Partner shall ensure services are not interrupted to the extent possible when there is a natural disaster, epidemic, outbreak, or pandemic that prevents face-to-face contact or large social gatherings. The Partner shall use available resources and engage families remotely by utilizing virtual tools to safely provide or continue services; strengthen relationships within families; better support student learning outside of the school setting; and provide families with the tools and resources to bridge communication. The Partner shall provide opportunities for families to share feedback and elevate program needs and/or concerns. The Partner will share any feedback with The Family Collective in real time and include a summary in the quarterly report.
- A.13. The Partner shall develop partnerships and collaborate with other community agencies to

build a comprehensive and coordinated service delivery model that aligns with the components of the 2Gen Approach to engage and support families and their community. The Partner shall participate in a network partnership meeting once a quarter where UWGN will evaluate the impact of The Family Collective program services and outcomes and establish action-driven solutions to address challenges and gaps in outcomes, gaps in services, or gaps in both outcomes and services.

A.14. Performance Outcomes

The Partner shall report the following State identified universal outcomes that are aligned with the components of the 2Gen Approach.

The Partner shall collect data to track the progress of the program from several sources such as pre and posttests, internal reports- service only, and collaborative partners. With regard to the children and adults to whom the Partner provides services under this Partnership Agreement, the Partner will work collaborative with agency partners to achieve the following:

- a. Economic Supports-Increase Economic Status and Stability: Increase earned income/wage benefits:
 1. Seventy percent (70%) of adult participants will obtain/maintain employment during each year of the Term.
- b. Education-Empower Parents as their Children's First/ Primary Teachers: Increase parental engagement in the academic planning and success of their child to improve classroom behavior, attendance, and grades:
 1. Ninety percent (90%) of school-aged children needing to transferschools due to housing changes will receive the necessary support.
- c. Social Capital-Increase Family Engagement: Expand families' networks and connection to other families:
 1. Fifty Percent (50%) of adult participants will report an increase in their families' connections to peers and community during each year of the Term.

A.15. The Partner shall engage with Elevate Consulting to participate in an evaluation examining the efficacy of the localized approach and measuring the impact of increased health and wellness programming.

A.16. The Partner shall engage with The Burnette Group to engage in the process of assessing current equity practices and integrating an intentional equity framework centering cultural competency, diversity, and inclusive understanding and practices across The Family Collective.

A.17. The Partner shall engage with UWGN to utilize a mechanism to share client-level data to help evaluate their performance in minimizing homelessness, increasing self-sufficiency, refining interventions, improving the targeting of scarce resources, ensuring a seamless service delivery process, and reducing duplication of services.

The Partner must keep accessible service records throughout the Agreement period in accordance with the administrative reports required by UWGN.

- a. The Partner is required to complete the following reports:

- **Monthly Invoice** – due by the 8th day of each month for services rendered the previous month. Supporting documentation for all expenditures must accompany the invoice.
- **Quarterly Progress Report** – completed collectively, as a team, at the direction of the Program Manager and submitted to UWGN quarterly (January 15, April 15, July 15) and including the following:
 1. Summaries of agency implementation meetings
 2. Program implementation, successes, challenges/barriers and results
 3. Summaries of community engagement events and other meetings involving program participants
 4. Data regarding families being served and progress of outcomes

b. All Partners must have the following:

1. Proof of Incorporation as a legal entity
2. Most recent financial audit or Financial Review
3. Proof of general liability insurance
4. Personnel policy manual
5. Formal job description of all positions funded by this Agreement
6. Client grievance policy
7. Organization chart/list of board of directors
8. Mission/vision statements
9. Affirmative action statement
10. By-laws

A current complete copy of these items needs to be available on GivingMatters.com.

- c. The Partner is responsible for monitoring and ensuring that awarded funds will be spent in a timely manner. Based on monthly financial invoicing, UWGN will determine that sufficient progress is made in achieving expenditure requirements. Should UWGN determine that progress towards expenditure is not sufficient, an adjustment may be made to the budget and excess funding redirected.

- A.18. Partner shall develop partnerships and collaborate with other agencies to build a comprehensive and coordinated service delivery model that aligns with the components of the Two Generation model. The Partner shall connect with community partners on a weekly and monthly basis to support the outcomes for program participants.
- A.19. The Partner shall participate in trainings, The Family Collective collaborative partnership meetings, and other meetings as requested by UWGN to ensure that the delivery of services is aligned with the State's 2Gen Approach.
- A.20. The Partner shall participate in collaborative efforts with UWGN to build a stronger system of support for families. The Partner shall commit to engaging in a learning community to collectively learn, share, and develop strategies to foster stronger systems of support for families.

B. TERM OF PARTNER AGREEMENT:

- B.1. This Partner Agreement shall be effective for the period beginning on July 1, 2021 ("Effective Date") and ending on September 30, 2021, ("Term").
- B.2. Renewal Options. This Partner Agreement may be renewed upon satisfactory completion of the Term. UWGN reserves the right to execute up to three (3) renewal options under the same terms and conditions for a period not to exceed twelve (12) months each. In no event, however, shall the maximum Term, including all renewals or extensions, exceed a

total of forty-eight (48) months.

C. PAYMENT TERMS AND CONDITIONS:

- C.1. Maximum Liability. In no event shall the maximum liability of the State under this Partnership Agreement exceed eighty two thousand, three hundred dollars (\$82,300) ("Maximum Liability"). The Partner Budget, attached and incorporated hereto as Attachment A, shall constitute the maximum amount due the Partner under this Partnership Agreement. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Partner.
- C.2. Compensation Firm. The Maximum Liability of UWGN is not subject to escalation for any reason unless amended. The Partner Budget amounts are firm for the Term and are not subject to escalation for any reason unless amended by UWGN and DHS
- C.3. Payment Methodology. The Partner shall be reimbursed for actual, reasonable, and necessary costs based upon the Partner Budget, not to exceed the Maximum Liability established in Section C.1. Upon progress toward the completion of the Scope, as described in Section A of this Partnership Agreement, the Partner shall submit invoices prior to any reimbursement of allowable costs.

All expenses shall be submitted no more than monthly, on the 8th of each month, and indicate at minimum the amount charged by budget line item for the period invoiced (Monthly Expenditures Due on Attachment 1) and the amount charged by line item to date (YTD Actual Reimbursed on Attachment 1), the total amount charged for the period invoiced, and the total amount charged under this Partnership Agreement to date. UWGN will not be responsible for payment of claims submitted after the 15th of the month following the month expenditures were incurred.

- C.4. Travel Compensation. Reimbursement to the Partner for travel, meals, or lodging shall be subject to amounts and limitations specified in the "State Comprehensive Travel Regulations," as they are amended from time to time, and shall be contingent upon and limited by the Partner Budget for said reimbursement.

Invoice Requirements. The Partner shall invoice UWGN no more often than monthly, with all necessary supporting documentation. Invoicing will be submitted through a Sharefile. Any questions can be directed to the Director of 2Gen Initiatives for United Way of Greater Nashville:

Rod DeVore
Rod.devore@unitedwaygn.org

- a. Each invoice shall clearly and accurately detail all of the following required information (calculations must be extended and totaled correctly).
- (1) Invoice Date.
 - (2) Invoice Period (to which the reimbursement request is applicable).
 - (3) Partner Name.
 - (4) Partner Remittance Address.
 - (5) Partner Contact for Invoice Questions (name, phone, or fax).
 - (6) Documentation Summary
- b. The Partner understands and agrees to all of the following.

- (1) An invoice under this Partnership Agreement shall include only reimbursement requests for actual, reasonable, and necessary expenditures required in the delivery of service described by this Partnership Agreement and shall be subject to the Partner Budget and any other provision of this Partnership Agreement relating to allowable reimbursements.
- (2) An invoice under this Partnership Agreement shall not include any reimbursement request for future expenditures.
- (3) An invoice under this Partnership Agreement shall initiate the timeframe for reimbursement only when UWGN is in receipt of the invoice, and the invoice meets the minimum requirements of this section C.5.
- (4) An invoice under this Partnership Agreement shall be presented to UWGN within eight (8) days after the end of the calendar month in which the subject costs were incurred or services were rendered by the Partner. An invoice submitted more than fifteen (15) days after the end of the calendar month in which the subject costs were incurred will be subject to non-payment. The UWGN will not deem such partner costs to be allowable and reimbursable unless, at the sole discretion of UWGN, the failure to submit a timely invoice is warranted. The Partner shall submit a special, written request for reimbursement with any such untimely invoice. The request must detail the reason the invoice is untimely as well as the partner's plan for submitting future invoices as required, and it must be signed by a partner agent that would be authorized to sign this Partnership Agreement.

C.5. Budget Line-items. Expenditures, reimbursements, and payments under this Partnership Agreement shall adhere to the Partner Budget. The Partner may vary from a Partner Budget line-item amount by up to ten percent (10%) of the line-item amount, provided that any increase is off-set by an equal reduction of other line-item amount(s) such that the net result of variances shall not increase the total Partnership Agreement amount detailed by the Partner Budget.

C.6. Allowable advance: Due to cost recovery set on a reimbursement basis, United Way of Greater Nashville (UWGN) will provide the greater of 1) an amount equivalent to 50% of your agency's budgeted Indirect Cost or 2) \$12,000 as an advancement within the first month of the grant term. Repayment of such advancement will occur in equal installments over the course of the 12-month grant term. 1/12 of the advance will be deducted automatically upon payment of your invoice each month. At the end of the grant term, the final deduction will be taken and continuation of this advance for the upcoming grant year will be evaluated. Evaluation of continued support will include the review of an organizations plan, developed in year 1, to address the cash flow concerns for Year 2-4. Should the partnership within the grant end mid grant year, UWGN will deduct the remaining amount due in full prior to the final reimbursement. Need for fund advancement must be demonstrated by the increase in costs to the organization solely due to the partnership within this grant.

C.7. Disbursement Reconciliation and Close Out.

- a. If total disbursements by UWGN pursuant to this Partnership Agreement exceed the amounts permitted by Section C of this Partnership Agreement, the Partner shall refund the difference to UWGN.
- b. UWGN shall not be responsible for the payment of any invoice submitted to UWGN after UWGN has submitted their grant disbursement reconciliation report to TDHS at the end of the Partnership Agreement term. UWGN will not deem any Partner costs submitted for reimbursement after the grant

disbursement reconciliation report to be allowable and reimbursable, and such invoices will NOT be paid.

- c. The Partner's failure to provide a final invoice to UWGN by the eighth (8) of October, as required, could result in the Partner being deemed ineligible for reimbursement under this Partnership Agreement, and the Partner shall be required to refund any and all payments by the state pursuant to this Partnership Agreement.
 - d. The Partner must close out its accounting records at the end of the contract period in such a way that reimbursable expenditures and revenue collections are NOT carried forward.
- C.8. Indirect Cost. Should the Partner request reimbursement for indirect costs, the Partner must submit to UWGN a copy of the indirect cost rate approved by the cognizant federal agency or the cognizant state agency, as applicable. The Partner will be reimbursed for indirect costs in accordance with the approved indirect cost rate and amounts and limitations specified in the attached Partner Budget. Once the Partner makes an election and treats a given cost as direct or indirect, it must apply that treatment consistently and may not change during the term of this agreement. Any changes in the approved indirect cost rate must have prior approval of UWGN, as applicable. If the indirect cost rate is provisional during the agreement term, once the rate becomes final, the Partner agrees to remit any overpayment of funds to UWGN, and subject to the availability of funds UWGN agrees to remit any underpayment to the Partner.
- C.9. Payment of Invoice. A payment by UWGN shall not prejudice UWGN's right to object to or question any reimbursement, invoice, or matter in relation thereto. A payment by UWGN shall not be construed as acceptance of any part of the work or service provided or as approval of any amount as an allowable cost.
- C.10. Non-allowable Costs. Any amounts payable to the Partner shall be subject to reduction for amounts included in any invoice or payment that are determined by UWGN, or TDHS on the basis of audits or monitoring conducted in accordance with the terms of this Partnership Agreement, to constitute non-allowable costs.
- C.11. Prerequisite Documentation. The Partner shall not invoice UWGN under this Partnership Agreement until UWGN has received the following, properly completed documentation.
- a. The Partner shall complete, sign, and return to UWGN the UWGN-provided W-9 form. The taxpayer identification number on the W-9 form must be the same as the Partner's Federal Employer Identification Number.

D. STANDARD TERMS AND CONDITIONS:

- D.1. Required Approvals. UWGN is not bound by this Partnership Agreement until it is signed by the parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations.
- D.2. Modification and Amendment. This Partnership Agreement may be modified only by a written amendment signed by all parties and approved by TDHS.
- D.3. Termination for Convenience. UWGN may terminate this Partnership Agreement without cause for any reason. A termination for convenience shall not be a breach of this Partnership Agreement by UWGN or TDHS. UWGN shall give the Partner at least thirty (30) days written notice before the effective termination date. The Partner shall be entitled

to compensation for authorized expenditures and satisfactory services completed as of the termination date, but in no event shall UWGN be liable to the Partner for compensation for any service that has not been rendered. The final decision as to the amount for which UWGN is liable shall be determined by the UWGN. The Partner shall not have any right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount for the UWGN's exercise of its right to terminate for convenience.

- D.4. Termination for Cause. If the Partner fails to properly perform its obligations under this Partnership Agreement in a timely or proper manner, or if the Partner violates any terms of this Partnership Agreement ("Breach Condition"), UWGN shall have the right to immediately terminate the Partnership Agreement and withhold payments in excess of compensation for completed services or provided goods. Notwithstanding the above, the Partner shall not be relieved of liability to UWGN for damages sustained by virtue of any Breach Condition and UWGN may seek other remedies allowed bylaw or in equity for breach of this Partnership Agreement.
- D.5. Subcontracting. The Partner shall not assign this Partnership Agreement or enter into a subcontract for any of the services performed under this Partnership Agreement without obtaining the prior written approval of UWGN.
- D.6. Conflicts of Interest. The Partner warrants that no part of the total Partner Budget shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Partner in connection with any work contemplated or performed relative to this Partnership Agreement.

The Partner acknowledges, understands, and agrees that this Partnership Agreement shall be null and void if the Partner is, or within the past six months has been, an employee of the State of Tennessee or if the Partner is an entity in which a controlling interest is held by an individual who is, or within the past six months has been, an employee of the State of Tennessee.

- D.7. Lobbying. The Partner certifies, to the best of its knowledge and belief, that:
- a. No federally appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
 - b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this contract, grant, loan, or cooperative agreement, the Partner shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into and is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. § 1352.

- D.8. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Partnership Agreement shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by email or facsimile transmission with recipient confirmation. All communications, regardless of method of transmission, shall be addressed to the respective party as set out below:

Program Contact:

Program Contact:

Rod DeVore, Director of 2-Gen Initiatives
United Way of Greater Nashville
250 Venture Circle
Nashville, TN 37228
Email Address: rod.devore@unitedwaygn.org
Telephone # 615-780-2470

Matt Preston, Associate Director
United Way of Greater Nashville
250 Venture Circle
Nashville, TN 37228
Email Address: matt.preston@unitedwaygn.org
Telephone: 615-780-2425

- D.9. Subject to Funds Availability. This Partnership Agreement is subject to the appropriation and availability of State or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, UWGN reserves the right to terminate this Partnership Agreement upon written notice to the Partner. UWGN's right to terminate this Partnership Agreement due to lack of funds is not a breach of this Partnership Agreement by UWGN. Upon receipt of the written notice, the Partner shall cease all work associated with the Partnership Agreement. Should such an event occur, the Partner shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Partner shall have no right to recover from UWGN any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- D.10. Nondiscrimination. The Partner agrees that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Partnership Agreement or in the employment practices of the Partner on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Partner shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- D.11. HIPAA Compliance. UWGN and the Partner shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), Health Information Technology for Economic and Clinical Health ("HITECH") Act and any other relevant laws and regulations regarding privacy (collectively the "Privacy Rules"). The obligations set forth in this Section shall survive the termination of this Partnership Agreement.
- a. The Partner warrants to UWGN that it is familiar with the requirements of the Privacy Rules, and will comply with all applicable requirements in the course of this Partnership Agreement.

- b. The Partner warrants that it will cooperate with UWGN, including cooperation and coordination with State privacy officials and other compliance officers required by the Privacy Rules, in the course of performance of this Partnership Agreement so that both parties will be in compliance with the Privacy Rules.
 - c. The State and the Partner will sign documents, including but not limited to business associate agreements, as required by the Privacy Rules and that are reasonably necessary to keep the State and the Partner in compliance with the Privacy Rules. This provision shall not apply if information received or delivered by the parties under this Partnership Agreement is NOT "protected health information" as defined by the Privacy Rules, or if the Privacy Rules permit the parties to receive or deliver the information without entering into a business associate agreement or signing another document.
 - d. The Partner will indemnify the State and hold it harmless for any violation by the Partner or its subcontractors of the Privacy Rules. This includes the costs of responding to a breach of protected health information, the costs of responding to a government enforcement action related to the breach, and any fines, penalties, or damages paid by the State because of the violation.
- D.12. Public Accountability. If the Partner is subject to Tenn. Code Ann. § 8-4-401 *et seq.*, or if this Partnership Agreement involves the provision of services to citizens by the Partner on behalf of the State, Partner agrees to establish a system through which recipients of services may present grievances about the operation of the service program. The Partner shall also display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least eleven inches (11") in height and seventeen inches (17") in width stating:
- NOTICE: THIS AGENCY IS A RECIPIENT OF TAXPAYER FUNDING. IF YOU OBSERVE AN AGENCY DIRECTOR OR EMPLOYEE ENGAGING IN ANY ACTIVITY WHICH YOU CONSIDER TO BE ILLEGAL, IMPROPER, OR WASTEFUL, PLEASE CALL THE STATE COMPTROLLER'S TOLL-FREE HOTLINE: 1-800-232-5454.
- The sign shall be on the form prescribed by the Comptroller of the Treasury. The Grantor State Agency shall obtain copies of the sign from the Comptroller of the Treasury, and upon request from the Partner, provide Partner with any necessary signs.
- D.13. Public Notice. All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Partner in relation to this Partnership Agreement shall include the statement, "This project is funded under a Partnership Agreement with the State of Tennessee."
- D.14. Licensure. The Partner and its employees shall be licensed pursuant to all applicable federal, state, and local laws, ordinances, rules, and regulations and shall upon request provide proof of all licenses.
- D.15. Records. The Partner shall maintain documentation for all charges under this Partnership Agreement. The books, records, and documents of the Partner, insofar as they relate to work performed or money received under this Partnership Agreement, shall be maintained for a period of five (5) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by TDHS, the Comptroller of the Treasury, or their duly appointed representatives.

The records shall be maintained in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification, Public Company Accounting Oversight

Board (PCAOB) Accounting Standards Codification, or Governmental Accounting Standards Board (GASB) Accounting Standards Codification, as applicable, and any related AICPA Industry Audit and Accounting guides.

The Partner shall also comply with any recordkeeping and reporting requirements prescribed by the Tennessee Comptroller of the Treasury.

The Partner shall establish a system of internal controls that utilize the COSO Internal Control - Integrated Framework model as the basic foundation for the internal control system. The Partner shall incorporate any additional Comptroller of the Treasury directives into its internal control system.

Any other required records or reports which are not contemplated in the above standards shall follow the format designated by the head of TDHS, the Central Procurement Office, or the Commissioner of Finance and Administration of the State of Tennessee.

- D.16. Monitoring. The Partner's activities conducted and records maintained pursuant to this Partnership Agreement shall be subject to monitoring and evaluation by UWGN, the State, the Comptroller of the Treasury, or their duly appointed representatives.
- D.17. Progress Reports. The Partner shall submit brief, periodic, progress reports to UWGN as requested.
- D.18. Procurement. If other terms of this Partnership Agreement allow reimbursement for the cost of goods, materials, supplies, equipment, or contracted services, such procurement shall be made on a competitive basis, including the use of competitive bidding procedures, where practical. The Partner shall maintain documentation for the basis of each procurement for which reimbursement is paid pursuant to this Partnership Agreement. In each instance where it is determined that use of a competitive procurement method is not practical, supporting documentation shall include a written justification for the decision and for use of a non-competitive procurement. If the Partner is a subrecipient, the Partner shall comply with 2 C.F.R. §§ 200.317—200.326 when procuring property and services under a federal award.

The Partner shall obtain prior approval from UWGN before purchasing any equipment under this Partnership Agreement.

For purposes of this Partnership Agreement, the term "equipment" shall include any article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds five thousand dollars (\$5,000.00).

- D.19. Strict Performance. Failure by any party to this Partnership Agreement to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this agreement shall not be construed as a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Partnership Agreement shall be held to be waived, modified, or deleted except by a written amendment signed by the parties hereto.
- D.20. Limitation of State's Liability. The State shall have no liability except as specifically provided in this Partnership Agreement. In no event will the State be liable to the Partner or any other party for any lost revenues, lost profits, loss of business, loss of grant funding, decrease in the value of any securities or cash position, time, money, goodwill, or any indirect, special, incidental, punitive, exemplary or consequential damages of any nature, whether based on warranty, contract, statute, regulation, tort (including but not limited to negligence), or any other legal theory that may arise under this Partnership

Agreement or otherwise. The State's total liability under this Partnership Agreement (including any exhibits, schedules, amendments or other attachments to the Contract) or otherwise shall under no circumstances exceed the Maximum Liability originally established in Section C.1 of this Partnership Agreement. This limitation of liability is cumulative and not perincident.

- D.21. Force Majeure. "Force Majeure Event" means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the Party except to the extent that the non-performing Party is at fault in failing to prevent or causing the default or delay, and provided that the default or delay cannot reasonably be circumvented by the non-performing Party through the use of alternate sources, workaround plans or other means. A strike, lockout or labor dispute shall not excuse either Party from its obligations under this Partnership Agreement. Except as set forth in this Section, any failure or delay by a Party in the performance of its obligations under this Partnership Agreement arising from a Force Majeure Event is not a default under this Partnership Agreement or grounds for termination. The non-performing Party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the Party continues to use diligent, good faith efforts to resume performance without delay. The occurrence of a Force Majeure Event affecting Partner's representatives, suppliers, subcontractors, customers or business apart from this Partnership Agreement is not a Force Majeure Event under this Partnership Agreement. The Partner will not increase its charges under this Partnership Agreement or charge UWGN any fees other than those provided for in this Partnership Agreement as the result of a Force Majeure Event.
- D.22. Tennessee Department of Revenue Registration. The Partner shall comply with all applicable registration requirements contained in Tenn. Code Ann. §§ 67-6-601 – 608. Compliance with applicable registration requirements is a material requirement of this Partnership Agreement.
- D.23. Charges to Service Recipients Prohibited. The Partner shall not collect any amount in the form of program fees or reimbursements from the recipients of any service provided pursuant to this Partnership Agreement.
- D.24. No Acquisition of Equipment or Motor Vehicles. This Partnership Agreement does not involve the acquisition and disposition of equipment or motor vehicles acquired with funds provided under this Partnership Agreement.
- D.25. State and Federal Compliance. The Partner shall comply with all applicable state and federal laws and regulations in the performance of this Partnership Agreement.
- D.26. Governing Law. This Partnership Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee, without regard to its conflict or choice of law rules. The Partner agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Partnership Agreement. The Partner acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising there from, shall be subject to and limited to those rights and remedies, if any, available under Tenn. Code Ann. §§ 9-8-101 through 9-8-408.
- D.27. Completeness. This Partnership Agreement is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Partnership Agreement supersedes any and all prior understandings, representations, negotiations,

and agreements between the parties relating hereto, whether written or oral.

- D.28. Severability. If any terms and conditions of this Partnership Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Partnership Agreement are declared severable.
- D.29. Headings. Section headings are for reference purposes only and shall not be construed as part of this Partnership Agreement.
- D.30. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101, *et seq.*, addressing contracting with persons as defined at Tenn. Code Ann. §12-12-103(5) that engage in investment activities in Iran, shall be a material provision of this Partnership Agreement. The Partner certifies, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- D.31. Debarment and Suspension. The Partner certifies, to the best of its knowledge and belief, that it, its current and future principals, its current and future subcontractors and their principals:
- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;
 - b. have not within a three (3) year period preceding this Partnership Agreement been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;
 - c. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in section b. of this certification; and
 - d. have not within a three (3) year period preceding this Partnership Agreement had one or more public transactions (federal, state, or local) terminated for cause or default.

The Partner shall provide immediate written notice to UWGN if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals or the principals of its subcontractors are excluded or disqualified, or presently fall under any of the prohibitions of sections a-d.

- D.32. Confidentiality of Records. Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Partner by UWGN or acquired by the Partner on behalf of UWGN that is regarded as confidential under state or federal law shall be regarded as "Confidential Information." Nothing in this Section shall permit Grant Partner to disclose any Confidential Information, regardless of whether it has been disclosed or made available

to the Grant Partner due to intentional or negligent actions or inactions of agents of the State or third parties. Confidential Information shall not be disclosed except as required or permitted under state or federal law. Grant Partner shall take all necessary steps to safeguard the confidentiality of such material or information in conformance with applicable state and federal law. The obligations set forth in this Section shall survive the termination of this Partnership Agreement.

E. SPECIAL TERMS AND CONDITIONS:

- E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Partnership Agreement, the special terms and conditions shall be subordinate to the Partnership Agreement's other terms and conditions.
- E. 2. Family Educational Rights and Privacy Act & Tennessee Data Accessibility, Transparency and Accountability Act. The Partner shall comply with the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. 1232(g)) and its accompanying regulations (34 C.F.R. § 99) ("FERPA"). The Partner warrants that the Partner is familiar with FERPA requirements and that it will comply with these requirements in the performance of its duties under this Partnership Agreement. The Partner agrees to cooperate with the State, as required by FERPA, in the performance of its duties under this Partnership Agreement. The Partner agrees to maintain the confidentiality of all education records and student information. The Partner shall only use such records and information for the exclusive purpose of performing its duties under this Partnership Agreement. The obligations set forth in this Section shall survive the termination of this Partnership Agreement.

The Partner shall also comply with Tenn. Code Ann. § 49-1-701, *et seq.*, known as the "Data Accessibility, Transparency and Accountability Act," and any accompanying administrative rules or regulations (collectively "DATAA"). The Partner agrees to maintain the confidentiality of all records containing student and de-identified data, as this term is defined in DATAA, in any databases, to which the State has granted the Partner access, and to only use such data for the exclusive purpose of performing its duties under this Partnership Agreement.

Any instances of unauthorized disclosure of data containing personally identifiable information in violation of FERPA or DATAA that come to the attention of the Partner shall be reported to the State within twenty-four (24) hours. The Partner shall indemnify and hold harmless UWGN, the State, its employees, agents and representatives, from and against any and all claims, liabilities, losses, or causes of action that may arise, accrue, or result to any person or entity that is injured or damaged as a result of the Partner's failure to comply with this section.

- E.3. Work Papers Subject to Review. The Partner shall make all audit, accounting, or financial analysis work papers, notes, and other documents available for review by the Comptroller of the Treasury or his representatives, upon request, during normal working hours either while the analysis is in progress or subsequent to the completion of this Partnership Agreement.
- E.4. Prohibited Advertising. The Partner shall not refer to this Partnership Agreement or the Partner's relationship with the State under this Partnership Agreement in commercial advertising in such a manner as to state or imply that the Partner or the Partner's goods or services are endorsed. The obligations set forth in this Section shall survive the termination of this Partnership Agreement.

- E.5. Environmental Tobacco Smoke. Pursuant to the provisions of the federal “Pro-Children Act of 1994” and the “Children’s Act for Clean Indoor Air of 1995,” Tenn. Code Ann. §§ 39-17-1601 through 1606, the Partner shall prohibit smoking of tobacco products within any indoor premises in which services are provided to individuals under the age of eighteen (18) years. The Partner shall post “no smoking” signs in appropriate, permanent sites within such premises. This prohibition shall be applicable during all hours, not just the hours in which children are present.

Violators of the prohibition may be subject to civil penalties and fines. This prohibition shall apply to and be made part of any subcontract related to this Partnership Agreement.

- E.6. Hold Harmless. To the extent allowed by law the Partner agrees to indemnify and hold harmless UWGN and the State of Tennessee as well as its officers, agents, and employees from and against any and all claims, liabilities, losses, and causes of action which may arise, accrue, or result to any person, firm, corporation, or other entity which may be injured or damaged as a result of acts, omissions, or negligence on the part of the Partner, its employees, or any person acting for or on its or their behalf relating to this Partnership Agreement. The Partner further agrees it shall be liable for the reasonable cost of attorneys’ fees, court costs, expert witness fees, and other litigation expenses for UWGN or the State to enforce the terms of this Partnership Agreement.

In the event of any such suit or claim, the parties shall give each other immediate notice and provide all necessary assistance to respond. The failure of UWGN or the State to give notice shall only relieve the Partner of its obligations under this Section to the extent that the Partner can demonstrate actual prejudice arising from the failure to give notice. This Section shall not grant the Partner, through its attorney(s), the right to represent UWGN or the State of Tennessee in any legal matter. The right to represent the State is governed by Tenn. Code Ann. § 8-6-106.

Partner Participation. Partner Participation amount(s) detailed in the Partner Budget are intended as a goal for the total project, and the amount of actual Partner Participation expenditures will not impact the maximum amounts reimbursable to the Partner as detailed by the Partner Budget column, “Partner Participation.”

- E.7. Personally Identifiable Information. While performing its obligations under this Partnership Agreement, Partner may have access to Personally Identifiable Information held by the State (“PII”). For the purposes of this Partnership Agreement, “PII” includes “Nonpublic Personal Information” as that term is defined in Title V of the Gramm-Leach-Bliley Act of 1999 or any successor federal statute, and the rules and regulations thereunder, all as may be amended or supplemented from time to time (“GLBA”) and personally identifiable information and other data protected under any other applicable laws, rule or regulation of any jurisdiction relating to disclosure or use of personal information (“Privacy Laws”). Partner agrees it shall not do or omit to do anything which would cause the State to be in breach of any Privacy Laws. Partner shall, and shall cause its employees, agents and representatives to: (i) keep PII confidential and may use and disclose PII only as necessary to carry out those specific aspects of the purpose for which the PII was disclosed to Partner and in accordance with this Partnership Agreement, GLBA and Privacy Laws; and (ii) implement and maintain appropriate technical and organizational measures regarding information security to:
- (A) ensure the security and confidentiality of PII;
 - (B) protect against any threats or hazards to the security or integrity of PII; and
 - (C) prevent unauthorized access to or use of PII. Partner shall immediately notify

UWGN:

- (1) of any disclosure or use of any PII by Partner or any of its employees, agents and representatives in breach of this Partnership Agreement; and
- (2) of any disclosure of any PII to Partner or its employees, agents and

representatives where the purpose of such disclosure is not known to Partner or its employees, agents and representatives. UWGN and the State reserves the right to review Partner's policies and procedures used to maintain the security and confidentiality of PII and Partner shall, and cause its employees, agents and representatives to, comply with all reasonable requests or directions from UWGN and the State to enable UWGN or the State to verify or ensure that Partner is in full compliance with its obligations under this Partnership Agreement in relation to PII. Upon termination or expiration of the Partnership Agreement or at UWGN's or the State's direction at any time in its sole discretion, whichever is earlier, Partner shall immediately return to UWGN or the State any and all PII which it has received under this Partnership Agreement and shall destroy all records of such PII.

The Partner shall report to UWGN any instances of unauthorized access to or potential disclosure of PII in the custody or control of Partner ("Unauthorized Disclosure") that come to the Partner's attention. Any such report shall be made by the Partner within twenty-four (24) hours after the Unauthorized Disclosure has come to the attention of the Partner. Partner shall take all necessary measures to halt any further Unauthorized Disclosures. The Partner, at the sole discretion of the State, shall provide no cost credit monitoring services for individuals whose PII was affected by the Unauthorized Disclosure. The Partner shall bear the cost of notification to all individuals affected by the Unauthorized Disclosure, including individual letters and public notice. The remedies set forth in this Section are not exclusive and are in addition to any claims or remedies available to this State under this Partnership Agreement or otherwise available at law. The obligations set forth in this Section shall survive the termination of this Partnership Agreement.

- E.8. Federal Funding Accountability and Transparency Act (FFATA). This Grant requires the Partner to provide supplies or services that are funded in whole or in part by federal funds that are subject to FFATA. The Partner is responsible for ensuring that all applicable requirements, including but not limited to those set forth herein, of FFATA are met and that the Partner provides information to the State as required.
- E.9. Transfer of Partner's Obligations.
The Partner shall not transfer or restructure its operations related to this Partnership Agreement without the prior written approval of UWGN. The Partner shall immediately notify UWGN in writing of a proposed transfer or restructuring of its operations related to this Partnership Agreement.
UWGN reserves the right to request additional information or impose additional terms and conditions before approving a proposed transfer or restructuring.
- E.10. Disaster Recovery/Continuity of Operations Plan. The Partner acknowledges and represents to UWGN that it has implemented a disaster recovery/continuity of operations plan that may be executed in the event of a natural disaster or man-made disaster. Said plan shall be made available to UWGN upon request.

Initials: _____

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signatures.

United Way of Greater Nashville

Authorized Agent's Signature: _____ Date _____

**Brian Hassett
President & CEO**

Rutherford County Schools

Authorized Agent's Signature _____ Date _____

***Bill C. Spurlock*
Director of Rutherford County Schools**

GRANT BUDGET				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following Applicable Period: BEGIN: May 1, 2021 END: September 30, 2021				
POLICY 03 Object Line-item Reference		The Family Collective PARTNERSHIP AGREEMENT	PARTNER PARTICIPATION	TOTAL PROJECT
1	Salaries	\$52,000		\$52,000
2	Benefits & Taxes	\$17,500		\$17,500
4, 15	Professional Fees/Grant & Awards ²			
5	Supplies	\$8,000		\$8,000
6	Telephone	\$1,200		\$1,200
7	Postage & Shipping			
8	Occupancy			
9	Equipment Rental & Maintenance			
10	Printing & Publications			
11, 12	Travel / Conferences & Meetings	\$1,000		\$1,000
13	Interest ²			
14	Insurance			
16	Specific Assistance to Individuals			
17	Depreciation ²			
18	Other Non-Personnel ²			
20	Capital Purchase ²	\$2,600		\$2,600
22	Indirect Cost			
24	In-Kind Expense			
25	GRAND TOTAL	\$82,300		\$82,300

ATTACHMENT A

PAGE 1

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: <http://www.tn.gov/finance/topic/fa-policyinfo>).

² Applicable detail follows this page if line-item is funded.

Attachment A

GRANT BUDGET LINE-ITEM DETAIL:

SALARIES	AMOUNT
Family Engagement Specialist	\$42,000
Supervision	\$10,000
TOTAL	\$52,000

SUPPLIES	AMOUNT
General	\$1,000
Family Engagement Events	\$6,000
Food for Meetings & Events	\$1,000
TOTAL	\$8,000

RUTHERFORD COUNTY BOARD OF EDUCATION JOB DESCRIPTION

Job Title: ATLAS Family Engagement Specialist

Term of Employment: Two hundred twenty (220) days

Immediate Supervisor: ATLAS (Homeless Education) Coordinator

POSITION DESCRIPTION:

Under the direct supervision of the ATLAS Coordinator, The Family Engagement Specialist will communicate policies, procedures, and requirements to families and students. The position will also provide direct support to our school-based ATLAS contacts.

ESSENTIAL DUTIES:

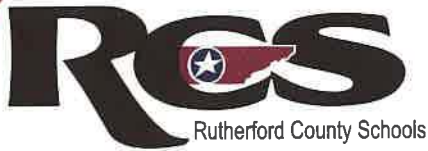
- Answer incoming calls, take messages, and/or direct calls to appropriate community resource.
 - Provide support to families, students, and school counselors collaborating with community partners to build a strong network of support for families.
 - Plan family engagement events with other referrals and services in the community to build trust among partners.
 - Communicate information and resources in a timely manner allowing partners to be aware of new resources and events.
 - Have knowledge of ATLAS program to help achieve our objectives and goals.
 - Collaborate with community partners to understand the current resources that are readily available to families in our community.
 - Will coordinate wraparound services for both students and families to increase success in school.
 - All other duties as assigned to ensure a proper operation of the ATLAS Program.
-

QUALIFICATIONS:

- High School diploma is required. Administrative Assistant experience and/or completion of a 2-year college degree program is desired.
 - Possess strong interpersonal skills – ability to work effectively with a wide range of people including administrators, teachers, support staff, families, students, and other community members.
 - Able to organize multiple priorities and possess strong written and verbal skills.
 - Must meet all health, physical and background check requirements.
 - Works collaboratively with others to achieve goals and objectives; continually trying to improve team effectiveness. Holds self and others accountable.
 - Demonstrate professionalism and confidentiality.
-

EVALUATION:

To be conducted by the ATLAS Coordinator.



Bill C. Spurlock
Director of Schools

Rutherford County Board of Education

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

EXTENDED CONTRACTS— The ESL Department will be writing course descriptions for ESL course codes during the month of June. One ESL teacher will be offered an extended contract to complete the project. The amount of the contract is \$150/day and not to exceed 3 days. The total amount of the extended contract will not exceed \$450 and will be paid for with Title III funds.

The department is also seeking an amendment to previously approved extended contracts for 16 ESL teachers over two days. The amendment includes three additional days for curriculum development. The approximate total cost of the five-day unit planning is \$12,000.00 (\$150 per day/per teacher) and will be funded by Title III funds.

Recommend Approval --- motion to approve the Title III funded extended contracts for curriculum development and course description project for the ESL Program.

Director of Schools Signature: _____ Date: _____

Chairman of Board of Education Signature: _____ Date: _____

Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 01/15/09
		Rescinds:	Issued:

1 The Board is charged, on behalf of the public, with the responsibility for determining the educational
2 goals of the school system. In discharging that responsibility, the Board has adopted the following goals:
3 ~~in four primary areas: Instruction, personnel, students and operations.~~

4 INSTRUCTION

- 5 1. To promote a plan for the organized improvement of school curriculum, including the **transition**
6 ~~articulation~~ between elementary and secondary schools;
- 7 2. To ~~provide~~ offerings ~~which explore~~ a wide range of career and service opportunities;
- 8 3. To promote an integration of academic, physical, social and emotional growth experiences for
9 each student; and
- 10 4. To promote the recognition of achievement in all endeavors (~~example~~ **i.e.**, academic, athletic).

11 STUDENTS

- 12 1. To structure the ~~overall~~ instructional program to provide ~~sufficient~~ **necessary** alternatives to meet
13 a variety of individual needs and aspirations;
- 14 2. To ensure that each student's interests, capacities and objectives are considered in his/her
15 learning program;
- 16 3. To develop a comprehensive program for disabled students providing the least restrictive
17 programs; and
- 18 4. To help students gain understanding of themselves, as well as skills and techniques in living and
19 working with others and being responsible citizens.

20 PERSONNEL

- 21 1. To ~~provide~~ **promote** high quality performance by the staff, including both professional and
22 support personnel;
- 23 2. To establish acceptable performance standards for all personnel;
- 24 **3. To set goals for educator diversity that take into consideration the diversity of the student**
25 **population;**¹

- 1 4. To provide in-service training and professional growth experiences for teachers and
- 2 administrators; and
- 3 5. To maintain an evaluation system for the improvement of the instructional system.

4 OPERATIONS

- 5 1. To make every effort to secure adequate funding for the educational program in support of the
- 6 stated goals;
- 7 2. To maintain an adequate system of fiscal and business management;
- 8 3. To develop plans for the efficient use of school facilities; and
- 9 4. To ensure appropriate communication between the Director of Schools and the Board.

10 The Board shall annually review these goals and revise them as necessary.

11 The Director of Schools is responsible for developing procedures and strategies to implement the goals
12 of the Board.

Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

Cross References

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204
Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Program 4.100
Evaluations of Instructional Programs 4.702
Personnel Goals 5.100
Student Goals 6.100

Rutherford County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Graduation Requirements	Descriptor Code: 4.605	Issued Date: Click here to enter a date.
		Rescinds: 4.605	Issued: 11/15/16

1 *General*

2 To meet the requirements for graduation, a student shall have attained an approved attendance, conduct
3 and subject matter record which covers a planned program of education, and such record shall be kept
4 on file in the high school.

5 The program of studies shall include areas and content required by the State Board of Education and
6 shall be flexible enough to facilitate progress from one stage of development to another, thus providing
7 for more effective student adjustment.

8 Students shall earn five (5) units of credit in order to be classified as a sophomore, eleven (11) units of
9 credit to be classified as a junior, and seventeen (17) units of credit to be classified as a senior.

10 Before high school graduation, every student **seeking an RCS diploma** shall:¹

- 11 1. Achieve the **RCS-required twenty-three units of credit**;
- 12 2. Take the required end-of-course exams;
- 13 3. Have satisfactory records of attendance and conduct;
- 14 4. Take the ACT or SAT in the 11th grade if enrolled in a Tennessee public school during their
15 11th grade year;² and
- 16 5. Pass a United States civics test.³

17 The curriculum for homebound students is an integral part of the general curriculum of each school;
18 therefore, homebound students shall also have the same participatory privileges with the following
19 stipulations:

- 20 1. The medical verification of the physical disability of the student to participate is provided to the
21 homebound teacher; and
- 22 2. The principal of the school be notified by May 1st of the current year by the homebound teacher
23 of the student's intent to participate in graduation rehearsals and exercises.

24 Students who have completed all graduation requirements will be awarded a regular diploma. Students
25 who complete all graduation requirements, but have not passed the proficiency test, will be awarded a
26 certificate of attendance.

27 Any enrolling or transferring students in grades eleven (11) or twelve (12) that are in the care of or
28 exiting the custody of the Department of Children's Services shall only be required to meet the minimum
29 requirements for graduation established by the State Board of Education

1 SPECIAL EDUCATION STUDENTS⁴

2 Special education students who earn the **State-required** twenty-two credit minimum shall be awarded a
3 regular high school diploma.

4 Students who have received the diplomas listed below shall continue to make progress towards a regular
5 high school diploma until the end of the school year in which they turn twenty-two (22) years old.

6 *Special Education Diploma*

7 A special education diploma shall be awarded to students who have not met the requirements for a regular
8 high school diploma⁵ but have:

- 9 1. Completed four (4) years of high school;
- 10 2. Made satisfactory progress on their IEP; and
- 11 3. Maintained satisfactory records of attendance and conduct.

12 *Occupational Diploma*

13 Special education students who do not meet the requirements for a regular high school diploma may be
14 awarded an occupational diploma if the student has:^{1,4}

- 15 1. Completed at least four (4) years of high school;
- 16 2. Made satisfactory progress on their IEP;
- 17 3. Maintained satisfactory records of attendance and conduct;
- 18 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment
19 (SKEMA); and
- 20 5. Has two (2) years of paid or non-paid work experience.

21 The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade
22 year or two (2) academic years prior to the expected graduation date.

23 *Alternate Academic Diploma*

24 Special education students who do not meet the requirements for a regular high school diploma may be
25 awarded an alternate academic diploma if the student has:⁴

- 26 1. Completed at least four (4) years of high school;
- 27 2. Participated in the high school alternate assessment;
- 28 3. Earned the **State-required** twenty-two credit minimum;
- 29 4. Made satisfactory progress on their IEP;
- 30 5. Maintained satisfactory records of attendance and conduct; and
- 31 6. Completed a transition assessment that measures postsecondary education and training,
32 employment, independent living, and community involvement.

1 STUDENT LOAD

2 All full-time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum
3 of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal
4 this requirement to the Director of Schools and then to the Board.⁶

5 EARLY GRADUATION⁷

6 High school students shall be permitted to complete an early graduation program. Students intending to
7 graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as
8 soon thereafter as the intent is known.

9 In order to graduate early, students shall meet the following requirements:

- 10 1. Earn the required eighteen (18) credits;
- 11 2. Achieve a benchmark score for each required end-of-course exam;
- 12 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 13 4. Meet the minimum ACT or SAT benchmark score;
- 14 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 15 6. Complete at least two (2) types of the following courses:
 - 16 a. AP;
 - 17 b. IB;
 - 18 c. Dual enrollment; or
 - 19 d. Dual credit.

20 The Director of Schools shall develop administrative procedures to ensure that the early graduation
21 program is conducted in accordance with state law.

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; Public Acts of 2019, Chapter No. 442;
State Board of Education Policy 2.103
4. TRR/MS 0520-01-03-.06(1)(a); State Board of Education
Policy 2.103
5. TCA 49-6-6005; State Board of Education Policy 2.103
6. TRR/MS 0520-01-03-.06(1)(a)(7)
7. TCA 49-6-8303; State Board of Education Policy 2.103

Cross References

Basic Curriculum Program 4.201
Grade Point Average and Class Rank 4.602

Rutherford County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: <h3 style="text-align: center;">5.100</h3>	Issued Date: Click here to enter a date.
		Rescinds: <h3 style="text-align: center;">5.100</h3>	Issued: <h3 style="text-align: center;">01/15/09</h3>

1 Through its personnel policies, the Board shall establish a school environment that will attract and
 2 maintain the best qualified person whose mission will be to provide the best possible learning
 3 opportunities for the students. The Board's goals are:

- 4 ~~1. To ensure equivalence among schools in teachers, administrators and other staff.~~
- 5 ~~2. To ensure that the best qualified personnel are recruited and employed to staff the school~~
 6 ~~system;~~ **To ensure that the Director of Schools recruits and employs the best qualified**
 7 **individuals to staff the school district;**
- 8 ~~3. To provide staff compensation, benefits and working environment sufficient to attract and~~
 9 ~~retain qualified employees;~~
- 10 **4. To set goals for educator diversity that take into consideration the diversity of the student**
 11 **population;¹**
- 12 ~~5. To provide in-service training opportunities for all employees to improve their performance;~~
- 13 ~~6. To conduct an evaluation program for certified employees that will contribute to the~~
 14 ~~continuous improvement of staff performance; and~~
- 15 ~~6. To ensure that personnel are assigned so that they are utilized as effectively as possible.~~

Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

Cross References

- School District Goals 1.700

Rutherford County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 01/12/12
		Rescinds: 5.110	Issued: 07/20/11

1 All certified personnel must make a written contract with the Board at a fixed salary per month before
2 entering upon their duties.¹

3 The director of schools shall establish the salary rating of each person employed and shall recommend
4 such salary rating to the Board for its approval.²

5 Salaries of all employees, including supplemental pay, shall be paid by the Board. No payment to any
6 employee for service performed on behalf of the school system shall be made from any source other than
7 the Board.³

8 Contracts for administrators and system-wide professional certified personnel shall include two-hundred
9 (200) days of responsibility, plus twenty (20) days for each additional month assigned by the Board.
10 Each contract shall provide:⁴

- 11 1. A minimum of one hundred and eighty (180) working days;
- 12 2. A minimum of five (5) days for in-service education;
- 13 3. Ten (10) vacation days; and
- 14 4. Five (5) days as designated by the Board (teachers shall use one (1) day for parent-teacher
15 conferences⁴).

16 Certified professional employees anticipating completion of a new degree that will affect their salary for
17 the coming year shall notify the central office by May 1 of each year. Each professional employee shall
18 be awarded full credit for allowable teaching experience and academic training as established under the
19 State Board of Education Rules, Regulations and Minimum Standards.

20 Career and Technical Education (Occupational Education) teachers shall be placed on a step of the salary
21 schedule in accordance with the years of appropriate employment experience not to exceed a maximum
22 of five (5) years provided such experience is confirmed by the previous employer and directly relates to
23 the teaching assignment.

24 Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the
25 revenue is deposited with and salaries paid through the Board. This includes donations or contributions
26 from individual, civic or other non-school related sources of funds from individual school activity funds,
27 such as gate receipts and concessions.^{1,5}

1 **Advance Pay**

2 Newly hired professional employees may, at their option, elect to receive \$1500 of their first salary
3 installment after completion of the first ten (10) workdays of employment.

4 **Administrative Salary Schedule**

5 The salary index for principals and central office personnel shall be approved by the board each year.
6

7 **Coaching Supplements**

8 Beginning in the 2021-2022 school year, no employee or non-faculty volunteer shall receive a
9 supplement or stipend for both a head coaching position and an assistant coaching position for the same
10 team, even if the assistant coaching position is unstaffed.

Legal References:

1. TCA 49-2-203(a)(1); TCA 49-5-408
2. TCA 49-5-402
3. TCA 49-3-306; TCA 49-5-709; TCA 49-2-203(a)(1)
4. TCA 49-6-3004
5. TCA 49-6-2006; *Tennessee Internal School Financial Management Manual*,
Section 5, Title 6

Cross References:

School Calendar 1.800
Revenues 2.400
Payroll Procedures 2.802
Salary Deductions 2.803

DRAFT

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Attendance of Non-Resident Students	Descriptor Code: 6.204	Issued Date: 08/09/12
		Rescinds: 6.204	Issued: 12/03/09

1 Students residing outside the school system boundaries shall not be permitted to attend Rutherford
2 County Schools **with the following exceptions:**

- 3 1. Children of teachers employed by the Board of Education shall be permitted to attend, subject
4 to specific conditions;
- 5 **2. Students seeking enrollment in the Rutherford County Virtual School;**
- 6 3. If the student and his/her custodial parent/legal guardian move out of the county during the
7 school year, the student may be permitted to remain in the Rutherford County School where
8 s/he is enrolled through the remainder of that academic year, if recommended by the principal
9 and approved by the Director of Schools;
- 10 4. If a student and his/her custodial parent are moving into Rutherford County during a semester
11 and they request to enroll in a Rutherford County School prior to moving into Rutherford
12 County, the Director of Schools/designee may approve such early admission if proof is
13 submitted (lease, contract, deed, etc.) that the family will be residing in Rutherford County
14 during the semester. If the family has not moved into Rutherford County by the end of the
15 semester, the Director of Schools may terminate the agreement and the student shall enroll
16 in school in his/her county of residence.

17 The children of employees of the Board of Education, that reside outside of Rutherford County, may
18 attend Rutherford County schools, subject to the following conditions:¹

- 19 1. Employee requests will be considered based on available space at the requested school/zone.
20 The child must attend the school at which the parent is employed.
- 21 2. The child must attend the school at which the parent is employed. If the child's grade level is
22 not offered at the school at which the parent is employed, then the child may attend another
23 school within the same zone as the parent's school of employment.
- 24 3. A non-resident employee desiring to enroll his/her child(ren) in the Rutherford County School
25 system shall follow the zone exemption application process.
- 26 4. Non-resident children of employees at magnet schools will not be permitted to attend the magnet
27 school.
- 28 5. If an exemption is granted for the child or children of a classified employee, the employee
29 must reapply annually so their continued employment at the school/zone can be confirmed.

- 1
2
6. The child(ren) of out-of-county classified employees will be ineligible to participate in athletic programs for one school year after the initial zone exemption is granted.

Legal References:

1. TCA 49-6-3113; TCA 49-6-3103
TRR/MS 0520-1-3-.03(11)(f-i)
2. TCA 49-6-3003; TCA 49-6-403 (f)

Cross Reference:

Foreign Exchange Students 6.502

Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Code of Conduct	Descriptor Code: 6.300	Issued Date: 01/30/20
		Rescinds: 6.313	Issued: 06/05/19

1 The Board delegates to the Director of Schools the responsibility of developing specific codes of conduct
2 which are appropriate for each level of school. Codes of conduct for students in pre-kindergarten or
3 kindergarten shall utilize alternative disciplinary practices such as restorative practices, RTI²B, multi-
4 teared system of supports, and behavior intervention plans. Exclusionary discipline shall only be used as
5 a measure of last resort. The development of each code shall involve principals and staff members of
6 each level and shall be consistent with the relevant policies as adopted by the Board.¹

7 The principal of each school shall be responsible for implementation and administration in his or her
8 school and shall apply the Code uniformly and fairly to each student at the school.

9 The Code shall be referenced in all school handbooks. All teachers, administrative staff, and parents
10 shall be provided or made aware of copies of the Code electronically or in print.¹

11 The following levels of misbehavior and disciplinary procedures and options are standards designed to
12 protect all members of the educational community in the exercise of their rights and duties and to
13 maintain a safe learning environment where orderly learning is possible and encouraged.² These
14 misbehaviors apply to student conduct on school buses, on school property, and while students are on
15 school-sponsored outings. Staff members shall ensure that disciplinary measures are implemented in a
16 manner that:³

- 17 1. Balances accountability with an understanding of traumatic behavior;
- 18
- 19 2. Teaches school and classroom rules while reinforcing that violent or abusive behavior is not
20 allowed at school;
- 21
- 22 3. Minimizes disruptions to education with an emphasis on positive behavioral supports and
23 behavioral intervention plans;
- 24
- 25 4. Creates consistent rules and consequences; and
- 26
- 27 5. Models respectful, non-violent relationships.

28 In order to ensure that these goals are accomplished, the school district shall utilize the following
29 trauma-informed discipline practices: restorative practices, RTI²B, multi-tiered system of supports, and
30 behavior intervention plans.

1 MISBEHAVIORS: LEVEL I

2 This level includes minor misbehavior on the part of the student which impedes orderly classroom
3 guidelines or interferes with the orderly operation of the school, but which can usually be handled by
4 an individual staff member.

5 *Examples (not an exclusive listing)*

- 6 • Classroom disturbances
- 7 • Classroom tardiness
- 8 • Cheating and lying
- 9 • Abusive language
- 10 • Failure to do assignments or carry out directions
- 11 • Wearing, while on the grounds of a public school during the regular school day,
12 clothing that exposes underwear or body parts in an indecent manner that disrupts the
13 learning environment⁴
- 14 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
15 cyber-bullying, and/or hazing)

16 *Disciplinary Procedures*

- 17 • The staff member intervenes immediately.
- 18 • The staff member determines what offense was committed and its severity.
- 19 • The staff member determines who committed the offense and if he/she understands the
20 nature of the offense.
- 21 • The staff member employs appropriate disciplinary options.
- 22 • The record of the offense and disciplinary action shall be maintained by the staff
23 member.

24 *Disciplinary Options (not an exclusive listing)*

- 25 • Verbal reprimand
- 26 • Special assignment
- 27 • Restricting activities
- 28 • Counseling
- 29 • Withdrawal of privileges
- 30 • Issuance of demerits
- 31 • Strict supervised study
- 32 • Detention
- 33 • In-school suspension
- 34 • Community service
- 35 • Reteaching of expectations
- 36 • Restorative practices
- 37 • Behavior contract
- 38 • Mediation
- 39 • Mentoring

1 MISBEHAVIORS: LEVEL II

2 This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of
3 the school. These misbehaviors do not represent a direct threat to the health and safety of others but
4 have educational consequences serious enough to require corrective action on the part of
5 administrative personnel.

6 *Examples (not an exclusive listing)*

- 7 • Continuation of unmodified Level I misbehaviors
- 8 • School or class tardiness
- 9 • School or class truancy
- 10 • Using forged notes or excuses
- 11 • Disruptive classroom behavior
- 12 • Possession of a personal communication device when not authorized, if not drug related
- 13 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
14 cyber-bullying, and/or hazing)

15 *Disciplinary Procedures*

- 16 • The student is referred to the principal for appropriate disciplinary action.
- 17 • The principal meets with the student and the staff member.
- 18 • The principal hears the accusation made by the staff member and allows the student the
19 opportunity to explain his/her conduct.
- 20 • The principal takes appropriate disciplinary action and notifies the staff member of the
21 action.
- 22 • The record of offense and disciplinary action shall be maintained by the principal.

23 *Disciplinary Options (not an exclusive listing)*

- 24 • Teacher/schedule change
- 25 • Mediation
- 26 • Modified probation
- 27 • Behavior modification programs
- 28 • Peer counseling
- 29 • Referral to outside agency
- 30 • Transfer
- 31 • Detention
- 32 • Suspension from school-sponsored activities or from riding school bus
- 33 • In-school suspension
- 34 • Out-of-school suspension
- 35 • Referral for RTI²B
- 36 • Revision
- 37 • Reteaching of expectations
- 38 • Referral to Tier 2 behavioral supports
- 39 • Restorative practices

- 1 • Review and revision of a behavior plan
- 2 • Behavior contract
- 3 • Mentoring
- 4 • Community Service

5 **MISBEHAVIORS: LEVEL III**

6 This level includes acts directly against persons or property but whose consequences do not seriously
7 endanger the health or safety of others in the school.

8 *Examples (not an exclusive listing)*

- 9 • Continuation of unmodified Level I and II misbehaviors
- 10 • Fighting
- 11 • Vandalism (minor)
- 12 • Use, possession, sale, distribution, and/or being under the influence of tobacco or
13 alcohol
- 14 • Use, possession, sale, or distribution of drug paraphernalia
- 15 • ~~Use, sale, distribution, and/or being under the influence of drugs~~
- 16 • Stealing
- 17 • Threats to others (including staff)
- 18 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
19 cyber-bullying, and/or hazing)
- 20 • Elopement from classroom/school building
- 21 • **Possession of fireworks not deemed an explosive by law enforcement**

22 *Disciplinary Procedures*

- 23 • The student is referred to the principal for appropriate disciplinary action.
- 24 • The principal meets with the student and the staff member.
- 25 • The principal hears the accusation and allows the student the opportunity to explain
26 his/her conduct.
- 27 • The principal takes appropriate disciplinary action.
- 28 • The principal may refer the incident to the Director of Schools and make
29 recommendations for consequences.
- 30 • If the student's program is to be changed, adequate notice shall be given to the student
31 and his/her parent(s)/guardian(s) of the charges against him, his/her right to appear at a
32 hearing, and his/her right to be represented by a person of his/her choosing.
- 33 • Any change in school assignment is appealable to the Board.
- 34 • The record of offense and disciplinary action shall be maintained by the principal.

35 *Disciplinary Options (not an exclusive listing)*

- 36 • In-school suspension
- 37 • Detention
- 38 • Restitution from loss, damage, or stolen property

- 1 • Out-of-school suspension
- 2 • Social adjustment classes
- 3 • Transfer
- 4 • Referral to Tier 2 or 3 behavioral supports
- 5 • Restorative practices
- 6 • Review and revision of a behavior plan
- 7 • Behavior contract
- 8 • Mentoring
- 9 • Community Service
- 10 • Development of a safety plan

11 MISBEHAVIORS: LEVEL IV

12 This level of misbehavior includes acts which result in violence to another's person or property or
13 which pose a threat to the safety of others in the school. These acts are so serious that they usually
14 require administrative actions which result in the immediate removal of the student from the school,
15 the intervention of law enforcement authorities, and/or action by the Board.

16 If a student's action poses a threat to the safety of others in the school, a teacher, principal, school
17 employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or
18 death to another person.⁵

19 *Examples (not an exclusive listing)*

- 20 • Continuation of unmodified Level I, II, and III behaviors
- 21 • Death threats
- 22 • Extortion
- 23 • Vandalism
- 24 • Theft/possession/sale of stolen property
- 25 • Arson
- 26 • Sexual misconduct not resulting in a charge deemed a zero tolerance in Policy 6.309.
- 27 • Marketing/Possession/distribution/sale/transfer of any substance which is represented to
28 be or is substantially similar in color, shape, size or markings to a controlled substance
- 29 • Possession/use/sale/transfer of alcoholic beverages
- 30 • Possession/distribution of any drug paraphernalia
- 31 • Use/transfer of unauthorized substances
- 32 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
33 cyber-bullying, and/or hazing)
- 34 • Off-campus criminal behavior that results in the student being legally charged and/or
35 convicted with a felony or with what would have been a felony if the student were an
36 adult, and the student's continued presence in school poses a danger to persons or
37 property, or disrupts the educational process.⁶

38

Disciplinary Procedures

- The principal confers with appropriate staff members and with the student.
- The principal hears the accusations and allows the student the opportunity to explain his/her conduct.
- The parent(s)/guardian(s) are notified.
- Law enforcement officials are contacted.
- The incident is reported, and recommendations are made to the Director of Schools.
- If the student's placement is to be changed, adequate notice of the charges shall be given to the student and his/her parent(s)/guardian(s) and his/her right to appear at a hearing.

Disciplinary Options (not an exclusive listing)

- Other hearing authority or Board action which results in appropriate placement
- Long-term out-of-school suspension
- Expulsion up to one (1) year
- Alternative schools
- Other hearing authority or Board action which results in appropriate placement

MISBEHAVIORS: LEVEL V (ZERO TOLERANCE OFFENSES)

The below offenses have been deemed zero tolerance offenses under state law and by Board Policy. Except offenses deemed reasoned judgment offenses, notated with an asterisk, the below offenses shall result in an expulsion for a period of not less than one (1) calendar year, subject to modification by the Director of Schools on a case-by-case basis. Reasoned judgment offenses allow the principal to take into consideration intent and other factors to determine the appropriate level of discipline. For additional information, see Board Policy 6.309.

- Unlawfully using or being under the influence of any narcotic or stimulant drug, prescription drug, or any other controlled substance (including marijuana/THC)
- Possessing unlawfully any narcotic or stimulant drug, prescription drug, or any other controlled substance (including marijuana/THC)
- Sale/distribution/transfer of any narcotic or stimulant drug, prescription drug or any other controlled substance (including marijuana/THC)
- Possession of a firearm
- Assault that results in bodily injury upon any teacher, principal, administrator, any other employee of the school, or a school resource officer
- Aggravated assault
- Bomb threat
- Possession of substances or devices deemed to be explosives by law enforcement
- Students charged with committing an on-campus violent felony listed in Board Policy 6.309
- Possession/use/transfer of dangerous weapons other than firearms.*
- Possession/use/transfer of other instruments and substances with the intent to do harm to self or others or in a manner that renders the item dangerous.*

- 1 • ~~Vandalism of school property which results in the student being criminally charged with~~
- 2 ~~vandalism over \$500 pursuant to TCA § 39-14-408~~
- 3 • ~~Sexual misconduct that results in the student being criminally charged with sexual~~
- 4 ~~battery, sexual assault, indecent exposure, rape or aggravated sexual battery~~
- 5 • ~~**Zero Tolerance Violations:** Expulsion/Remand for a period of not less than one (1)~~
- 6 ~~calendar year subject to modification by the Director of Schools on a case-by-case~~
- 7 ~~basis.~~

8 *Disciplinary Procedures*

- 9 • The principal confers with appropriate staff members and with the student.
- 10 • The principal hears the accusations and allows the student the opportunity to explain
- 11 his/her conduct.
- 12 • The parent(s)/guardian(s) are notified.
- 13 • Law enforcement officials are contacted.
- 14 • The incident is reported, and recommendations are made to the Director of Schools.
- 15 • If the student's placement is to be changed, adequate notice of the charges shall be
- 16 given to the student and his/her parent(s)/guardian(s) and his/her right to appear at a
- 17 hearing.

19 *Disciplinary Options*

- 20
- 21 • For zero tolerance offenses, expulsion for no less than one (1) year. Student may make
- 22 application for modification to the Director of Schools.
- 23 • For reasoned judgement offenses marked with an asterisk:
- 24 ○ Suspension
- 25 ○ Remandment
- 26 ○ Expulsion up to one (1) year, with ability to apply for modification.
- 27

28 **ADDITIONAL GUIDELINES:**

- 29 1. A student shall not be suspended solely because charges are pending against him/her in
- 30 juvenile or other court, unless the charge is one identified in Policy 6.309 as a zero-tolerance
- 31 offense.
- 32 2. A principal shall not impose successive short-term suspensions that cumulatively exceed ten
- 33 (10) days for the same offense.
- 34 3. A teacher or other school official shall not reduce or authorize the reduction of a student's
- 35 grade because of discipline problems except in deportment or citizenship.
- 36 4. A student shall not be denied the passing of a course or grade promotion solely on the basis
- 37 of absences except as provided by Board Policy.
- 38 5. A student shall not be denied the passing of a course or grade promotion solely on the basis
- 39 of failure to:
 - 40 a. Pay any activity fee;
 - 41 b. Pay a library or other school fine; or
 - 42 c. Make restitution for lost or damaged school property.

Legal References

1. TCA 49-6-4005; TCA 49-6-3024
2. TCA 49-6-4002 to 4005; 20 USCA § 7114, 7118
3. Public Acts of 2019, Chapter No. 421
4. TCA 49-6-4009
5. TCA 49-6-4008
6. TCA 49-6-3401; Tennessee State Board of Education Policy 6.316.

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Detention 6.315
Suspension 6.316
Safe Relocation of Students 6.4081

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Interrogations and Searches	Descriptor Code: 6.303	Issued Date: 01/05/21
		Rescinds: 6.303	Issued: 07/20/11

1 INTERROGATIONS BY SCHOOL PERSONNEL

2 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the
3 principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians.

4 INTERROGATIONS BY POLICE AT ADMINISTRATOR'S REQUEST

5 If the principal has requested assistance by law enforcement to investigate a crime involving his/her
6 school, the police shall have permission to interrogate a student suspect in school during school hours.
7 The principal shall first attempt to notify the parent(s)/guardian(s) or legal custodians of the student of
8 the intended interrogation unless circumstances require otherwise. The interrogation may proceed
9 without attendance of the parent(s)/guardian(s) or legal custodians; however, the principal or his/her
10 designee shall be present during the interrogation **unless required to leave by law enforcement.**¹

11 POLICE-INITIATED INTERROGATIONS

12 If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated
13 crimes committed outside of school hours, the police department shall first contact the principal
14 regarding the planned interrogation, inform him/her of the probable cause to investigate. The principal
15 shall make reasonable effort to notify the parent(s)/guardian(s) or legal custodians of the interrogation
16 unless circumstances require otherwise. The interrogation may proceed without attendance of the
17 parent(s)/guardian(s) or legal custodians. The principal or his/her designee shall be present during the
18 interrogation **unless required to leave by law enforcement.**¹

19 SEARCHES BY SCHOOL PERSONNEL^{1,2}

20 *General*

21 Staff have the duty to report to the principal any reasonable suspicion that a student is in possession of
22 or is carrying a dangerous weapon on school grounds or within any school building or is using or in
23 possession of drugs.

24 The principal has the duty to report any violations to the appropriate law enforcement officer.

25 Any dangerous weapon or drug discovered by the principal or other staff member in the course of a
26 search shall be turned over to the appropriate law enforcement officer for proper disposal.

1 *Searches of Students*

2 A student may be subject to a physical search due to the results of a locker search or because of
3 information received by staff if such action is reasonable by the principal.

4 *Searches of Vehicles, Lockers, and Enclosures*

5 Depending on the circumstances, a principal may order that vehicles parked on school property by
6 students, lockers, or other enclosures used for storage by students and other areas accessible to students
7 be searched in the principal/designee's presence.

8 Lockers shall be assigned to each individual student at the beginning of the year. Students are not
9 permitted to change locker assignments unless permission is given by the principal. Students shall be
10 notified at the beginning of the school year that lockers are subject to being searched.

11 Individual circumstances requiring a search may include incidents on school property, including school
12 buses, involving, but not limited to, the use of dangerous weapons, drugs or drug paraphernalia by
13 students, information received from law enforcement indicating a pattern of drug dealing or drug use by
14 students of that school, any assault or attempted assault on school property with dangerous weapons, or
15 any other actions or incidents known by the principal that give rise to reasonable suspicion that dangerous
16 weapons, drugs, or drug paraphernalia are on school property.

17 The principal shall ensure that notice is posted on school campus that vehicles parked on school property,
18 lockers, or other enclosures used for storage by students are subject to being searched.

19 **USE OF ANIMALS**

20 When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in
21 conducting searches, but the animals shall be used only to pinpoint areas which need to be searched and
22 shall not be used to search the persons of students or visitors.

23 **METAL DETECTORS**

24 Metal detectors may be used in searches, including hand-held models that are passed over or around a
25 student's body, and students, containers, and packages may be required to pass through a stationary
26 detector.

27 The principal shall ensure that all metal detectors are maintained and calibrated in accordance with the
28 manufacturer's directions and are stored appropriately.

1 Metal detectors shall be used at times as determined by the principal. Building administrators will be
2 present anytime the equipment is in use and will ensure that the equipment is being used appropriately.

3 Before scanning an individual, he/she will be asked to remove all metal objects. If a metal detector
4 activates on an item, the individual will be asked again to remove the item for inspection. If the individual
5 refuses to remove the item and police are not present, the police and the school resource officer will be
6 called, and the individual will be escorted from the building.

7

Legal References

1. TCA 49-6-4203(b)
2. TCA 49-6-4201 *et seq.*; Tenn. Op. Att’y Gen. No. 14-21 (February 24, 2014)

Cross References

Procedural Due Process 6.302
Reporting Child Abuse 6.409

Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Zero Tolerance Offenses	Descriptor Code: 6.309	Issued Date: Click here to enter a date.
		Rescinds: 6.309	Issued: 10/31/18

ZERO TOLERANCE OFFENSES

State law and/or the Rutherford County Board of Education has classified certain offenses as requiring a mandatory minimum of one (1) calendar year suspension upon a determination by the Principal that a student has committed one (1) of these offenses, commonly referred to as zero tolerance offenses. These offenses are threats to the health and safety of staff and students and intolerably disruptive to the educational process. The following are offenses that automatically result in a suspension of not less than one (1) calendar year, except as otherwise prohibited by federal law for students with disabilities. On a case-by-case basis, the Director of Schools may modify the suspension through a request for modification:

In order to ensure a safe and secure learning environment, the following offenses shall not be tolerated:

- 1. DRUGS.** In accordance with state law, any Students shall not who unlawfully possess, handle, transmit, use, be under the influence of, share, or sell any drugs, including any or any controlled substances, controlled substance analogue, or legend drug on school grounds, or at school-sponsored events, or on school buses, shall be expelled for a period of not less than one (1) calendar year. The Director of Schools shall have the authority to modify this expulsion requirement on a case-by-case basis.⁴ "Drug" means any controlled substance, controlled substance analogue, marijuana, THC, legend drug or any other substance whose possession or use is regulated in any manner by any governmental authority. Exception: Use of tobacco products is not a zero tolerance offense. See Board Policy 1.803 (Tobacco/Free Schools).
- 2. FIREARMS.**³ Students shall not possess, handle, transmit, use, or attempt to use firearms on school grounds, at school-sponsored events, or on school buses. This zero tolerance policy applies irrespective of whether the firearm is loaded or unloaded.
- 3. ASSAULT OF EMPLOYEE/SRO.** Students shall not In accordance with state law, any student who commits aggravated assault⁵ or commits assault that results in bodily injury⁶ upon any teacher, principal, administrator, any other employee of the school, or school resource officer. shall be expelled for a period of not less than one (1) calendar year. The Director of Schools shall have the authority to modify this expulsion requirement on a case-by-case basis.
- 4. BOMB THREATS.** Students shall not make, aid, or encourage the making of a bomb threat or bomb threat hoax.

1
2 **5. POSSESSION OF EXPLOSIVES.** Any student found in possession of any destructive
3 device, which includes any explosive, incendiary device or poison gas, including bombs,
4 grenades, rockets, missiles, mines or similar devices shall be subject to the zero tolerance
5 policy. Possession of fireworks altered or modified to constitute an explosive may be
6 considered a zero tolerance offense only if the altered fireworks are identified as an
7 explosive by law enforcement officials. For general possession of fireworks not deemed an
8 explosive by law enforcement, see Board Policy 6.300.

9
10 **6. ON-CAMPUS FELONIES.** Any student who commits any of the following felonies on
11 school grounds, at school-sponsored events, or on school buses and is subsequently charged
12 with said felony will be subject to the zero tolerance policy. These crimes inherently create
13 a serious risk to the health and safety of staff and students, and extraordinarily disrupt the
14 educational process. Off-Campus criminal behavior is addressed in Board Policy 6.300:

- 15
16 a. Rape (including aggravated)
17 b. Murder (including attempted)
18 c. Robbery (including aggravated or especially aggravated)
19 d. Kidnapping (including aggravated)
20 e. Aggravated Assault (Student does not have to be charged to be a zero tolerance if
21 elements of TCA 39-13-102 met)
22 f. Felony Reckless Endangerment
23 g. Sexual Battery (including aggravated)
24 h. Carjacking

25 **REASONED JUDGMENT OFFENSES**

26 State law and the Rutherford County Board of Education has identified other zero tolerance offenses
27 that, depending on the individual circumstances, may warrant a reasoned judgment by the Principal in
28 assigning discipline. These offenses may result in suspension, remandment, or expulsion up to one (1)
29 year. Students subject to expulsion may apply for modification to the Director of Schools utilizing the
30 same process as zero tolerance offenses listed above:

31 **1. WEAPONS OTHER THAN FIREARMS.** State law allows the school administrator to
32 use reasoned judgment when determining the punishment for the possession, use, handling
33 and/or transmission of items that may be classified as weapons other than firearms. The
34 definition of a weapon is broad since any object that could be used to inflict harm or injury
35 to another falls into that category. In determining punishment, the Principal will consider
36 the object determined to be the weapon, the circumstances surrounding the incident, and the
37 intent of the student charged with the weapons offense when making his/her decision. The
38 Principal may assign punishment, including remandment or suspension up to one (1)
39 calendar year based on these considerations. If a student is suspended for the maximum
40 time of one (1) year, the student and/or his/her parent/guardians may make application for
41 modification to the Director of Schools.
42

1 **2. OTHER INSTRUMENTS AND SUBSTANCES.** Students are further forbidden to be in
2 possession of or use any instruments or substances, including but not limited to
3 nonprescription drugs, chemicals, inhalants, pencils, scissors, razors or compasses, with the
4 intent to do harm to self or others or in a manner which renders the item dangerous in
5 school buildings or on school grounds, or on any grounds used for school purposes at any
6 time, or in school vehicles and/or buses or off the school grounds at a school-sponsored
7 activity, function or event.

8 ~~WEAPONS & DANGEROUS INSTRUMENTS~~

9 ~~Students shall not possess, handle, transmit, use, or attempt to use any dangerous weapon on school~~
10 ~~buses, on school property, or while on school sponsored outings.¹~~

11 ~~Dangerous weapons for the purposes of this policy shall include, but are not limited to, a firearm or~~
12 ~~anything manifestly designed, made, or adapted for the purpose of inflicting death or serious bodily~~
13 ~~injury or anything that in the manner of its use or intended use is capable of causing death or serious~~
14 ~~bodily injury.²~~

15 ~~Violators of this section shall be subject to suspension and/or expulsion from school.~~

16 ~~In accordance with state law, any student who brings to school or is in unauthorized possession of a~~
17 ~~firearm on school property shall be expelled for a period of not less than one (1) calendar year. The~~
18 ~~Director of Schools shall have the authority to modify this expulsion requirement on a case by case~~
19 ~~basis.⁴~~

20 ~~VANDALISM OF SCHOOL PROPERTY OVER \$500~~

21 ~~Any student who commits vandalism of school property which results in the student being criminally~~
22 ~~charged with vandalism over \$500 pursuant to TCA 39-14-408 shall be expelled for a period of not~~
23 ~~less than one (1) calendar year. The Director of Schools shall have the authority to modify this~~
24 ~~expulsion requirement on a case by case basis.⁴~~

25 ~~OTHER OFFENSES~~

26 ~~Any student who makes bomb threats, commits sexual misconduct that results in the student being~~
27 ~~criminally charged with sexual battery, sexual assault, indecent exposure, rape or aggravated sexual~~
28 ~~battery, shall be expelled for a period of not less than one (1) calendar year. The Director of Schools~~
29 ~~shall have the authority to modify this expulsion requirement on a case by case basis.⁴~~

30 ~~NOTIFICATION~~

31 ~~When it is determined that a student has violated this policy, the principal of the school shall notify the~~
32 ~~student's parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by~~
33 ~~law.⁷~~

Legal References

1. TCA 39-17-1309
2. TCA 39-11-106(a)(5)
3. 18 USCA § 921; 20 USCA § 7961(b)(3)
4. TCA 49-6-3401(g)
5. TCA 39-13-102
6. TCA 39-13-101(a)(1)
7. TCA 49-6-4209; TCA 39-17-1312

Cross References

- Drug-Free Schools 6.307
- Discipline Procedures 6.313
- Suspension/Expulsion/Remand 6.316

DRAFT

Rutherford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Use of Personal Communication Devices and Electronic Devices	Descriptor Code: 6.312	Issued Date: Click here to enter a date.
		Rescinds: 6.312	Issued: 11/29/12

DEFINITIONS

A “personal communication device” (PCD) is a device that emits an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication to the possessor.

A “personal electronic device” is a device that can be used as a camera, a recorder, a video/sound player, or any such item that electronically transmits or receives a signal, image, sound file, data file or message.

PCDs and personal electronic devices include, but are not limited to, cell phones, tablets, gaming devices, laptops, mp3 players, cameras, wearable technology such as eyeglasses, rings or watches that can record, live stream or interact with wireless technology on school property.

“Use” means interacting, displaying, engaging with, holding, or operating a PCD and/or personal electronic device. Use shall include the device ringing, vibrating, beeping, or causing any type of disruption. Use shall also include passively recording, filming, streaming, broadcasting, or AirDropping, or Quick Sharing.

GENERAL

~~Use shall include the device ringing, vibrating, beeping or causing any type of disruption.~~

Students may possess **PCDs and personal electronic devices** ~~personal communication devices, portable gaming devices and personal electronic devices including but not limited to, cell phones, laptops, tablets, mp3 players, cameras, wearable technology such as eye glasses, rings or watches that have the capability to record, live stream or interact with wireless technology on school property~~ so long as such devices are turned off and stored in backpacks, purses or personal carry-alls. ~~A teacher may grant permission for the use of these devices to assist with instruction in his/her classroom and to integrate these devices into their course work. The principal or his/her designee may also grant a student permission to use such a device at his/her discretion.~~ Use of the devices during instructional time is generally forbidden unless the principal and/or the principal’s designee grants permission. Acceptable grounds to grant permission include, but are not limited to:

- (1) Incorporation of PCDs and personal electronic devices into an academic lesson;
- (2) Emergency communication needs;
- (3) Accommodation for a student with a disability;
- (4) Accommodating a student who is on active duty as a member of a volunteer firefighting organization or volunteer emergency medical service organization, with written parent/guardian permission.

1 ~~A student who is on active duty as a member of a volunteer fire fighting organization or a volunteer~~
2 ~~emergency medical service organization may request written permission from the school's principal to~~
3 ~~possess a personal communication device. In order to obtain written permission, a minor student must~~
4 ~~have secured signed consent from one of his/her parents or legal guardian(s).~~

5 Students may use cellular telephones **devices** while attending afterschool activities **as appropriate**.

6 Students must adhere to the Rutherford County Board of Education's Acceptable Use Policy when using
7 **PCDs and personal electronic devices** as permitted in this policy. ~~Unauthorized use or improper storage~~
8 ~~of a device will result in confiscation of the device and appropriate disciplinary action.~~

9 **MISUSE**

10 Possession of **PCDs and/or personal electronic devices** under the circumstances set forth in this policy
11 is a privilege which may be forfeited by a student who fails to abide by the terms of this policy.

12 ~~A person who discovers a student using, accessing, or displaying a personal communication device~~ **PCDs**
13 **and/or personal electronic devices** in violation of this policy shall report the violation to the principal.
14 ~~The device will be confiscated.~~ Any student who possesses a personal communication device in violation
15 of this policy is subject to disciplinary action **as determined by the principal and/or the principal's**
16 **designee subject to the limitations of this policy.** Continued violation of this policy may result in loss of
17 the privilege to bring PCDs and/or personal electronic devices on school grounds. Additionally, students
18 may lose PCD and/or personal electronic device privileges for any policy violation that is related to or
19 is the result of the use of a PCD and/or personal electronic device whether or not the PCD and/or personal
20 electronic device was used within the parameters of this policy.

21 **Schools shall include clear expectations and consequences for violations consistent with this policy in**
22 **the school's student handbook/rules.**

23 **CONFISCATION**

24 **PCDs and/or personal electronic devices may be confiscated only as a last resort. School staff should**
25 **make every attempt to gain compliance from the student utilizing other means of correction in lieu of**
26 **confiscation.**

27 **If a student has repeatedly violated policy despite other forms of discipline and has brought a device**
28 **despite a revocation of that privilege, or if the student creates an emergency or especially serious**
29 **disruption with the device, the device may be confiscated by a principal or an assistant principal. The**
30 **device should be logged immediately upon confiscation and locked in a secure place in the principal or**
31 **assistant principal's office. The parent/guardian should be notified as soon as possible to allow the**
32 **parent/guardian to retrieve the device at the end of the same school day. If a parent/guardian is unable to**
33 **retrieve the device that same day, the device may be held until the parent/guardian is able to make**
34 **arrangements to pick up the device. Under no circumstances should a PCD or personal electronic device**
35 **be held longer than a school day absent a parent/guardian's inability to retrieve it the day it was**
36 **confiscated. School staff will not be responsible for making arrangements with families outside of school**
37 **days and hours for pick-up.**

1 PCD and/or personal electronic device may also be temporarily confiscated for search if the school has
2 adequate and legal grounds to do so. If no evidence of illegal or inappropriate activity is found, the device
3 should be immediately returned. If evidence of illegal or inappropriate activity is found, the device may
4 be turned over to law enforcement, if appropriate, or picked up by a parent/guardian at the end of that
5 same school day.

6 The Rutherford County Board of Education, its schools, nor its employees assume no responsibility or
7 liability for the loss or damage to any student's personal communication device, or for the unauthorized
8 use of a student's personal communication device.

9 **INAPPROPRIATE USE OF PCD AND/OR ELECTRONIC DEVICES**

10 In addition to the parameters established above, use of a PCD or other electronic device to bully, harass
11 or intimidate others will be subject to related disciplinary action. Using a PCD or other electronic device
12 for any illicit activity including but not limited to take, disseminate, transfer, or share obscene,
13 pornographic, lewd, or otherwise illegal images, photographs, or similar material whether by electronic
14 data transfer or otherwise may constitute a crime under State and/or Federal law. Any student taking,
15 disseminating, transferring, possessing or sharing obscene, pornographic, lewd, illegal, or otherwise
16 inappropriate images or photographs of other students or any other individual, particularly underage, at
17 school, on a school bus or while attending any school event or activity will be subject to the disciplinary
18 procedures of the school district and reported to law enforcement and other appropriate State or Federal
19 agencies.

Rutherford County Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Special Education Students	Descriptor Code: 6.500	Issued Date: 07/28/10
		Rescinds:	Issued:

1 ~~All disabled~~ **Special education** students between the ages of three and twenty-one (inclusive) shall
2 receive the benefit of a free appropriate public education. ~~This provides the assurance that~~ These students
3 will be educated with ~~non-disabled~~ **general** student **population** to the maximum extent appropriate and
4 should be placed in separate or special classes only when the severity of the disabled is such that
5 education in regular classes cannot be achieved satisfactorily.¹

6 Eligibility standards and options of service for special education services will be based upon the criteria
7 ~~for disabling conditions~~ specified in Rules, Regulations, and Minimum Standards, Tennessee State
8 Board of Education.²

9 Students receiving special education services shall not be restrained, except as permitted by law.³ **The**
10 **Director of Schools shall develop administrative procedures to govern the following:**

- 11 **1. Personnel authorized to use isolation and restraint;**
- 12
- 13 **2. Training requirements for personnel working with special education students; and**
- 14
- 15 **3. Incident reporting procedures.⁴**

Legal References:

1. TCA 49-10-102; TCA 49-10-103
2. TRR/MS 0520-1-9-.06 &.07
3. TCA 49-10-1301, *et seq.*, TRR/MS 0520-1-9-.23

Rutherford County Schools
Proposed New Nursing Pay Scale
Beginning July 1, 2021

	Entry <1 year	Step 1 1-5 years	Step 2 6-10 years	Step 3 11-15 years	Step 4 16+ Years		
RN School Nurse	40,000.00	41,000.00	42,500.00	44,100.00	44,500.00		
Nurse Supervisor (BSN or Masters)	42,000.00	43,000.00	44,500.00	46,100.00	46,500.00		

	Step 1 0-2 years	Step 2 3-5 years	Step 3 6-9 years	Step 4 10-14 years	Step 5 15-19 years	Step 6 20-24 years	Step 7 25 and over
LPN (Classified Skill Level 4) hourly	16.75	17.59	18.43	19.27	20.11	20.94	21.78
Salary	26,807.36	28,148.00	29,488.16	30,828.64	32,169.12	33,509.44	34,849.76
Sub Nurse (PRN)- RN	30.00	30.00	30.00	30.00	30.00	30.00	30.00
Sub Nurse (PRN)-LPN	18.00	18.00	18.00	18.00	18.00	18.00	18.00

RN and LPN based on 200 day

Nurse supervisor and summer school nurses are on 11 month and will receive additional 20 days pay

Rutherford County Schools			Draft	
School Nutrition Fund 143				
		2020/21	2021/22	Increase
Func_obj	Description	Budget	Budget	(Decrease)
43521	Lunch payments-children	6,239,085.00	6,300,000.00	60,915.00
43522	Lunch payments-adults	207,239.00	210,000.00	2,761.00
43523	Breakfast pmts - children	574,018.00	575,000.00	982.00
43524	Breakfast pmts - adults		-	
43525	A la carte sales	683,400.00	725,000.00	41,600.00
43990	Other Charges for Services	-	-	-
44110	Investment income	20,000.00	20,000.00	-
44170	Misc. refunds (rebates)	-	-	-
44530	Sale of Equipment	-	-	-
44570	Contributions & gifts	-	-	-
46520	State school food service	176,460.00	180,000.00	3,540.00
46990	Other state revenues			
47111	USDA reimb. - lunch	8,536,482.00	9,000,000.00	463,518.00
47112	USDA - commodities	900,000.00	1,552,000.00	652,000.00
47113	USDA reimb. - breakfast	2,481,354.00	2,500,000.00	18,646.00
47114	USDA reimb. - Other	60,000.00	60,000.00	-
47590	Other Federal Through State	-	-	-
49700	Insurance recovery	-	-	-
49800	Transfers In	1,500,000.00	-	(1,500,000.00)
	Revenue	21,378,038	21,122,000.00	(256,038.00)
73100-105	Supervisor/Director	163,348.00	168,248.00	4,900.00
73100-119	Bookkeepers	102,250.00	105,318.00	3,068.00
73100-165	Cafeteria Personnel	7,814,016.00	8,048,500.00	234,484.00
73100-189	Other Salaries & Wages	279,531.00	287,917.00	8,386.00
	Labor	8,359,145	8,609,983	250,838.00
73100-201	Social Security	522,584.00	533,818.95	11,234.95
73100-204	State Retirement	400,000.00	415,000.00	15,000.00
73100-206	Life Insurance	5,000.00	5,100.00	100.00
73100-207	Medical Insurance	1,200,000.00	1,200,000.00	-
73100-210	Unemployment Comp	12,240.00	15,000.00	2,760.00
73100-212	Employer Medicare	122,217.00	124,844.75	2,627.75
73100-299	Long Term Disability	7,650.00	7,700.00	50.00
72310-513	Workers' Comp Insur	54,300.00	56,000.00	1,700.00
	Benefits	2,323,991	2,357,463.70	33,472.70
73100-307	Communication	-	-	
73100-336	Maint. & repair serv. - equip.	50,000.00	50,000.00	-
99100-590	Maint. thru BOE (transfers)	20,000.00	20,000.00	-
73100-348	Postage	2,500.00	2,500.00	-
73100-354	Transport.-commodity delivery	150,000.00	150,000.00	-
73100-355	Travel	20,000.00	18,000.00	(2,000.00)
73100-399	Other Contracted Services	500,000.00	500,000.00	-
73100-421	Food Preparation Supplies	1,000,000.00	1,100,000.00	100,000.00
73100-422	Food Supplies	7,500,000.00	7,700,000.00	200,000.00
73100-435	Office Supplies	25,000.00	25,000.00	-
73100-451	Uniforms	14,280.00	14,280.00	-
73100-469	USDA - commodities	900,000.00	1,000,000.00	100,000.00
73100-499	Other Supplies & Materials	225,000.00	170,000.00	(55,000.00)
73100-524	In-service/Staff Devel	32,000.00	32,000.00	-
73100-599	Other charges	20,350.00	20,350.00	-
72310-305	Audit Services	15,000.00	16,000.00	1,000.00
	Operating Expenditures	10,474,130	10,818,130.00	344,000.00
73100-710	Equipment	200,000.00	20,000.00	(180,000.00)
	Total Expenditures	21,357,266	21,805,576.70	448,310.70
	Net Income	20,772	(683,576.70)	(704,348.70)

Rutherford County Schools		
2021/22 Fund 177 Budget		3/30/2021
Major Capital Projects		7.5 cents
		estimate
		2021/22
		Budget
Revenues:		
40110	Current Property Tax	7,457,247
40120	Trustee's Collect. - Prior Year	64,200
40130	Clerk & Master Collections	40,000
40140	Interest & Penalty	13,520
40150	Pick-Up Taxes	8,450
40161	Pay in Lieu of Taxes - TVA	500
40162	Pay in Lieu of Taxes - Local Utilities	
Total County Property Taxes		7,583,917
40270	Business Tax	150,000
Total Local Taxes		7,733,917
Total Revenue & Operating Transfers		7,733,917
72310-510	Trustee's Commission:	
	Property Tax	168,000
		168,000
91300	Education Capital Projects	
304	Architects	
321	Engineering Services	
335	Maint. & Repair Serv. - Bldgs.	7,565,917
399	Other Contracted Services	
711	Furniture & Fixtures	
722	Regular Instruction Equipment	
790	Other Equipment (for Safety Items)	-
91300	Education Capital Projects	7,565,917
Total Expenditures		7,733,917

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
71100 - Reg Education Prg - Elem/Sec										
116 Teachers-reg ed	158,621,102	2,775.1	153,763,427	2,752.1	4,857,675	3.2%	23.0	0.8%	145,692,031	2,684.1
117 Career Ladder Program	300,000		300,000		0	0.0%			245,232	
163 EA's (incl. ESL)	5,457,796	255.4	5,256,740	247.4	201,056	3.8%	8.0	3.2%	4,792,123	249.8
189 ROTC & Other Supp.	1,715,661	20.0	1,592,724	20.0	122,937	7.7%			1,563,955	20.0
Labor subtotal	166,094,559	3,050.6	160,912,891	3,019.6	5,181,668	3.2%	31.0	1.0%	152,293,340	2,953.9
201 Social Security	10,048,399		9,737,294		311,105	3.2%			9,102,206	
204 State Retirement - Legacy	15,473,267		14,804,194		669,073	4.5%			14,661,847	
206 Life Insurance	68,443		104,944		-36,501	-34.8%			88,325	
207 Medical Insurance	27,920,924		28,307,703		-386,779	-1.4%			25,676,922	
210 Unemployment Comp	76,000		76,000		0	0.0%			61,097	
212 Employer Medicare	2,358,478		2,285,375		73,103	3.2%			2,130,764	
217 State Retirement - Hybrid	900,000		1,050,110		-150,110	-14.3%			737,193	
299 Other Fringe Benefits	382,511		366,935		15,576	4.2%			280,227	
PR taxes & benefits subtotal	57,228,022		56,732,555		495,467	0.9%			52,738,582	
312 Contracts w/ Oth Agencies	91,000		91,000		0	0.0%			123,612	
336 Maint & Repair Serv-Equip	39,500		39,500		0	0.0%			3,642	
369 Subs. - Certified	661,402		599,987		61,415	10.2%			238,331	
370 Subs. - Non-Cert.	1,944,000		1,723,910		220,090	12.8%			1,367,574	
399 Other Contracted Services	60,085		60,085		0	0.0%			90,994	
429 Instructional Supp & Mat	3,114,325		2,966,170		148,155	5.0%			2,607,833	
449 Textbooks - bound	1,777,300		5,285,604		-3,508,304	-66.4%			7,951,487	
471 Software	1,012,518		832,031		180,487	21.7%			1,080,779	
499 Other Supplies & Materials	30,600		31,300		-700	-2.2%			188,569	
535 Fee Waiver	65,000		65,000		0	0.0%			55,338	
599 Other Charges	366,000		442,000		-76,000	-17.2%			187,795	
Other expenditures subtotal	9,161,730		12,136,587		-2,974,857	-24.5%			13,895,953	
722 Instruction Equipment	3,541,130		3,638,717		-97,587	-2.7%			3,038,769	
Equipment subtotal	3,541,130		3,638,717		-97,587	-2.7%			3,038,769	
71100 - Total	236,025,441	3,050.6	233,420,750	3,019.6	2,604,691	1.1%	31.0	1.0%	221,966,644	2,953.9

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
71150 - Alternative Instruction										
116 Teachers	1,677,471	27.5	1,617,393	27.5	60,078	3.7%			1,582,344	27.5
117 Career Ladder Program	7,000		7,000		0	0.0%			4,498	
163 Educational Assistants	130,143	6.0	125,766	6.0	4,377	3.5%			161,480	6.0
Labor subtotal	1,814,614	33.5	1,750,159	33.5	64,455	3.7%			1,748,323	33.5
201 Social Security	109,795		105,921		3,874	3.7%			104,751	
204 State Retirement - Legacy	172,313		164,364		7,949	4.8%			175,389	
206 Life Insurance	761		1,141		-380	-33.3%			1,076	
207 Medical Insurance	312,402		310,272		2,130	0.7%			289,226	
210 Unemployment Comp	4,000		4,000		0	0.0%				
212 Employer Medicare	25,770		24,860		910	3.7%			24,498	
217 State Retirement - Hybrid	7,000		8,579		-1,579	-18.4%			4,853	
299 Other Fringe Benefits	4,157		3,969		188	4.7%			3,277	
PR taxes & benefits subtotal	636,198		623,107		13,091	2.1%			603,070	
369 Subs. - Certified	1,190		5,614		-4,424	-78.8%			935	
370 Subs. - Non-Cert.	24,840		15,081		9,759	64.7%			20,710	
399 Other Contracted Services	6,000		6,000		0	0.0%			3,786	
429 Instructional Supp & Mat	39,500		39,500		0	0.0%			17,642	
499 Other Supplies & Materials					0	0.0%				
Other expenditures subtotal	71,530		66,195		5,335	8.1%			43,073	
790 Other Equipment	4,000		4,000		0	0.0%			377	
Equipment subtotal	4,000		4,000		0	0.0%			377	
71150 - Total	2,526,342	33.5	2,443,461	33.5	82,881	3.4%			2,394,843	33.5

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
71200 - Special Education Prg - Elem/Sec										
116 Teachers-spec ed	15,386,945	277.0	14,587,320	268.0	799,625	5.5%	9.0	3.4%	13,552,339	263.0
117 Career Ladder Program	43,000		43,000		0	0.0%			30,077	
128 Homebound teachers-spec ed			49,000		-49,000	-100.0%				
163 Educational assistants-spec ed	7,066,685	335.0	6,560,438	320.0	506,247	7.7%	15.0	4.7%	6,123,199	308.0
171 Speech & Lang.	2,028,103	33.5	1,972,945	33.5	55,158	2.8%			1,897,909	33.5
189 Sign language interpreters	227,026	6.4	270,532	6.4	-43,506	-16.1%			293,176	8.4
Labor subtotal	24,751,759	651.9	23,483,235	627.9	1,268,524	5.4%	24.0	3.8%	21,896,701	612.9
201 Social Security	1,497,547		1,421,148		76,399	5.4%			1,294,685	
204 State Retirement - Legacy	2,336,116		2,193,372		142,744	6.5%			2,131,930	
206 Life Insurance	14,349		22,148		-7,799	-35.2%			18,406	
207 Medical Insurance	5,302,578		5,392,780		-90,202	-1.7%			4,731,698	
210 Unemployment Comp	17,000		17,000		0	0.0%			19,052	
212 Employer Medicare	351,489		333,545		17,944	5.4%			303,290	
217 State Retirement - Hybrid	125,000		141,166		-16,166	-11.5%			83,577	
299 Other Fringe Benefits	56,830		53,380		3,450	6.5%			42,843	
PR taxes & benefits subtotal	9,700,909		9,574,539		126,370	1.3%			8,625,480	
312 Contracts w/ Oth Agencies	1,708,575		1,619,191		89,384	5.5%			1,181,846	
322 Evaluation & Testing	107,077		107,077		0	0.0%			81,160	
336 Maint & Repair Serv-Equip	5,000		5,000		0	0.0%			80	
369 Subs. - Certified	110,194		99,962		10,232	10.2%			50,120	
370 Subs. - Non-Cert.	330,804		310,007		20,797	6.7%			272,748	
399 Other Contracted Services	30,000		30,000		0	0.0%			974	
429 Instructional Supp & Mat	212,600		209,008		3,592	1.7%			98,331	
449 Textbooks - bound	51,799		75,075		-23,276	-31.0%			24,244	
471 Software					0	0.0%				
499 Other Supplies & Materials	57,929		51,542		6,387	12.4%			38,288	
595 BEP - IEA Payments	112,500		110,000		2,500	2.3%			100,894	
599 Other Charges	15,015		15,015		0	0.0%			217	
Other expenditures subtotal	2,741,493		2,631,877		109,616	4.2%			1,848,902	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
725 Special Education Equip	86,000		86,000		0	0.0%			13,894	
Equipment subtotal	86,000		86,000		0	0.0%			13,894	
71200 - Total	37,280,161	<i>651.9</i>	35,775,651	<i>627.9</i>	1,504,510	4.2%	<i>24.0</i>	<i>3.8%</i>	32,384,977	<i>612.9</i>

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
71300 - Career and Tech Education										
116 Teachers-vocational	10,307,144	179.0	9,753,498	174.0	553,646	5.7%	5.0	2.9%	8,918,346	174.0
117 Career Ladder Program	13,000		13,000		0	0.0%			6,680	
162 Clerical Personnel	243,756	8.0	235,363	8.0	8,393	3.6%			226,630	8.0
163 Educational assistants-voc	23,711	1.0	25,487	1.0	-1,776	-7.0%			22,273	1.0
Labor subtotal	10,587,611	188.0	10,027,348	183.0	560,263	5.6%	5.0	2.7%	9,173,929	183.0
201 Social Security	640,622		606,873		33,749	5.6%			546,490	
204 State Retirement - Legacy	976,583		912,014		64,569	7.1%			867,864	
206 Life Insurance	4,981		8,530		-3,549	-41.6%			5,046	
207 Medical Insurance	2,077,761		2,288,232		-210,471	-9.2%			1,638,595	
210 Unemployment Comp	10,000		10,000		0	0.0%			8,370	
212 Employer Medicare	150,359		142,432		7,927	5.6%			127,797	
217 State Retirement - Hybrid	65,000		74,522		-9,522	-12.8%			54,561	
299 Other Fringe Benefits	24,244		22,728		1,516	6.7%			16,773	
PR taxes & benefits subtotal	3,949,550		4,065,331		-115,781	-2.8%			3,265,495	
336 Maint & Repair Serv-Equip	73,200		57,600		15,600	27.1%			79,360	
369 Subs. - Certified	72,709		65,958		6,751	10.2%			16,996	
370 Subs. - Non-Cert.	202,716		189,972		12,744	6.7%			156,118	
399 Other Contracted Services	53,640		63,640		-10,000	-15.7%			39,495	
429 Instructional Supp & Mat	485,698		472,002		13,696	2.9%			290,662	
448 T&I Construction Materials	90,000		90,000		0	0.0%			26,107	
449 Textbooks - bound	219,000		218,600		400	0.2%			246,015	
471 Software					0	0.0%				
499 Other Supplies & Materials	319,960		228,110		91,850	40.3%			91,734	
Other expenditures subtotal	1,516,923		1,385,882		131,041	9.5%			946,487	
730 Vocational Instruct Equip	467,680		512,640		-44,960	-8.8%			314,297	
Equipment subtotal	467,680		512,640		-44,960	-8.8%			314,297	
71300 - Total	16,521,764	188.0	15,991,201	183.0	530,563	3.3%	5.0	2.7%	13,700,208	183.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72110 - Attendance										
105 Supervisor/Director-attend	109,717	1.0	107,586	1.0	2,131	2.0%			117,952	1.0
117 Career Ladder Program	4,500		4,500		0	0.0%			4,100	
130 Teachers-attendance	328,814	4.5	282,413	4.0	46,401	16.4%	0.5	12.5%	278,065	4.0
162 Clerical Personnel	162,915	3.5	138,849	3.0	24,066	17.3%	0.5	16.7%	119,663	3.0
189 Zoning & EIS Staff	70,567	1.0	70,926	1.0	-359	-0.5%			68,510	1.0
196 In-service Training					0	0.0%				
Labor subtotal	676,513	10.0	604,274	9.0	72,239	12.0%	1.0	11.1%	588,290	9.0
201 Social Security	40,935		36,574		4,361	11.9%			31,801	
204 State Retirement - Legacy	65,262		60,222		5,040	8.4%			53,879	
206 Life Insurance	268		342		-74	-21.6%			234	
207 Medical Insurance	97,527		89,816		7,711	8.6%			78,867	
212 Employer Medicare	9,608		8,584		1,024	11.9%			8,301	
217 State Retirement - Hybrid					0	0.0%				
299 Other Fringe Benefits	1,546		1,365		181	13.3%			912	
PR taxes & benefits subtotal	215,146		196,904		18,242	9.3%			173,993	
355 Travel	7,840		6,199		1,641	26.5%			914	
399 Other Contracted Services	275,647		225,571		50,076	22.2%			218,240	
499 Other Supplies & Materials	11,000		11,000		0	0.0%			8,419	
524 In-service/Staff Devel.	4,000		4,000		0	0.0%			670	
599 Other Charges	2,000		2,000		0	0.0%				
Other expenditures subtotal	300,487		248,770		51,717	20.8%			228,244	
704 Attend & Health Equip	4,075		4,075		0	0.0%				
Equipment subtotal	4,075		4,075		0	0.0%				
72110 - Total	1,196,221	10.0	1,054,023	9.0	142,198	13.5%	1.0	11.1%	990,527	9.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72120 - Health Services										
105 Supervisor/Director	152,808	2.0	151,373	2.0	1,435	0.9%			148,357	2.0
131 Medical personnel-health serv	3,149,582	55.0	2,722,883	55.0	426,699	15.7%			3,052,851	54.0
189 Other Salaries & Wages	82,120	2.0	419,601	1.0	-337,481	-80.4%	1.0	100.0%	558,317	11.0
Labor subtotal	3,384,510	59.0	3,293,857	58.0	90,653	2.8%	1.0	1.7%	3,759,525	67.0
201 Social Security	204,763		218,276		-13,513	-6.2%			224,352	
204 State Retirement - Legacy	318,866		341,594		-22,728	-6.7%			335,433	
206 Life Insurance	1,474		2,281		-807	-35.4%			1,942	
207 Medical Insurance	626,083		521,397		104,686	20.1%			573,133	
210 Unemployment Comp					0	0.0%			2,069	
212 Employer Medicare	48,060		51,243		-3,183	-6.2%			52,470	
217 State Retirement - Hybrid	25,000		25,557		-557	-2.2%			16,335	
299 Other Fringe Benefits	7,784		8,868		-1,084	-12.2%			6,448	
PR taxes & benefits subtotal	1,232,030		1,169,216		62,814	5.4%			1,212,182	
355 Travel	17,201		17,201		0	0.0%			11,465	
399 Other Contracted Services	28,240		26,290		1,950	7.4%			19,671	
413 Drugs & Medical Supplies	9,550		9,550		0	0.0%			20,788	
499 Other Supplies & Materials	71,287		71,287		0	0.0%			50,090	
524 In-service/Staff Devel.	9,000		9,000		0	0.0%			8,759	
599 Other Charges	3,750		3,750		0	0.0%				
Other expenditures subtotal	139,028		137,078		1,950	1.4%			110,773	
735 Health Equipment	45,252		45,252		0	0.0%			56,205	
Equipment subtotal	45,252		45,252		0	0.0%			56,205	
72120 - Total	4,800,820	59.0	4,645,403	58.0	155,417	3.3%	1.0	1.7%	5,138,685	67.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72130 - Other Student Support										
105 Supervisor/Director		0.0	0	0.0	0	0.0%			107,750	2.5
117 Career Ladder Program	21,000		21,000		0	0.0%			16,633	
123 School Counselors	6,435,688	109.0	6,146,828	107.0	288,860	4.7%	2.0	1.9%	5,707,122	103.0
124 School Psychologists	174,699	2.7	202,193	2.7	-27,494	-13.6%			133,000	2.0
127 Career Ladder Ext Contract	2,000		2,000		0	0.0%			2,000	
130 Social Workers	152,677	3.0	147,905	3.0	4,772	3.2%			142,285	3.0
162 Guidance clerks	335,434	10.5	331,322	10.5	4,112	1.2%			329,924	10.5
163 Educational Assistants	42,385	2.0	142,812	2.0	-100,427	-70.3%			33,472	2.0
168	0	0.0		0.0	0	0.0%				0.0
171 Speech & Lang.			68,175		-68,175	-100.0%				
189 Other Salaries & Wages	2,139,425	36.0	2,024,117	35.5	115,308	5.7%	0.5	1.4%	1,679,985	28.0
Labor subtotal	9,303,308	163.2	9,086,352	160.7	216,956	2.4%	2.5	1.6%	8,152,170	151.0
201 Social Security	563,020		550,283		12,737	2.3%			486,182	
204 State Retirement - Legacy	870,577		847,371		23,206	2.7%			781,585	
206 Life Insurance	3,580		5,452		-1,872	-34.3%			4,478	
207 Medical Insurance	1,395,481		1,548,148		-152,667	-9.9%			1,315,194	
210 Unemployment Comp	3,000		3,000		0	0.0%			1,774	
212 Employer Medicare	132,141		129,137		3,004	2.3%			114,318	
217 State Retirement - Hybrid	50,000		52,847		-2,847	-5.4%			39,725	
299 Other Fringe Benefits	21,137		20,043		1,094	5.5%			14,584	
PR taxes & benefits subtotal	3,038,936		3,156,282		-117,346	-3.7%			2,757,840	
309 Contracts w/ Gov. Agencies	338,000		317,000		21,000	6.6%			342,970	
322 Evaluation & Testing	265,078		319,778		-54,700	-17.1%			263,894	
355 Travel	26,225		25,725		500	1.9%			12,795	
369 Subs. - Certified	11,900		11,983		-83	-0.7%			7,208	
370 Subs. - Non-Cert.	49,680		29,959		19,721	65.8%			44,195	
399 Other Contracted Services	69,740		69,740		0	0.0%			79,178	
471 Software			145,000		-145,000	-100.0%				
499 Other Supplies & Materials	31,600		31,200		400	1.3%			28,029	
524 In-service/Staff Devel.	11,960		11,960		0	0.0%			14,583	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
Other expenditures subtotal	804,183		962,345		-158,162	-16.4%			792,852	
790 Other Equipment	5,000		5,000		0	0.0%			468,466	
Equipment subtotal	5,000		5,000		0	0.0%			468,466	
72130 - Total	13,151,427	<i>163.2</i>	13,209,979	<i>160.7</i>	-58,552	-0.4%	<i>2.5</i>	<i>1.6%</i>	12,171,327	<i>151.0</i>

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72210 - Regular Instruction Program										
105 Sup/Dir-reg ed admin	890,153	8.6	888,489	8.6	1,664	0.2%			892,867	8.6
117 Career Ladder Program	43,000		43,000		0	0.0%			28,853	
127 Career Ladder Ext Contract	2,000		2,000		0	0.0%				
129 Media Specialists	3,557,570	58.0	3,436,996	57.0	120,574	3.5%	1.0	1.8%	3,339,538	57.0
132 Materials Supervisor	54,885	1.0	55,165	1.0	-280	-0.5%			53,285	1.0
138 Instruc Computer Personnel	301,469	3.3	307,688	3.3	-6,219	-2.0%			2,475,976	39.3
161 Secretaries reg ed admin	86,843	2.0	85,157	2.0	1,686	2.0%			84,797	2.0
162 Teacher ctr EA's	62,706	1.5	100,460	2.5	-37,754	-37.6%	-1.0	-40.0%	96,060	2.5
163 Library EA's	784,931	33.7	760,533	33.8	24,398	3.2%	-0.1	-0.4%	708,094	33.8
189 Specialists and materials ctr staff	1,802,871	24.7	1,616,263	22.7	186,608	11.5%	2.0	8.8%	1,516,938	21.4
196 In-service Training	13,900		13,900		0	0.0%				
Labor subtotal	7,600,328	132.8	7,309,651	130.9	290,677	4.0%	1.9	1.4%	9,196,407	165.7
201 Social Security	459,909		441,313		18,596	4.2%			545,019	
204 State Retirement - Legacy	726,345		693,095		33,250	4.8%			926,028	
206 Life Insurance	3,074		4,580		-1,506	-32.9%			4,830	
207 Medical Insurance	1,349,045		1,354,255		-5,210	-0.4%			1,546,469	
210 Unemployment Comp	1,000		1,000		0	0.0%			550	
212 Employer Medicare	107,944		103,572		4,372	4.2%			128,643	
217 State Retirement - Hybrid	15,000		18,355		-3,355	-18.3%			12,625	
299 Other Fringe Benefits	17,345		16,312		1,033	6.3%			16,645	
PR taxes & benefits subtotal	2,679,662		2,632,483		47,179	1.8%			3,180,809	
336 Maint & Repair Serv-Equip	1,500		1,500		0	0.0%				
348 Postal Charges			25		-25	-100.0%				
355 Travel	60,608		60,908		-300	-0.5%			35,993	
369 Subs. - Certified	5,950		7,557		-1,607	-21.3%			3,301	
370 Subs. - Non-Cert.	38,016		29,655		8,361	28.2%			32,650	
399 Other Contracted Services	75,647		126,147		-50,500	-40.0%			52,491	
432 Library Books	228,000		204,500		23,500	11.5%			223,845	
471 Software					0	0.0%			115,000	
499 Other Supplies & Materials	172,208		170,508		1,700	1.0%			100,690	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22</i> <i>Positions</i>	2020/21 Budget	<i>2020/21</i> <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position</i> <i>Increase</i>	<i>Position</i> <i>% Inc</i>	2019/20 Actual	<i>2019/20</i> <i>Positions</i>
524 In-service/Staff Devel.	242,000		247,000		-5,000	-2.0%			195,670	
Other expenditures subtotal	823,929		847,800		-23,871	-2.8%			759,641	
790 Other Equipment	39,341		649,281		-609,940	-93.9%			16,045	
Equipment subtotal	39,341		649,281		-609,940	-93.9%			16,045	
72210 - Total	11,143,260	<i>132.8</i>	11,439,215	<i>130.9</i>	-295,955	-2.6%	<i>1.9</i>	<i>1.4%</i>	13,152,902	<i>165.7</i>

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72215 - Alternative Instruc. Prgm.										
105 Supervisor/Director	206,922	2.0	202,966	2.0	3,956	1.9%			200,955	2.0
117 Career Ladder Program	6,000		6,000		0	0.0%			4,500	
123 School Counselors	139,305	2.0	135,771	2.0	3,534	2.6%			134,425	2.0
129 Media Specialists	56,880	1.0	57,614	1.0	-734	-1.3%	0.0	0.0%	55,309	1.0
162 Clerical Personnel	68,555	2.0	67,224	2.0	1,331	2.0%			63,693	2.0
189 Other Salaries & Wages	311,200	5.0	312,833	5.0	-1,633	-0.5%			307,057	5.0
Labor subtotal	788,862	12.0	782,408	12.0	6,454	0.8%			765,939	12.0
201 Social Security	47,735		47,356		379	0.8%			46,142	
204 State Retirement - Legacy	78,197		77,571		626	0.8%			80,531	
206 Life Insurance	264		410		-146	-35.6%			365	
207 Medical Insurance	98,912		99,753		-841	-0.8%			97,423	
212 Employer Medicare	11,204		11,113		91	0.8%			10,791	
217 State Retirement - Hybrid					0	0.0%				
299 Other Fringe Benefits	1,801		1,768		33	1.9%			1,354	
PR taxes & benefits subtotal	238,113		237,971		142	0.1%			236,607	
369 Subs. - Certified	2,499		972		1,527	157.1%			1,761	
370 Subs. - Non-Cert.	3,780		1,013		2,767	273.1%			2,973	
399 Other Contracted Services					0	0.0%				
432 Library Books	2,000		2,000		0	0.0%				
499 Other Supplies & Materials	6,400		6,400		0	0.0%			9,995	
524 In-service/Staff Devel.	2,000		2,000		0	0.0%				
Other expenditures subtotal	16,679		12,385		4,294	34.7%			14,728	
790 Other Equipment	6,000		6,000		0	0.0%			18	
Equipment subtotal	6,000		6,000		0	0.0%			18	
72215 - Total	1,049,654	12.0	1,038,764	12.0	10,890	1.0%			1,017,292	12.0

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	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72220 - Special Education Program										
105 Sup/Dir-spec ed admin	98,948	1.0	97,027	1.0	1,921	2.0%			96,066	1.0
117 Career Ladder Program	9,000		9,000		0	0.0%			5,695	
124 School Psychologists	721,592	10.0	703,966	10.0	17,626	2.5%			667,835	10.0
131 Medical Personnel	677,827	12.0	600,675	12.0	77,152	12.8%				0.0
162 Clerical staff-spec ed admin	123,645	3.0	79,674	2.0	43,971	55.2%	1.0	50.0%	79,339	2.0
189 Other Salaries & Wages	52,821	0.7	129,558	0.7	-76,737	-59.2%	0.0	0.0%	51,282	0.7
196 In-service Training	6,000		6,000		0	0.0%				
Labor subtotal	1,689,833	26.7	1,625,900	25.7	63,933	3.9%	1.0	3.9%	900,215	13.7
201 Social Security	102,259		79,466		22,793	28.7%			53,140	
204 State Retirement - Legacy	163,023		123,563		39,460	31.9%			89,637	
206 Life Insurance	350		516		-166	-32.2%			430	
207 Medical Insurance	173,399		284,873		-111,474	-39.1%			166,044	
210 Unemployment Comp					0	0.0%				
212 Employer Medicare	24,001		18,636		5,365	28.8%			12,450	
217 State Retirement - Hybrid	6,000		6,299		-299	-4.7%			2,773	
299 Other Fringe Benefits	3,852		2,300		1,552	67.5%			1,631	
PR taxes & benefits subtotal	472,884		515,653		-42,769	-8.3%			326,105	
336 Maint & Repair Serv-Equip	15,000		15,000		0	0.0%				
355 Travel	84,823		67,859		16,964	25.0%			45,123	
399 Other Contracted Services	26,950		26,950		0	0.0%			18,379	
499 Other Supplies & Materials	85,000		85,000		0	0.0%			61,885	
524 In-service/Staff Devel.	18,900		18,900		0	0.0%			4,239	
599 Other Charges	11,500		11,500		0	0.0%			1,789	
Other expenditures subtotal	242,173		225,209		16,964	7.5%			131,416	
790 Other Equipment	22,020		22,020		0	0.0%			8,422	
Equipment subtotal	22,020		22,020		0	0.0%			8,422	
72220 - Total	2,426,910	26.7	2,388,782	25.7	38,128	1.6%	1.0	3.9%	1,366,157	13.7

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 <i>Positions</i>	2020/21 Budget	2020/21 <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	2019/20 <i>Positions</i>
72230 - Career and Tech Education Prgm										
105 Sup/Dir-voc ed admin	98,948	1.0	97,027	1.0	1,921	2.0%			96,066	1.0
162 Clerical Personnel	44,159	1.0	43,301	1.0	858	2.0%			42,297	1.0
189 Other Salaries & Wages	161,113	2.0	157,985	2.0	3,128	2.0%			153,294	2.0
Labor subtotal	304,220	4.0	298,313	4.0	5,907	2.0%			291,657	4.0
201 Social Security	18,406		18,052		354	2.0%			17,405	
204 State Retirement - Legacy	30,129		29,551		578	2.0%			30,786	
206 Life Insurance	88		138		-50	-36.2%			122	
207 Medical Insurance	44,521		44,900		-379	-0.8%			42,538	
212 Employer Medicare	4,320		4,237		83	2.0%			4,071	
217 State Retirement - Hybrid					0	0.0%				
299 Other Fringe Benefits	700		680		20	2.9%			540	
PR taxes & benefits subtotal	98,164		97,558		606	0.6%			95,462	
355 Travel	55,000		55,000		0	0.0%			7,454	
399 Other Contracted Services					0	0.0%				
499 Other Supplies & Materials	15,000		15,000		0	0.0%			9,804	
524 In-service/Staff Devel.	46,500		46,500		0	0.0%			23,669	
Other expenditures subtotal	116,500		116,500		0	0.0%			40,927	
790 Other Equipment	5,000		5,000		0	0.0%			377	
Equipment subtotal	5,000		5,000		0	0.0%			377	
72230 - Total	523,884	4.0	517,371	4.0	6,513	1.3%			428,423	4.0

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	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72250 - Technology										
105 Supervisor/Director	106,062	1.0	106,602	1.0	-540	-0.5%			102,971	1.0
120 Computer Programmers	1,590,124	24.0	1,495,668	24.0	94,456	6.3%			1,344,756	22.0
162 Clerical Personnel	44,159	1.0	43,301	1.0	858	2.0%			43,037	1.0
189 Other Salaries & Wages	224,914	5.0	183,097	4.0	41,817	22.8%	1.0	25.0%	160,847	4.0
Labor subtotal	1,965,259	31.0	1,828,668	30.0	136,591	7.5%	1.0	3.3%	1,651,610	28.0
201 Social Security	118,898		110,662		8,236	7.4%			99,320	
204 State Retirement - Legacy	199,670		185,792		13,878	7.5%			167,513	
206 Life Insurance	616		954		-338	-35.4%			800	
207 Medical Insurance	245,449		247,530		-2,081	-0.8%			228,096	
210 Unemployment Comp					0	0.0%				
212 Employer Medicare	27,906		25,973		1,933	7.4%			23,228	
299 Other Fringe Benefits	4,520		4,165		355	8.5%			3,066	
PR taxes & benefits subtotal	597,059		575,076		21,983	3.8%			522,023	
336 Maint & Repair Serv-Equip	13,000		10,000		3,000	30.0%			555	
350 Internet Connectivity	516,493		417,328		99,165	23.8%			314,072	
355 Travel	13,000		10,000		3,000	30.0%			6,759	
399 Other Contracted Services	123,940		123,868		72	0.1%			80,705	
470 Cabling	202,000		194,800		7,200	3.7%			233,307	
471 Software	232,735		231,415		1,320	0.6%			411,563	
499 Other Supplies & Materials	410,000		395,000		15,000	3.8%			358,487	
524 In-service/Staff Devel.	15,500		15,500		0	0.0%				
Other expenditures subtotal	1,526,668		1,397,911		128,757	9.2%			1,405,448	
790 Other Equipment	1,807,523		1,215,000		592,523	48.8%			613,249	
Equipment subtotal	1,807,523		1,215,000		592,523	48.8%			613,249	
72250 - Total	5,896,509	31.0	5,016,655	30.0	879,854	17.5%	1.0	3.3%	4,192,330	28.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 <i>Positions</i>	2020/21 Budget	2020/21 <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	2019/20 <i>Positions</i>
72260 - Adult Program										
105 Sup/Dir-adult ed admin	96,389	<i>1.0</i>	94,518	<i>1.0</i>	1,871	2.0%			93,581	<i>1.0</i>
162 Clerical personnel-adult ed	45,925	<i>1.0</i>	45,034	<i>1.0</i>	891	2.0%			44,843	<i>1.0</i>
Labor subtotal	142,314	<i>2.0</i>	139,552	<i>2.0</i>	2,762	2.0%			138,425	<i>2.0</i>
201 Social Security	8,610		8,446		164	1.9%			8,511	
204 State Retirement - Legacy	14,170		13,897		273	2.0%			14,504	
206 Life Insurance	44		70		-26	-37.1%			61	
207 Medical Insurance	7,709		7,775		-66	-0.8%			7,215	
212 Employer Medicare	2,021		1,982		39	2.0%			1,991	
299 Other Fringe Benefits	328		318		10	3.1%			255	
PR taxes & benefits subtotal	32,882		32,488		394	1.2%			32,538	
72260 - Total	175,196	<i>2.0</i>	172,040	<i>2.0</i>	3,156	1.8%			170,962	<i>2.0</i>

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 <i>Positions</i>	2020/21 Budget	2020/21 <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	2019/20 <i>Positions</i>
72310 - Board of Education										
118 Secretaries to Board	153,590	2.0	143,026	2.0	10,564	7.4%			138,901	2.0
191 Board & comm members' fees	150,200		150,200		0	0.0%			113,176	
Labor subtotal	303,790	2.0	293,226	2.0	10,564	3.6%			252,077	2.0
201 Social Security	18,605		17,968		637	3.5%			15,582	
204 State Retirement - Legacy	15,605		14,531		1,074	7.4%			14,077	
206 Life Insurance	44		70		-26	-37.1%			39	
207 Medical Insurance	3,626,218		3,626,268		-50	0.0%			3,197,525	
210 Unemployment Comp					0	0.0%				
212 Employer Medicare	4,359		4,210		149	3.6%			3,644	
299 Other Fringe Benefits	353		326		27	8.3%			252	
PR taxes & benefits subtotal	3,665,184		3,663,372		1,812	0.0%			3,231,120	
305 Audit Services	63,000		52,250		10,750	20.6%			48,239	
320 Dues & Memberships	12,000		10,450		1,550	14.8%				
321 Engineering Fees					0	0.0%				
331 Legal Services	250,000		280,000		-30,000	-10.7%			128,626	
355 Travel					0	0.0%				
399 Other Contracted Services	10,000		10,000		0	0.0%			11,000	
506 Liability Insurance	725,382		639,900		85,482	13.4%			597,935	
508 Premium Corp Surety Bonds	4,033				4,033	100.0%				
510 Trustee's Commission	2,950,000		2,695,810		254,190	9.4%			2,848,944	
513 Workers' Comp Insur	526,381		526,381		0	0.0%			526,381	
524 In-service/Staff Devel.	35,000		35,000		0	0.0%			7,299	
533 Criminal Invest. of App.	68,250		66,500		1,750	2.6%			67,502	
Other expenditures subtotal	4,644,046		4,316,291		327,755	7.6%			4,235,926	
72310 - Total	8,613,020	2.0	8,272,889	2.0	340,131	4.1%			7,719,122	2.0

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	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72320 - Office of The Superintendent										
101 Superintendent	165,031	1.0	161,826	1.0	3,205	2.0%			160,224	1.0
117 Career Ladder Program	1,000		1,000		0	0.0%			1,000	
161 Secretaries	45,925	1.0	45,034	1.0	891	2.0%			44,843	1.0
189 Other Salaries & Wages	411,108	6.0	319,706	5.0	91,402	28.6%	1.0	20.0%	308,245	5.0
Labor subtotal	623,064	8.0	527,566	7.0	95,498	18.1%	1.0	14.3%	514,312	7.0
201 Social Security	36,835		31,065		5,770	18.6%			29,551	
204 State Retirement - Legacy	62,707		53,018		9,689	18.3%			53,012	
206 Life Insurance	154		240		-86	-35.8%			213	
207 Medical Insurance	56,563		57,044		-481	-0.8%			53,969	
212 Employer Medicare	8,832		7,479		1,353	18.1%			7,287	
299 Other Fringe Benefits	1,431		1,199		232	19.3%			851	
PR taxes & benefits subtotal	166,522		150,044		16,478	11.0%			144,883	
307 Communication	100,000		100,000		0	0.0%			100,669	
320 Dues & Memberships	15,000		15,000		0	0.0%			10,810	
348 Postal Charges	37,180		37,180		0	0.0%			26,713	
355 Travel	6,000		6,000		0	0.0%			1,532	
399 Other Contracted Services	30,000		30,000		0	0.0%			31,116	
499 Other Supplies & Materials	15,000		15,000		0	0.0%			9,608	
524 In-service/Staff Devel.	25,000		25,000		0	0.0%			8,126	
599 Adverts & other	55,000		55,000		0	0.0%			26,906	
Other expenditures subtotal	283,180		283,180		0	0.0%			215,481	
701 Administration Equipment	18,000		18,000		0	0.0%				
Equipment subtotal	18,000		18,000		0	0.0%				
72320 - Total	1,090,766	8.0	978,790	7.0	111,976	11.4%	1.0	14.3%	874,677	7.0

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	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72410 - Office of The Principal										
104 Principals	5,184,021	48.0	4,979,924	48.0	204,097	4.1%			4,902,106	47.0
117 Career Ladder Program	55,000		55,000		0	0.0%			35,400	
119 Bookkeepers/secretaries	1,666,655	53.4	1,498,872	52.4	167,783	11.2%	1.0	1.9%	1,338,319	49.8
127 Career Ladder Ext Contract	8,000		8,000		0	0.0%			4,000	
139 Assistant Principal(s)	7,620,652	95.0	7,450,616	93.0	170,036	2.3%	2.0	2.2%	6,844,950	89.0
161 Secretaries	1,590,172	48.9	1,529,429	47.9	60,743	4.0%	1.0	2.1%	1,441,581	47.9
162 Attend & guidance clerks	2,276,160	78.5	2,103,335	77.5	172,825	8.2%	1.0	1.3%	1,856,369	66.9
Labor subtotal	18,400,660	323.8	17,625,176	318.8	775,484	4.4%	5.0	1.6%	16,422,724	300.6
201 Social Security	1,113,335		1,066,688		46,647	4.4%			981,068	
204 State Retirement - Legacy	1,820,277		1,720,805		99,472	5.8%			1,706,719	
206 Life Insurance	6,759		10,805		-4,046	-37.4%			8,763	
207 Medical Insurance	3,187,434		3,280,903		-93,469	-2.8%			2,871,352	
210 Unemployment Comp	5,000		5,000		0	0.0%			652	
212 Employer Medicare	261,309		250,351		10,958	4.4%			229,692	
217 State Retirement - Hybrid	4,000		4,491		-491	-10.9%			2,558	
299 Other Fringe Benefits	42,176		39,980		2,196	5.5%			29,224	
PR taxes & benefits subtotal	6,440,290		6,379,023		61,267	1.0%			5,830,028	
307 Communication	235,000		235,000		0	0.0%			183,940	
320 Dues & Memberships	94,820		94,820		0	0.0%			85,700	
369 Subs. - Certified	5,474		4,966		508	10.2%			330	
370 Subs. - Non-Cert.	18,144		17,004		1,140	6.7%			7,531	
399 Other Contracted Services	132,755		132,755		0	0.0%			120,249	
435 Office Supplies	15,000		15,000		0	0.0%			5,765	
499 Other Supplies & Materials	5,000		5,000		0	0.0%			1,113	
599 Other Charges	327,536		323,942		3,594	1.1%			325,148	
Other expenditures subtotal	833,729		828,487		5,242	0.6%			729,777	
701 Administration Equipment	35,050		35,050		0	0.0%			21,693	
Equipment subtotal	35,050		35,050		0	0.0%			21,693	
72410 - Total	25,709,729	323.8	24,867,736	318.8	841,993	3.4%	5.0	1.6%	23,004,222	300.6

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 <i>Positions</i>	2020/21 Budget	2020/21 <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	2019/20 <i>Positions</i>
72510 - Fiscal Services										
105 Sup/Dir-finance	464,353	5.5	457,612	5.5	6,741	1.5%			445,305	5.5
119 Accountants/Bookkeepers	532,713	11.0	418,092	9.0	114,621	27.4%	2.0	22.2%	388,621	9.0
122 Purchasing personnel	119,567	2.0	119,086	2.0	481	0.4%			116,331	2.0
Labor subtotal	1,116,633	18.5	994,790	16.5	121,843	12.2%	2.0	12.1%	950,257	16.5
201 Social Security	67,557		60,200		7,357	12.2%			55,164	
204 State Retirement - Legacy	113,450		101,071		12,379	12.2%			90,102	
206 Life Insurance	374		580		-206	-35.5%			476	
207 Medical Insurance	184,841		186,407		-1,566	-0.8%			176,382	
212 Employer Medicare	15,856		14,129		1,727	12.2%			13,225	
299 Other Fringe Benefits	2,567		2,265		302	13.3%			1,546	
PR taxes & benefits subtotal	384,645		364,651		19,994	5.5%			336,895	
355 Travel	2,000		2,000		0	0.0%			738	
399 Other Contracted Services	108,000		38,850		69,150	178.0%			6,773	
435 Office Supplies	25,000		25,000		0	0.0%			21,159	
499 Other Supplies & Materials	3,000		3,000		0	0.0%			2,823	
524 In-service/Staff Devel.	7,500		7,500		0	0.0%			5,918	
Other expenditures subtotal	145,500		76,350		69,150	90.6%			37,410	
701 Administration Equipment	12,000		12,000		0	0.0%			16,032	
790 Other Equipment					0	0.0%				
Equipment subtotal	12,000		12,000		0	0.0%			16,032	
72510 - Total	1,658,778	18.5	1,447,791	16.5	210,987	14.6%	2.0	12.1%	1,340,595	16.5

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 <i>Positions</i>	2020/21 Budget	2020/21 <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	2019/20 <i>Positions</i>
72520 - Human Resources										
105 Supervisor/Director	130,113	<i>1.0</i>	127,587	<i>1.0</i>	2,526	2.0%			126,323	<i>1.0</i>
162 Clerical Personnel	95,838	<i>3.0</i>	99,173	<i>3.0</i>	-3,335	-3.4%			96,715	<i>3.0</i>
189 Other Salaries & Wages	157,798	<i>3.0</i>	158,600	<i>3.0</i>	-802	-0.5%			143,051	<i>3.0</i>
Labor subtotal	383,749	<i>7.0</i>	385,360	<i>7.0</i>	-1,611	-0.4%			366,088	<i>7.0</i>
201 Social Security	23,217		23,321		-104	-0.4%			21,230	
204 State Retirement - Legacy	38,598		38,774		-176	-0.5%			35,939	
206 Life Insurance	154		240		-86	-35.8%			181	
207 Medical Insurance	68,296		68,872		-576	-0.8%			64,618	
212 Employer Medicare	5,450		5,473		-23	-0.4%			5,199	
299 Other Fringe Benefits	882		878		4	0.5%			618	
PR taxes & benefits subtotal	136,597		137,557		-960	-0.7%			127,785	
355 Travel	1,500		1,000		500	50.0%			710	
399 Other Contracted Services	80,500		80,500		0	0.0%			30,215	
499 Other Supplies & Materials	10,000		10,000		0	0.0%			8,007	
524 In-service/Staff Devel.	11,000		10,000		1,000	10.0%			5,423	
Other expenditures subtotal	103,000		101,500		1,500	1.5%			44,355	
701 Administration Equipment	9,500		9,400		100	1.1%			3,229	
Equipment subtotal	9,500		9,400		100	1.1%			3,229	
72520 - Total	632,846	<i>7.0</i>	633,817	<i>7.0</i>	-971	-0.2%			541,458	<i>7.0</i>

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72610 - Operation of Plant										
166 Custodial personnel	8,663,598	272.8	8,356,522	268.8	307,076	3.7%	4.0	1.5%	7,831,446	268.8
189 Energy conserv & Safety	129,342	2.0	122,956	2.0	6,386	5.2%			104,635	2.0
Labor subtotal	8,792,940	274.8	8,479,478	270.8	313,462	3.7%	4.0	1.5%	7,936,081	270.8
201 Social Security	531,973		513,141		18,832	3.7%			473,073	
204 State Retirement - Legacy	839,574		821,785		17,789	2.2%			753,518	
206 Life Insurance	5,958		9,214		-3,256	-35.3%			7,253	
207 Medical Insurance	2,017,605		2,035,731		-18,126	-0.9%			1,778,717	
210 Unemployment Comp	18,000		18,000		0	0.0%			8,725	
212 Employer Medicare	124,860		120,435		4,425	3.7%			110,967	
299 Other Fringe Benefits	20,224		19,301		923	4.8%			13,575	
PR taxes & benefits subtotal	3,558,194		3,537,607		20,587	0.6%			3,145,829	
336 Maint & Repair Serv-Equip	67,000		65,000		2,000	3.1%			22,449	
399 Other Contracted Services	1,106,380		1,178,135		-71,755	-6.1%			880,878	
410 Custodial Supplies	1,050,000		1,050,000		0	0.0%			987,906	
415 Electricity	10,441,850		10,185,000		256,850	2.5%			9,859,239	
434 Natural Gas	1,093,107		1,080,700		12,407	1.1%			1,122,203	
454 Water & Sewer	1,497,346		1,474,600		22,746	1.5%			1,330,241	
499 Other Supplies & Materials	268,735		260,000		8,735	3.4%			56,665	
502 Bldg & Contents Insurance	884,000		731,150		152,850	20.9%			511,792	
599 Other Charges	55,000		55,000		0	0.0%			65,556	
Other expenditures subtotal	16,463,418		16,079,585		383,833	2.4%			14,836,927	
720 Plant Operation Equip	1,077,127		955,200		121,927	12.8%			184,504	
Equipment subtotal	1,077,127		955,200		121,927	12.8%			184,504	
72610 - Total	29,891,679	274.8	29,051,870	270.8	839,809	2.9%	4.0	1.5%	26,103,342	270.8

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72620 - Maintenance of Plant										
105 Sup/Dir-maint of plant	500,326	6.0	492,595	6.0	7,731	1.6%			463,295	6.0
161 Secretaries-maint of plant	133,239	3.0	130,653	3.0	2,586	2.0%			126,909	3.0
167 Maintenance personnel	3,175,118	64.0	2,907,639	59.0	267,479	9.2%	5.0	8.5%	2,695,012	59.0
Labor subtotal	3,808,683	73.0	3,530,887	68.0	277,796	7.9%	5.0	7.4%	3,285,216	68.0
201 Social Security	230,426		213,672		16,754	7.8%			195,183	
204 State Retirement - Legacy	386,962		358,738		28,224	7.9%			331,904	
206 Life Insurance	1,496		2,315		-819	-35.4%			1,960	
207 Medical Insurance	687,377		693,231		-5,854	-0.8%			639,206	
210 Unemployment Comp	1,000		1,000		0	0.0%			4,978	
212 Employer Medicare	54,084		50,150		3,934	7.8%			45,648	
299 Other Fringe Benefits	8,760		8,041		719	8.9%			5,815	
PR taxes & benefits subtotal	1,370,105		1,327,146		42,959	3.2%			1,224,694	
329 Laundry Service	21,601		21,601		0	0.0%			16,462	
335 Maint & Repair Serv-Bldg	832,375		1,245,375		-413,000	-33.2%			990,529	
336 Maint & Repair Serv-Equip	840,000		855,000		-15,000	-1.8%			1,026,911	
355 Travel	1,000		1,000		0	0.0%			217	
399 Other Contracted Services	1,491,246		866,250		624,996	72.1%			755,234	
499 Other Supplies & Materials	869,000		775,000		94,000	12.1%			739,986	
511 Vehicle & Equip Insurance	123,479		88,000		35,479	40.3%			73,409	
524 In-service/Staff Devel.	16,000		16,000		0	0.0%			2,127	
599 Other Charges	10,000		10,000		0	0.0%			10,666	
Other expenditures subtotal	4,204,701		3,878,226		326,475	8.4%			3,615,540	
701 Administration Equipment			114,426		-114,426	-100.0%			176,771	
717 Maintenance Equip	77,500		188,342		-110,842	-58.9%			110,078	
Equipment subtotal	77,500		302,768		-225,268	-74.4%			286,849	
72620 - Total	9,460,989	73.0	9,039,027	68.0	421,962	4.7%	5.0	7.4%	8,412,299	68.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
72710 - Transportation										
105 Sup/Dir-transportation	84,249	1.0	84,678	1.0	-429	-0.5%			77,900	1.0
162 Secretaries-transportation	199,599	5.0	192,259	5.0	7,340	3.8%			188,645	5.0
164 Attendants	650,571	29.2	631,181	29.2	19,390	3.1%			535,617	28.2
189 Other Salaries & Wages	149,662	3.0	142,777	3.0	6,885	4.8%			140,570	3.0
Labor subtotal	1,084,081	38.2	1,050,895	38.2	33,186	3.2%			942,732	37.2
201 Social Security	65,587		63,594		1,993	3.1%			54,289	
204 State Retirement - Legacy	101,400		98,348		3,052	3.1%			83,278	
206 Life Insurance	818		1,314		-496	-37.7%			825	
207 Medical Insurance	299,119		308,922		-9,803	-3.2%			232,468	
210 Unemployment Comp	2,000		2,000		0	0.0%			479	
212 Employer Medicare	15,394		14,926		468	3.1%			12,955	
299 Other Fringe Benefits	2,494		2,393		101	4.2%			1,595	
PR taxes & benefits subtotal	486,812		491,497		-4,685	-1.0%			385,889	
312 Contracts w/ Oth Agencies	589,960		581,175		8,785	1.5%			544,620	
313 Contracts w/ Parents	4,000		4,000		0	0.0%				
315 Contracts w/ Vehicle Owners	21,154,362		19,817,064		1,337,298	6.7%			18,459,577	
355 Travel	12,000		1,000		11,000	1100.0%			352	
399 Other Contracted Services	128,676		132,868		-4,192	-3.2%			139,675	
471 Software					0	0.0%				
499 Other Supplies & Materials	20,600		31,000		-10,400	-33.5%			6,581	
511 Vehicle & Equip Insurance			63,500		-63,500	-100.0%			45,805	
524 In-service/Staff Devel.	10,000		10,000		0	0.0%			6,060	
599 Other Charges	38,750		39,000		-250	-0.6%			21,201	
Other expenditures subtotal	21,958,348		20,679,607		1,278,741	6.2%			19,223,872	
701 Administration Equipment	57,330		30,530		26,800	87.8%			1,784	
718	125,000				125,000	100.0%				
729 Transportation Equip	40,400		40,400		0	0.0%			88,415	
Equipment subtotal	222,730		70,930		151,800	214.0%			90,199	
72710 - Total	23,751,971	38.2	22,292,929	38.2	1,459,042	6.5%			20,642,692	37.2

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
73300 - Community Services										
599 Other Charges	42,000		42,000		0	0.0%			35,563	
Other expenditures subtotal	42,000		42,000		0	0.0%			35,563	
73300 - Total	42,000		42,000		0	0.0%			35,563	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	2021/22 Positions	2020/21 Budget	2020/21 Positions	Budget Increase	Budget % Inc	Position Increase	Position % Inc	2019/20 Actual	2019/20 Positions
73400 - Pre-School Program										
116 Teachers	1,681,010	30.0	1,604,439	30.0	76,571	4.8%			1,555,679	29.0
117 Career Ladder Program					0	0.0%			5,200	
163 Educational Assistants	784,849	37.0	758,464	37.0	26,385	3.5%			729,650	37.0
Labor subtotal	2,465,859	67.0	2,362,903	67.0	102,956	4.4%			2,290,529	66.0
201 Social Security	149,184		142,991		6,193	4.3%			134,765	
204 State Retirement - Legacy	236,489		226,305		10,184	4.5%			229,935	
206 Life Insurance	1,452		2,246		-794	-35.4%			1,974	
207 Medical Insurance	636,402		641,806		-5,404	-0.8%			572,066	
210 Unemployment Comp	2,000		2,000		0	0.0%			1,970	
212 Employer Medicare	35,015		33,560		1,455	4.3%			31,518	
217 State Retirement - Hybrid	9,000		11,307		-2,307	-20.4%			6,219	
299 Other Fringe Benefits	5,671		5,381		290	5.4%			4,505	
PR taxes & benefits subtotal	1,075,213		1,065,596		9,617	0.9%			982,951	
355 Travel	650		650		0	0.0%			531	
369 Subs. - Certified	11,186		10,148		1,038	10.2%			8,162	
370 Subs. - Non-Cert.	30,996		29,048		1,948	6.7%			36,614	
399 Other Contracted Services	30,000		6,500		23,500	361.5%			1,610	
422 Food Supplies	6,500		6,500		0	0.0%			2,706	
429 Instructional Supp & Mat	35,492		35,492		0	0.0%			20,491	
499 Other Supplies & Materials	10,200		10,200		0	0.0%			9,069	
524 In-service/Staff Devel.	18,260		18,260		0	0.0%			7,399	
Other expenditures subtotal	143,284		116,798		26,486	22.7%			86,582	
790 Other Equipment	8,000		8,000		0	0.0%			3,616	
Equipment subtotal	8,000		8,000		0	0.0%			3,616	
73400 - Total	3,692,356	67.0	3,553,297	67.0	139,059	3.9%			3,363,679	66.0

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
76100 - Regular Capital Outlay										
399 Other Contracted Services	25,000		25,000		0	0.0%			35,725	
Other expenditures subtotal	25,000		25,000		0	0.0%			35,725	
799 Other Capital Outlay	50,000		50,000		0	0.0%			23,876	
Equipment subtotal	50,000		50,000		0	0.0%			23,876	
76100 - Total	75,000		75,000		0	0.0%			59,601	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
82130 - Education debt service - Principal										
610 Principal on capital leases					0	0.0%			117,605	
612 Principal on other loans	631,860		684,461		-52,601	-7.7%			468,000	
Debt service subtotal	631,860		684,461		-52,601	-7.7%			585,605	
82130 - Total	631,860		684,461		-52,601	-7.7%			585,605	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
82230 - Education debt service - Interest										
611 Interest on capital leases					0	0.0%			2,176	
613 Interest on other loans	15,840		21,048		-5,208	-24.7%			17,364	
Debt service subtotal	15,840		21,048		-5,208	-24.7%			19,540	
82230 - Total	15,840		21,048		-5,208	-24.7%			19,540	

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22</i> <i>Positions</i>	2020/21 Budget	<i>2020/21</i> <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position</i> <i>Increase</i>	<i>Position</i> <i>% Inc</i>	2019/20 Actual	<i>2019/20</i> <i>Positions</i>
90100 -										
590 Transfers to Other Funds			1,500,000		-1,500,000	-100.0%				
Transfers subtotal			1,500,000		-1,500,000	-100.0%				
90100 - Total			1,500,000		-1,500,000	-100.0%				

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22</i> <i>Positions</i>	2020/21 Budget	<i>2020/21</i> <i>Positions</i>	Budget Increase	Budget % Inc	<i>Position</i> <i>Increase</i>	<i>Position</i> <i>% Inc</i>	2019/20 Actual	<i>2019/20</i> <i>Positions</i>
99100 - Operating Transfers										
590 Transfers to Other Funds					0	0.0%				
Transfers subtotal					0					
99100 - Total					0					

Rutherford County Schools - 2021/22 GPS Budget - 04/16/2021

	2021/22 Budget	<i>2021/22 Positions</i>	2020/21 Budget	<i>2020/21 Positions</i>	Budget Increase	Budget % Inc	<i>Position Increase</i>	<i>Position % Inc</i>	2019/20 Actual	<i>2019/20 Positions</i>
Grand Total	437,984,423	<i>5,176.9</i>	429,573,951	<i>5,091.5</i>	8,410,472	2.0%	<i>85.4</i>	<i>1.7%</i>	401,777,670	<i>5,010.8</i>

SCHOOLS BY GRADE	START UP 2019-2020	START UP 2020-2021	Start up 2021-2022
ELEMENTARY SCHOOLS			
Barfield	\$40.00	\$40.00	\$40.00
Blackman Elem.	\$90.00	\$90.00	\$90.00
Brown's Chapel EI	\$60.00	\$60.00	\$60.00
Buchanan	\$50.00	\$50.00	\$50.00
Cedar Grove	\$60.00	\$60.00	\$60.00
Christiana Elem	\$25.00	\$25.00	\$25.00
David Youree	\$40.00	\$40.00	\$40.00
John Colemon	\$40.00	\$40.00	\$40.00
Kittrell	\$32.00	\$32.00	\$32.00
Lascassas	\$25.00	\$25.00	\$25.00
LaVergne Lake	\$40.00	\$40.00	\$40.00
LaVergne Primary	\$25.00	\$0.00	\$0.00
McFadden	\$50.00	\$50.00	\$50.00
Plainview			\$40.00
Rock Springs Elem.	\$54.00	\$70.00	\$70.00
Rockvale Elem	\$30.00	\$30.00	\$30.00
Rocky Fork Elementary	\$100.00	\$100.00	\$100.00
Roy Waldron	\$20.00	\$45.00	\$45.00
Smyrna Elementary	\$60.00	\$60.00	\$60.00
Smyrna Primary	\$30.00	\$30.00	\$30.00

Stewartsboro	\$30.00	\$30.00	\$30.00
Stewarts Creek Elem	\$50.00	\$50.00	\$50.00
Thurman Francis	\$50.00	\$50.00	\$50.00
Walter Hill	\$40.00	\$40.00	\$40.00
Wilson Elementary	\$50.00	\$50.00	\$50.00
MIDDLE SCHOOLS			
Blackman Middle	\$225.00	\$225.00	\$225.00
Central Magnet	\$150.00	\$150.00	\$150.00
Christiana Middle	\$90.00	\$90.00	\$90.00
LaVergne Middle	\$75.00	\$75.00	\$75.00
Oakland Middle	\$120.00	\$120.00	\$120.00
Rock Springs Middle	\$150.00	\$150.00	\$150.00
Rockvale Middle	\$150.00	\$150.00	\$150.00
Rocky Fork Middle	\$120.00	\$120.00	\$120.00
Siegel Middle	\$100.00	\$100.00	\$100.00
Smyrna Middle	\$100.00	\$100.00	\$100.00
Stewarts Creek Middle	\$75.00	\$75.00	\$75.00
Whitworth-Buchanan Middle	\$120.00	\$120.00	\$120.00
HIGH SCHOOLS			
Blackman High	\$900.00	\$900.00	\$900.00
LaVergne High	\$900.00	\$900.00	\$900.00
Oakland High	\$800.00	\$800.00	\$800.00
Riverdale High	\$875.00	\$875.00	\$875.00
RockVale High	\$1000.00	\$1000.00	\$1000.00

Siegel High	\$900.00	\$900.00	\$900.00
Smyrna High	\$1,110.00	\$1,110.00	\$1,110.00
Stewarts Creek High	\$800.00	\$800.00	\$800.00
K-12 SCHOOL			
Eagleville	\$200.00	\$200.00	\$200.00

Satellite Schools			
HP Campus	\$40.00	\$40.00	\$40.00
Daniel McKee	\$30.00	\$50.00	\$50.00
Holloway High	\$50.00	\$50.00	\$50.00
Smyrna West	\$20.00	\$20.00	\$20.00
	\$10,191.00	\$10,227.00	\$10,267.00



Smyrna Elementary School

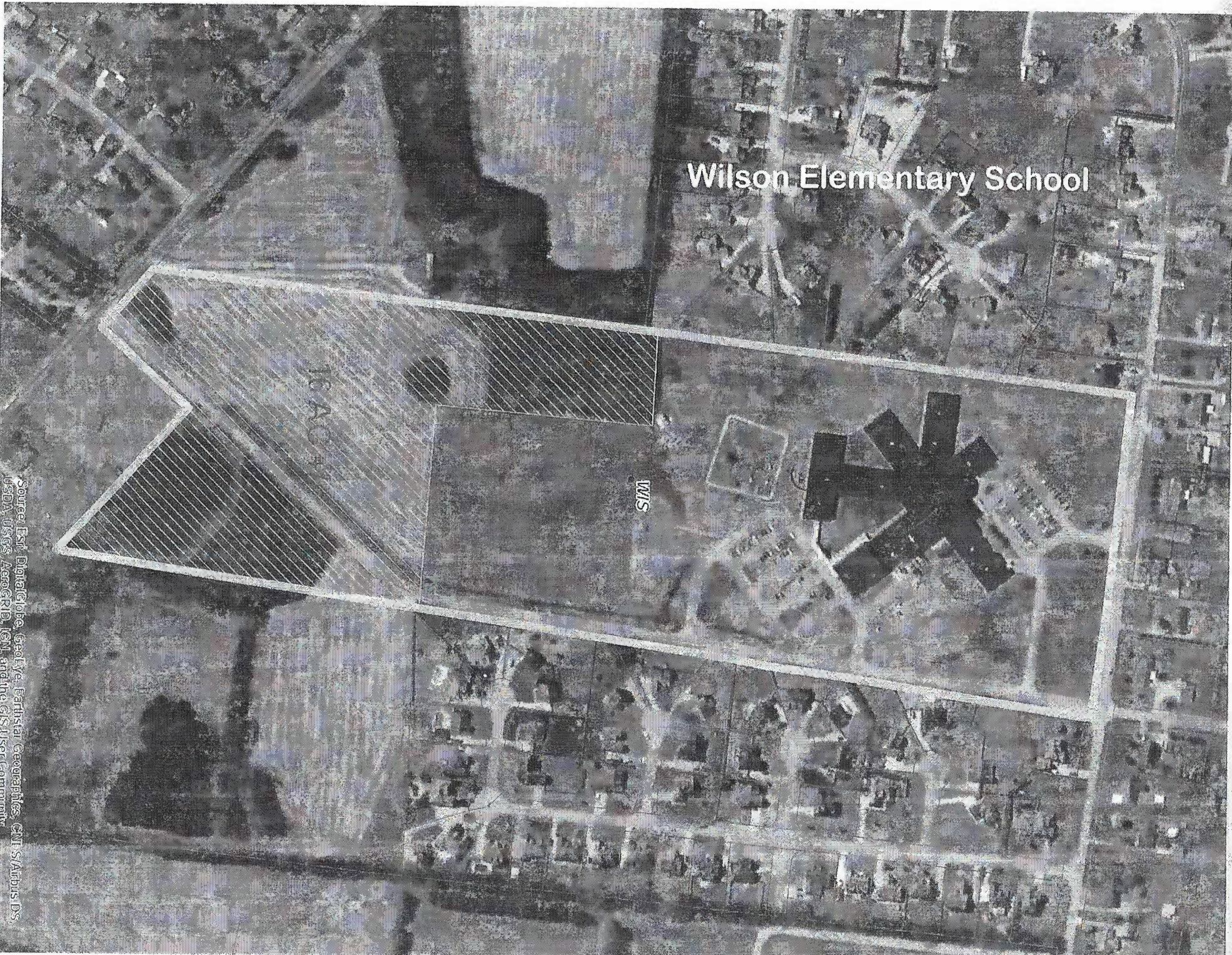
Sam Davis Rd

Mingle

Google Earth

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Wilson Elementary School



WMS

Source: Esri, DigitalGlobe, GeoEye, Earthstar Geographics, CNR/Sierras DS, USDA, USGS, AeroGRID, IGN, and the GIS User Community

Mr. Bill C. Spurlock
Director of Schools

Evaluation
Instrument

School Year 2019-2020

Rutherford County Board of
Education

Conducted By:
Tennessee School Board Association
Ben Torres
525 Brick Church Park Drive
Nashville, TN 37207
800/448-6465



Director of Schools' Evaluation

2019-2020

Performance Goals & Objectives Categories

In an effort to promote continued professional growth and improvement, please evaluate the Director of Rutherford County Schools in the following areas.

Performance Goals & Objectives	Poor	Fair	Good	Excellent
1. Improve the Academic Performance of All Students.	1	2	3	4
2. Create a Safe and Nurturing Environment for Students, Staff and the Educational Environment.	1	2	3	4
3. Promote Parental and Community Involvement.	1	2	3	4
4. Recruit, Select, and Retain Exemplary School District Personnel.	1	2	3	4
5. Create Opportunities which Prepare Students for Responsible Citizenship and Life-long Learning.	1	2	3	4

Areas of Improvement or Other Suggestions/Comments

2019-2020 Board Assessments

BOARD RELATIONSHIP	Significantly Above Expectations	Above Expectations	Meets Expectations	Below Expectations	Significantly below Expectations
1. Keeps all board members informed on issues, needs and operation of the school system.					
2. Keeps board informed of employment, promotion, and dismissal of personnel					
3. Has a harmonious relationship with the board					
4. Offers professional advice to the board on items requiring board actions, with appropriate recommendations based on thorough with appropriate recommendations based on thorough study and analysis					
5. Maintains a high degree of understanding and respect between staff and the board					
COMMUNITY RELATIONSHIPS					
1. Is an effective spokesperson for the school system					
2. Models the highest professional standards to the community					
3. Builds public support for the school district					
4. Develops cooperative relationships with the news media					
5. Works effectively with public and private agencies					
STAFF AND PERSONNEL RELATIONSHIPS					
1. Develops good staff morale and loyalty to the system					
2. Treats all personnel fairly					
3. Delegates authority to staff members appropriately					
4. Recruits and assigns the best available personnel					
5. Organizes a planned program of staff evaluation					

FACILITIES AND FINANCE					
1. Demonstrates knowledge of school facilities and develops a process that builds support for building needs					
2. Ensures the maintenance of school property and the safety of personnel and property					
3. Provides accurate and timely reports to the board on the financial condition of the school system					
4. Ensures that expenditures are within the limits approved by the board					
5. Evaluates financial needs and makes recommendations for adequate financing					
VISION					
1. Works effectively with board, staff, and community to develop long-range strategic plans					
2. Keeps board and community informed of progress towards long-range goals					
3. Facilitates a community informed of progress towards long-range plans					
4. Clearly articulates system's vision, mission and priorities to community and media					
5. Inspires others to achieve the vision of the school system					
STUDENT ACHIEVEMENT					
1. Develops, implements, promotes and monitors continuous improvement in student achievement					
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement					
3. Promotes academic rigor and excellence for students					
4. Maintains a current knowledge of developments in curriculum and instruction					
5. Reviews, reports and reacts appropriately to state accountability measures					

Comments

Board Member Signature