

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

**APRIL 19, 2023  
5:30 P.M.**

**AGENDA**

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

**Recommended Approval---motion to approve the agenda as presented.**

**5. APPROVAL OF CONSENT AGENDA (TAB 1)**

**A. Minutes: April 6, 2023 Board Meeting Minutes**

**B. Community Use of Facilities**

**Fees**

<b>Oakland High</b>	<b>Net Elite, field, baseball games, 6/2 – 6/4 &amp; 7/21 – 7/23, \$290 per day</b>
<b>Smyrna Middle</b>	<b>Friendship Quilters Guild, classroom, meetings, 4/22/23 – 11/30/23, \$15 per day per room</b>
<b>Smyrna Middle</b>	<b>Lovely Lavish Ladies LLC, cafeteria, dance tryouts, 4/29/23, \$18 per hour</b>

**\*Note: Facility use prior to 9/15/22 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. All approvals are for no more than a 1-year period.**

**C. Nepotism: Megan Starkey – Stewarts Creek Elementary – Fifth Grade Teacher**

**D. Routine Bids: Bid #3667 - Bridges Intervention Sets**

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

<b>Name</b>	<b>Amount</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Sedonia Thompson	NTE \$300.00	Blackman Middle	School Funds - Track	Working for Track Meets
Brenda Duke	NTE \$116.50	Oakland Middle	School Funds - Band	Solo & Ensemble Judging
Samone Nelson	NTE \$1,500.00	Smyrna High	School Funds - Track	Assistant Track Coach
John Miller	NTE \$650.00	Stewarts Creek Middle	School Funds - Baseball	Assistant Baseball Coach
Andrew Frye	NTE \$1,000.00	Thurman Francis	School Funds - Drama	Director of Drama Club Production of The Addams Family
Dulcie Heim	NTE \$1,000.00	Thurman Francis	School Funds - Drama	Director of Drama Club Production of The Addams Family
LaToya Shelton *1	NTE \$40.00	Whitworth Buchanan	Use of Facilities - Newport Grammar School	Gym Supervision
James Freytag *1	NTE \$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble Judging
Tonya Lawson *1	NTE \$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble Judging
David Skinner *1	NTE \$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble Judging
Karl Wingruber *1	NTE \$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble Judging
Bob Kucker	NTE \$600.00	Smyrna High	School Funds - Track	Assistant Track Coach

\*\*Unless listed as an hourly rate

1. Approved previously for an amount \$500
2. Overtime rate for special events
3. Anticipate amounts over \$500 this school year
4. Amend prior approval
5. Less than \$500 but part of event total
6. Must have the approval of the 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 2022-23 school year:**

<u>Name</u>	<u>School</u>	<u>Sport</u>
Elmer Feliciano	Stewarts Creek Middle School	Band
Caroline Jackle	Stewarts Creek Middle School	Band
Namu Keys, Jr.	Stewarts Creek High School	Football
Jaffarious Wade	Oakland High School	Girls Basketball

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

## **6. VISITORS**

## **7. RECOGNITION**

### **Distinguished Leader Graduate Award**

**Blackman: c/LTC Tyler Knight, c/CPT Christian Lewis**

**LaVergne: c/LTC Rylie Hill**

**Oakland: c/LTC Gabriel Hall, c/CPT Hannah Cole, c/CPT Maarten Muller**

**Siegel: c/MAJ Thomas Morris**

**Stewart's Creek: c/LTC Brock Ramsey**

## **8. APPROVAL OF SALARY STUDY SCALE FOR 2023-2024 (Board Goal #3) (TAB 2)**

**Recommended Approval---motion to approve the Salary Study Scales for 2023-2024 as presented.**

## **9. CHANGE TO 23-24 CALENDAR**

**Request to use additional stockpile day for the 23-24 SY to make January 5, 2024 an administrative day focused on school safety.**

**Recommended Approval---motion to approve to use additional stockpile day for the 23-24 SY to make January 5, 2024 an administrative day focused on school safety as presented.**

## 10. 2022 - 2023 TENURE RECOMMENDATION

**The following teacher(s) 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 minimum) within a seven-year period, the last two in a regular (not interim) position.**
- **Has demonstrated an overall performance of “above expectations” or “significantly above expectations” on the TEAM evaluation during the last two consecutive years of the five-year period.**
- **Or if held tenure under the previous guidelines, and returned to Rutherford County Schools, meets the two-year probationary period and tenure is reactivated.**

### **Elementary Schools**

<b>Name</b>	<b>Position</b>	<b>School</b>
Charlie Borel	School Counselor	Barfield Elementary
Jamie Martin	3 <sup>rd</sup> Grade Teacher	Barfield Elementary
Rachel Nichols	Special Ed. Interventionist	Barfield Elementary
Mallory Vaughn	3 <sup>rd</sup> Grade Teacher	Barfield Elementary
Callie Lewter	1 <sup>st</sup> Grade Teacher	Brown’s Chapel Elementary
Gretchen McCarthy	Kindergarten Teacher	Brown’s Chapel Elementary
Macy Pulk	Kindergarten Teacher	Brown’s Chapel Elementary
Katherine Ellis	Kindergarten Teacher	Buchanan Elementary
Brittany Smith	Kindergarten Teacher	Buchanan Elementary
Jennifer Sprinkle*	Library/Media Specialis	Buchanan Elementary
Rebecca Falcone	1st Grade Teache	Blackman Elementary
Amanda Frye	4th Grade Teacher	Blackman Elementary
Marsha Isip	ESL Teacher	Blackman Elementary
Sarah Carolan	2nd Grade Teacher	Cedar Grove Elementary
Lindsay Howe	RTI Academic Interventionist	Cedar Grove Elementary
Amy Meyers	2nd Grade Teacher	Cedar Grove Elementary
Megan Soble	1st Grade Teacher	Cedar Grove Elementary

Emily Faust	1st Grade Teacher	David Youree Elementary
Bergen Pendleton	1st Grade Teacher	David Youree Elementary
Julie Schlangen	Kindergarten Teacher	David Youree Elementary
Cassandra Chambers	2nd Grade Teacher	John Coleman Elementary
Jaclyn Elam	3rd Grade Teacher	John Coleman Elementary
Tiffany Groce	3rd Grade Teacher	John Coleman Elementary
Andrea Steiner	3rd Grade Teacher	John Coleman Elementary
Jennifer Vaughn	Instructional Coach	John Coleman Elementary
William Wilson	2nd Grade Teacher	John Coleman Elementary
Sharon Spivey	Special Ed. Teacher	Kittrell Elementary
Kara Birdwell	2nd Grade Teacher	Lascassas Elementary
Carlee Healey	5th Grade Teacher	Lascassas Elementary
Staci Holder	Special Ed. Interventionist	Lascassas Elementary
Emily Broadrick	Special Ed. CDC Teacher	LaVergne Lake Elementary
Candice Carter	5th Grade Teacher	LaVergne Lake Elementary
Hilary Clancy*	2nd Grade Teacher	McFadden School of Excellence
Jodi Bender	Kindergarten Teacher	Plainview Elementary
Erin Hopkins	5th Grade Teacher	Plainview Elementary
Brittany Smith	PE Teacher	Plainview Elementary
Jennifer Davis*	1st Grade Teacher	Rock Springs Elementary
Michelle Keel	Instructional Coach	Rock Springs Elementary
Tina Martin	Kindergarten Teacher	Rock Springs Elementary
Melonie Pack	5th Grade Teacher	Rocky Fork Elementary
Jessica Woodruff	RTI Instructional Coach	Rocky Fork Elementary
Michelle Crutchfield	1st Grade Teacher	Rock Springs Elementary
Sarah Jenkins	ESL Teacher	Rock Springs Elementary
Lisa Kemp	Music Teacher	Rock Springs Elementary
Jeri Reed	Instructional Coach	Rock Springs Elementary
Danielle Russell	ESL Teacher	Rock Springs Elementary
Megan Smith	1st Grade Teacher	Rock Springs Elementary

Marissa Faulk	ESL Teacher	Roy Waldron Elementary
Kelsey Hawker	4th Grade Teacher	Roy Waldron Elementary
Jennifer Head*	RTI Interventionist	Roy Waldron Elementary
Michelle Spears	ESL Teacher	Roy Waldron Elementary
Jennifer White	Title I Interventionist	Roy Waldron Elementary
Brenna Barker	4th Grade Teacher	Stewarts Creek Elementary
Allison Tallant	Kindergarten Teacher	Stewarts Creek Elementary
Amanda Lehman	Special Ed. CDC Teacher	Smyrna Elementary
Marla Rose	2nd Grade Teacher	Smyrna Elementary
Kerri Rupp	4th Grade Teacher	Smyrna Elementary
Jordan Bull	4th Grade Teacher	Smyrna Primary
Melody Williams	Music Teacher	Stewartsboro Elementary
Dulcie Heim*	7th Grade Teacher	Thurman Francis
Audra Mitchell	5th Grade Teacher	Thurman Francis
Elise Berg	2nd Grade Teacher	Wilson Elementary
Eva Carroll	5th Grade Teacher	Wilson Elementary
Emily Jones	5th Grade Teacher	Wilson Elementary
Amber Layhew	3rd Grade Teacher	Walter Hill Elementary

### **Middle and High School**

<b>Name</b>	<b>Position</b>	<b>School</b>
Lindsay Patrice Halford	Fine Arts Specialist	Central Office – Curriculum & Instruction Dept.
Jeffrey Adam Keeton	9-12 ELA Instruction Specialist	Central Office – Curriculum & Instruction Dept.
Lisa Dowdy Empson	Speech Language Pathologist	Central Office - Special Education Dept.
Emilee Rose Ketron	Speech Language Pathologist	Central Office - Special Education Dept.
Kathy A Lindlau*	Special Ed Liaison	Central Office - Special Education Dept.
Jevetta Latrice Mitchell*	Compliance Liaison	Central Office - Special Education Dept.

Pamela Hall Parker	Behavior Support Specialist	Central Office - Special Education Dept.
Michaela Christine Smith*	Speech Language Pathologist	Central Office - Special Education Dept.
Morgan Davis Anderson	Mathematics Teacher	Blackman High School
Douglas Richard Browder	Theater Arts Teacher	Blackman High School
Kaitlin Amanda Brown	Instruction Coach	Blackman High School
Susan Lynn Drescher*	Mathematics Teacher	Blackman High School
Bradley J. Frasier	Personal Finance Teacher	Blackman High School
Donald Lee Walls	CTE – Culinary Arts Teacher	Blackman High School
Maranda Lynn Allen	7th Grade Math Teacher	Blackman Middle School
April Rose Baird	8th Grade ELA Teacher	Blackman Middle School
Frances Donnell Federici	7th Grade ELA Teacher	Blackman Middle School
Ariel Dawn Jones	Spectrum – Gifted Teacher	Blackman Middle School
Nicole Marie Traub	8th Grade ELA Teacher	Blackman Middle School
Jacob Anthony Harper	History Teacher	Central Magnet
Laura Lynn Roland	English Teacher	Central Magnet
Elizabeth Suzanne Wilson	Special Ed. Teacher	Central Magnet
Jay Lewis Windham	Social Studies Teacher	Central Magnet
Arianna Jean Dicus	8th Grade ELA Teacher	Christiana Middle School
Audrey Estelle James*	Special Ed. Teacher	Christiana Middle School
Dana Elizabeth Judd	Math Interventionist	Christiana Middle School
Jessica Lee Logan	8th Grade Math Teacher	Christiana Middle School
Ruth-Ann Marion Logsdon	8th Grade ELA Teacher	Christiana Middle School
Leigha Curtis Moltz	Teen Living Teacher	Christiana Middle School
Danielle Dawn Thomas	7th Grade Science Teacher	Christiana Middle School
Brooke Chitwood Tucker	6th Grade Social Studies Teacher	Christiana Middle School
Carol Marlayne Welch	Special Ed. CDC Teacher	Christiana Middle School
Bridgette Amanda Sanders	7th Grade Teacher	Eagleville School
Kimberly Allen Warbritton	6th/7th Grade Science Teacher	Eagleville School
Jill Greenfield Ethridge	Mathematics Teacher	Holloway High School

David Robert Bergsmith	Biology Teacher	LaVergne High School
David Wayne Clark	Biology Teacher	LaVergne High School
Jonathan Douglas	ACT PREP Teacher	LaVergne High School
Kayla Nicole Dykes	Math Interventionist	LaVergne High School
Kristen Gabrielle Harris	Mathematics Teacher	LaVergne High School
Barton Adam Smith	Mathematics Teacher	LaVergne High School
Michael Scott Woodward	Mathematics Teacher	LaVergne High School
Shavonta N. Arline	RTI Coach	LaVergne Middle School
Sara Michelle Cooper	6th Grade Math Teacher	LaVergne Middle School
Malaika D. Dedrick	Special Ed. Teacher	LaVergne Middle School
Jordan Taylor Hayes	6th Grade Social Studies Teacher	LaVergne Middle School
Jasmine Lynn Jackson	6th Grade ELA Teacher	LaVergne Middle School
Ann Marie Borombozin	English Teacher	Oakland High School
Vladimir Borombozin	History Teacher	Oakland High School
Nikki Rae Ciletti	School Counselor	Oakland High School
Amanda Lee Hewitt	Special Ed. Teacher	Oakland High School
Califf Ryan McBride	Biology Teacher	Oakland High School
Whitney Dione McCurrie	Special Ed. Rise Teacher	Oakland High School
Elizabeth McCord Morrison	Special Ed. Teacher	Oakland High School
Kayla Danielle Crutcher	7th Grade Math Teacher	Oakland Middle School
Courtney Alison Garrison	8th Grade Math Teacher	Oakland Middle School
Ali Jo Humphrey	Instructional Coach	Oakland Middle School
Turner Ray Hutchens	Special Ed. CDC Teacher	Oakland Middle School
Marilyn Verble Tenpenny	Physical Ed. Teacher	Oakland Middle School
Rachael Breanne Jones	Mathematics Teacher	Riverdale High School
James Daniel Kendrick	Special Ed. Teacher	Riverdale High School
Christopher R. Martin	CTE - Agriculture Teacher	Riverdale High School
Linette Sue McFarlin	History Teacher	Riverdale High School
Joshua Ryan Pelchat	Wellness Teacher	Riverdale High School
Elizabeth J. Proctor	Library/Media Specialist	Riverdale High School



Andrew Christian Raney	ESL Teacher	Riverdale High School
Bethany Handley Collett	6th Grade Math Teacher	Rock Springs Middle School
Angelina Marie Fill	8th Grade Math Teacher	Rock Springs Middle School
Nathaniel Clay Morris	7th Grade Science Teacher	Rock Springs Middle School
Allana Joyce Pierce	7th Grade Math Teacher	Rock Springs Middle School
Tatiana Raquel Silvas	8th Grade ELA Teacher	Rock Springs Middle School
Kayla Fay Anderson	Instructional Coach	Rocky Fork Middle School
Rosalind Carter Brock	8th Grade ELA Teacher	Rocky Fork Middle School
Loren Elizabeth Emery	7th Grade ELA Teacher	Rocky Fork Middle School
Elizabeth Raye Lee	Strength/Conditioning Teacher	Rocky Fork Middle School
Elyse Marie Kuntz	8th Grade ELA Teacher	Rocky Fork Middle School
Bobbie Jo Meredith	STEM Teacher	Rocky Fork Middle School
Michael Anthony Petrone	Music Teacher	Rocky Fork Middle School
Katlin Marhea Seaton-Vega	7th Grade Social Studies Teacher	Rocky Fork Middle School
Emily Allison Sharpe	7th Grade Science Teacher	Rocky Fork Middle School
Brian Joseph Theisen*	7th Grade Social Studies Teacher	Rocky Fork Middle School
Jennifer N. Wilson	6th Grade Math Teacher	Rocky Fork Middle School
Meggan Clay Woodard	7th Grade ELA Teacher	Rocky Fork Middle School
Nancy Patricia Weatherhead	8 <sup>th</sup> Grade Science Teacher	Rocky Fork Middle School
Amanda Diane Chandler	English Teacher	Rockvale High School
Jacob Nicholas Cook	Science Teacher	Rockvale High School
Amber Coop Greene	Library/Media Specialist	Rockvale High School
Leandra Mae Greene*	CTE - Business Marketing Teacher	Rockvale High School
Christopher Thomas Lowry	Asst. Band Director Teacher	Rockvale High School
Lauren Olivia Martin	Special Ed. Teacher	Rockvale High School
April Breann Milstead	Special Ed. Teacher	Rockvale High School
Ashley Guido Mitchell	School Counselor	Rockvale High School
James Joseph Nelson	Drivers Ed. Teacher	Rockvale High School
Michelle Hoover Peterson*	School Counselor	Rockvale High School
Valeria Vazquez-Lozoya	Spanish Teacher	Rockvale High School

Shannon Elizabeth Ingram	6th Grade Social Studies Teacher	Rockvale Middle School
Anna Marie Lanier	6th Grade Social Studies Teacher	Rockvale Middle School
Kimberly Sue Myers	7th/8th Grade ELA Teacher	Rockvale Middle School
Sharon Lynne Reining	7th Grade ELA Teacher	Rockvale Middle School
Toni Renee Salmon*	7th Grade Science Teacher	Rockvale Middle School
Samantha Starr Smith	ESL Teacher	Rockvale Middle School
Travis Dwayne Childers	CTE - Criminal Justice Teacher	Siegel High School
Shauna Heather Green	English Teacher	Siegel High School
Matthew Anderson Rigsby	Physical Ed. Teacher	Siegel High School
Raymond Tyler Shutt	Social Studies Teacher	Siegel High School
Katherine Jane Smith	Wellness Teacher	Siegel High School
Travis Spencer Sutton	CTE - IT/Computer Repair Teacher	Siegel High School
Kelly Lorraine Puckett	Chemistry Teacher	Siegel High School
Sydney Elizabeth Beightol	7th Grade ELA Teacher	Siegel Middle School
Kathryn Bethany Capshaw	Library/Media Specialist	Siegel Middle School
Katelyn Nicole Conner	School Counselor	Siegel Middle School
Jason Powell Gray	8th Grade SS Teacher	Siegel Middle School
Laurel Michelle Heller	6th Grade ELA Teacher	Siegel Middle School
Katie Marie Hinkelmann	8th Grade ELA Teacher	Siegel Middle School
Debbie Elaine Jacobs	Exploratory Teacher	Siegel Middle School
Lori Michelle Ransom	6th Grade Science Teacher	Siegel Middle School
Hayley E. Slayton	Special Ed. CDC Teacher	Siegel Middle School
Amanda Rae Walters	Physical Ed. Teacher	Siegel Middle School
Anna Laura Williams	Band Teacher	Siegel Middle School
Lia Chenille Beachboard	Math Teacher	Smyrna High School
Garrett K. Doo	Choir Director	Smyrna High School
Christina Neram Fongnaly	ESL Teacher	Smyrna High School
Helen Kendall Knox	School Counselor	Smyrna High School
Bradley Allen Nix*	Drivers Ed. Teacher	Smyrna High School
Hailey Marie O'Connor	English Teacher	Smyrna High School

Carrie Lynne Ott	CTE - Interior Designer Teacher	Smyrna High School
Andrea L. Austin	Library/Media Specialist	Smyrna Middle School
Lindsey Morgan Mears	Music/Band Teacher	Smyrna Middle School
Richard Shaver	8th Grade Science Teacher	Smyrna West Alternative School
Michael Martin Agee	History Teacher	Stewarts Creek High School
Kendra Jeanne Bacon	Special Ed. CDC Teacher	Stewarts Creek High School
John Ward Bates	CTE - Criminal Justice Teacher	Stewarts Creek High School
Christopher R. Bissinger	CTE - TV Broadcasting Teacher	Stewarts Creek High School
Lauren Bratten-DiCiaula*	English Teacher	Stewarts Creek High School
Christine Collins Byrd	School Counselor	Stewarts Creek High School
Adam T. Jones	Physical Ed. Teacher	Stewarts Creek High School
Gina Locke Stewart	CTE - Agriculture Teacher	Stewarts Creek High School
Tyler Jon Walter	English Teacher	Stewarts Creek High School
Jennifer Lynn Westover	Special Ed. Teacher	Stewarts Creek High School
Carol-Ann Liza DePaula	8th Grade Math Teacher	Stewarts Creek Middle School
Casey S. Dowd	6th Grade ELA Teacher	Stewarts Creek Middle School
Traverse Arthur Read V	Physical Ed. Teacher	Stewarts Creek Middle School
Kathryn Rene Weinman	7th Grade ELA Teacher	Stewarts Creek Middle School
Dulcie Butler Heim*	7th Grade ELA Teacher	Thurman Francis Arts Academy
Evan Murphy Cunningham	SpEd Behavior Teacher	Whitworth Buchanan Middle School
Rachael Lynn Dodd	Physical Ed. Teacher	Whitworth Buchanan Middle School
Mary Katherine Hall	8th Grade Math Teacher	Whitworth Buchanan Middle School
Leslie Marie Hoffman	Special Ed. Teacher	Whitworth Buchanan Middle School
Marc Leonard Quarles	7th Grade ELA Teacher	Whitworth Buchanan Middle School
Tabatha Lynn Reese	7th Grade Math Teacher	Whitworth Buchanan Middle School
Christopher Robinson	Comp Literacy Teacher	Whitworth Buchanan Middle School

Tanya Webb	6th Grade Science Teacher	Whitworth Buchanan Middle School
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\*Reinstating tenure

**Recommended Approval---motion to** approve the recommendation of the Director of Schools to award tenure to the teachers who meet criteria for 2022 – 2023 as presented.

## 11. ANCILLARY RESOLUTION

**WHEREAS** the Board of Education desires to continue providing voluntary plans for the employees of the Rutherford County Schools for the calendar year of 2024; and

**WHEREAS** the Standard and MetLife have been identified as the preferred providers for the voluntary plans, specifically group life, voluntary life, short term disability, long term disability, cancer, accident, and critical illness.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education approves staying with The Standard and MetLife for their respective voluntary plans for the Calendar year of 2024 with the same benefits and rates; and

**BE IT FURTHER RESOLVED** that the County Government will administer their portion of the plans and the Board of Education will administer their portion of the plans.

**Recommended Approval---motion to** approve the Board of Education staying with the Standard and MetLife for their respective voluntary plans for the calendar year of 2024 with the same benefits and rates as presented.

## 12. LEGAL (TAB 3)

### I. Out of county (3)

1. The Board has been requested to admit a transfer student from another school system under discipline. The student was suspended for ten (10) days for possession of THC. According to Policy 6.318, the Board may deny admission of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

**The Director of Schools' recommendation is to admit and place into the alternative school.**

**Recommended Approval---motion to** admit or deny the admission for this Out of County Transfer Student as presented.

2. The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for numerous threats of physical harm and intimidation directed at teachers and school staff. According to Policy 6.318, the Board may deny admission of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

The Director of Schools' recommendation is to deny admission.

**Recommended Approval---motion to** admit or deny the admission for this Out of County Transfer Student as presented.

3. The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of a weapon other than a firearm. According to Policy 6.318, the Board may deny admission of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

The Director of Schools' recommendation is to deny admission.

**Recommended Approval---motion to** admit or deny the admission for this Out of County Transfer Student as presented.

## **II. Annual Policy Review**

**Policies that have not been reviewed/changed in the past calendar year will be reviewed.**

### **a. Section 4 – Instructional Services, part 2 of 2**

**Policy 4.407 – Web Pages**

**Policy 4.501 – School Volunteers**

**Policy 4.502 – Parent/Family Involvement**

**Policy 4.601 – Reporting Student Progress**

**Policy 4.6041 – Testing for Credit**

**Policy 4.6051 – Substitutions for PE Credit**

**Policy 4.606 – Graduation Activities**

**Policy 4.607 – Waivers of Statute, Rules, and Regulations**

**Policy 4.608 – Transcript Alterations**

**Policy 4.700 – Testing Programs**

**Policy 4.701 – Maintaining Test Security**

**Policy 4.702 – Evaluation of Instructional Programs**

**Policy 4.800 – Controversial Issues**

**Policy 4.801 – Controversial Materials**

**Policy 4.802 – Student Equal Access (Limited Public Forum)**

**Policy 4.803 – Recognition of Religious Beliefs, Customs, and Holidays**

**Policy 4.804 – Religion in the Curriculum**

**Policy 4.805 – Prayer and Period of Silence**  
**Policy 4.806 – Course Access Program**

**Recommended Approval---motion to review the above policies as presented.**

**13. PURCHASE OF CHURCH STREET PROPERTY**

**Rutherford County Board of Education would like to enter into an agreement for the purchase and sale of property located at 814 S. Church Street, Murfreesboro Tennessee subject to a 90-day inspection period.**

**Recommended Approval---motion to approve entering into a contract to purchase property at 814 South Church Street subject to a 90-day inspection period as presented.**

**14. FINANCIAL MATTERS (TAB 4)**

**1. Fund 141 General Purpose School Budget Amendment**

**This amendment is to fund the purchase of the building and property at 814 S Church Street. The property is listed with Matthews Real Estate Investment Services and has been negotiated to be acquired in the amount of \$1,000,000. This property will be funded by amending General Purpose Fund 141 by decreasing 39000-Unassigned Fund Balance and increasing Capital Outlay account 76100-799- Other Capital Outlay in the amount of \$1,000,000.**

**Recommended Approval---motion to approve the GPS Fund budget amendment of \$1,000,000 of both Unassigned Fund Balance and Capital Outlay expenditures as presented in detail as presented.**

**2. Fund 189 Building Projects Request**

**This request is to purchase the Batey property which is in two separate appraisals one for 59.1 Acres at \$4,500,000.00 and the second for the house and 2.29 acres at \$730,000.00. Total for 61.39 acres is \$5,230,000.00. The funding for this property will come from Fund 189 Building Projects-99100-715-Land account.**

**Recommended Approval---motion to approve the request to purchase the Batey Property which conveys a total of 61.39 acres in the amount of \$5,230,000.00. This purchase will be funded from Fund 189 Building Projects-99100-715-Land account as presented.**

## **15. FACILITIES AND CONSTRUCTION (TAB 5)**

### **1. Request for Smyrna Middle Final Change Order**

**Wright Construction has submitted Change Order #1, for the Smyrna Middle School renovation project. This will also be the Final Change Order to close the Project. This is a deductive change order for \$9,382.00. Engineering and Construction has reviewed the request and approves. Recommend acceptance of Change Order #1 for a deduct of \$9,382.00. Final Contract amount will be \$3,800,618.00.**

**Recommended Approval---motion to** approve the final Change Order request from Wright Construction for Smyrna Middle for a Deduct of \$9,382,00 and a Final Project Cost of \$3,800,618.00 as presented.

### **2. CMTA Sample RCS Contract**

**Example Contract for presentation and approval of the concept. Final dollar amounts and projects to be completed will be adjusted once we are able to lock in rates.**

**Recommended Approval---motion to** move forward to Health and Education with the sample Contract for approval in concept as presented.

### **3. Emergency Request for Football Field Lighting for Smyrna and LaVergne High Schools**

**Engineering has received pricing to replace poles and lights at Smyrna High School, \$310,000.00 and LaVergne High School, \$320,000.00 due to the continued deterioration of the poles at both locations. Staff would request to utilize the Sourcewell purchase plan and award the contracts to Musco Lighting. Request not to exceed \$650,000 utilizing ending fund balance of Fund 177. Materials are 10-12 weeks out at this time.**

**Recommended Approval---motion to** utilize the Sourcewell purchase plan for Football Field lighting and poles at Smyrna High School and LaVergne High School as presented. Request not to exceed \$650,000.00 from ending fund balance of Fund 177.

#### **4. Request for Architectural Service Fees**

**Engineering and Construction is requesting to approve funding for Architectural Design Services for the Batey Property. This request will be based on the anticipated construction cost shown in the 5-year plan and the firm design fees will be presented to the Board. Request is not to exceed \$1,800,000 for phase I design only.**

**Recommended Approval---motion to approve the request for funding the Architectural Design fees for the Batey property, not to exceed \$1,800,000.00 as presented.**

#### **5. Request for Architectural Service Fees for 814 South Church Street**

**Request to be based on the anticipated construction/renovation cost of 1.2 million. The anticipated use during phase I of this project is for an additional alternative school to serve students in Rutherford County.**

**Recommended Approval---motion to approve the architectural design fees of \$50,000 to be funded out of 189 for the property at 814 South Church Street as presented.**

#### **6. Request for Structural Review of Proposed Building Purchase**

**Engineering and Construction request to contract with Structural Design Group to provide a structural review for the building being proposed for purchase to verify structural integrity. Structural Design Groups has a long history with RCS and their fee not to exceed \$25,000.**

**Recommended Approval---motion to approve to contract with Structural Design Group to provide a structural review of the building being proposed for purchase as presented.**

#### **16. FINANCIAL REPORT**

#### **17. INSURANCE UPDATE**

#### **18. DIRECTORS UPDATE**

#### **19. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE**

#### **20. FEDERAL RELATIONS NETWORK (FRN) UPDATE**

#### **21. GENERAL DISCUSSION**

#### **22. ADJOURNMENT**



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

**Minutes of April 6, 2023**

**Board Members Present**

**Tammy Sharp, Board Chair**

**Caleb Tidwell, Vice-Chair**

**Coy Young**

**Shelia Bratton**

**Claire Maxwell**

**Katie Darby**

**Frances Rosales**

**Dr. James Sullivan, Director of Schools**

**1. CALL TO ORDER**

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

**2. PLEDGE OF ALLEGIANCE**

**The Pledge of Allegiance was led by John McDaniel**

**3. MOMENT OF SILENCE**

**A Moment of Silence was observed in honor of The Covenant School families in Nashville as well as Janae Edmonson and family.**

**4. APPROVAL OF AGENDA**

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

**Vote: All yes**

**Motion passes.**

**5. APPROVAL OF CONSENT AGENDA**

**A. Minutes: March 23, 2023 Board Meeting Minutes**

**B. Community Use of Facilities**

### **Fees**

Riverdale High	Black Dragon Martial Arts, gym/sports field, training camp, 4/15/23, \$290
Smyrna High	Tennessee Hustle Basketball, gym, practices, 4/5/23 – 6/14/23, \$18 per hour **retro review
Smyrna Middle	Smyrna Magic Baseball 9U, campus, 4/1/23 – 11/1/23, \$200 per day
Stewarts Creek Middle	Creekside Church, library, church service, 4/12/23 – 4/12/24, \$14,325
Whitworth-Buchanan Lady Impact,	gym, basketball practice, 4/9/23 – 7/13/23, \$18 per hour

### **No Fees**

Blackman High	River Oaks Community Church, multiple rooms, sports camp, 6/25/23-6/28/23, no fees
Central Magnet	Wilson Bank and Trust, campus, antique car show, 6/11/23, no fees
Eagleville	Eagleville/Rockvale Ministerial Assoc., auditorium, sunrise service, 4/16/23, no fees

\*Note: Facility use prior to 9/15/22 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. All approvals are for no more than a 1-year period.

### **C. Nepotism: Leandra Greene – Business Teacher – Oakland High School Carol Stewart – Cafeteria Monitor -Stewarts Creek Elementary**

### **D. Routine Bids: Bid # 3657 – Photography Bid #3662 – Vestibule and Chair Lift (Holloway High) Bid #3663 – Carpet Removal and Replacement (Central Office) Bid #3665 – HVAC Football Field House (LaVergne High) Bid #3666 – Fire Alarm Replacement (Rocky Fork Middle)**

### **Request to Purchase**

**The Technology Department would like to purchase from TN Statewide Contract #209-75348 - (1) One 2023 Transit-250 Cargo RWD Medium Roof Van from Ford of Murfreesboro at a cost of \$49,460.00.**

**To be funded from General Purpose Funds.**

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

<b>Name</b>	<b>Amount</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Nathan Bennett	NTE \$1,000.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Anna Brainard	NTE \$1,500.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Thomas Capouch	NTE \$2,000.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Andrew Feyka	NTE \$600.00	Blackman High	School funds - AP Coordination	Assisting with Organization of AP Test Materials
Dianne Howard *1	NTE \$425.00	Oakland High	School Funds - Girls + Boys Basketball	Clock Operator for Girls and Boys Basketball
Mitzi Wilson	NTE \$1,000.00	Oakland High	School Funds - General Athletics	Athletic Director
Brandon Nolan	NTE \$1,000.00	Oakland High	School Funds - General Athletics	Athletic Director
Justin Stanford *1	NTE \$360.00	Oakland High	School Funds - Girls + Boys Basketball	Stat Board for Basketball
Derry Wells *6	NTE \$950.00	Oakland High	School Funds - Girls Basketball	Bus Driver
Kevin Wright	NTE \$680.00	Oakland High	School Funds - Girls + Boys Basketball	Announcer for Basketball
Richie Conner *6	NTE \$593.15	Riverdale	School Funds - Science + Boys Basketball	Bus Driver
Kevin Jones *6+4	NTE \$2,000.00	Rockvale High	School Funds - Various Accounts	Bus Driver
Steven Lay	NTE \$3,000.00	Smyrna High	School Funds - Softball	Announcer for Softball

Benjamin Bowers	NTE \$2,475.0	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach
Andrew Schmeltzer	NTE \$2,475.00	Stewarts Creek High	School Funds – Baseball	Assistant Baseball Coach
Christopher Slaughter	NTE \$2,475.00	Stewarts Creek High	School Funds – Baseball	Assistant Baseball Coach
Andrew Lynn	NTE \$4,000.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp Director
Elizabeth Lynn	NTE \$2,500.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - instrumental section rehearsals, classes, and camp administration
Blake Ward	NTE \$1,000.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - instrumental section rehearsals, classes, and camp administration
Jeremy Selvidge	NTE \$1,500.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Breanna Tate	NTE \$1,500.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Austin Wilush *7	NTE \$2,000.00	Blackman High	School Funds - Track & Field	Assistant Track & Field Coach
Travarus Holloway	NTE \$1,000.00	Oakland Middle	School Funds - Boys Basketball	Assistant Basketball Coach
Andrew Brown *4	NTE \$500.00	Rockvale High	School Funds - Swimming	Coaching + Lifeguarding (amount approved is now \$1,000)
Timothy Hale	NTE \$2,000.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - Instrumental Section Rehearsals
Tara Johnson	NTE \$1,000.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - Instrumental Section Rehearsals
Rebecca Lowry	NTE \$2,500.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - Instrumental Section Rehearsals
Garen Webb	NTE \$1,000.00	Stewarts Creek Middle	SCM Music Boosters	Rising Stars Band Camp - instrumental section rehearsals, classes, and camp administration

**\*\*Unless listed as an hourly rate**

1. Approved previously for an amount \$500
2. Overtime rate for special events
3. Anticipate amounts over \$500 this school year
4. Amend prior approval
5. Less than \$500 but part of event total
6. Must have the approval of the 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 2022-23 school year:**

<u><b>Name</b></u>	<u><b>School</b></u>	<u><b>Sport</b></u>
<b>Timothy Hale</b>	<b>Stewarts Creek Middle School</b>	<b>Band</b>
<b>Tara Johnson</b>	<b>Stewarts Creek Middle School</b>	<b>Band</b>
<b>Rebecca Lowry</b>	<b>Stewarts Creek Middle School</b>	<b>Band</b>
<b>Lindsay Carmichael</b>	<b>Rockvale Middle</b>	<b>Cheer</b>
<b>Hannah Milhorn</b>	<b>Siegel High</b>	<b>Softball</b>

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

Vote: All yes

**Motion passes.**

#### **6. VISITORS**

**There were no visitors present for the meeting.**

#### **7. RECOGNITION**

**Mila Risner – 2023 TSSAA Wrestling State Champion**

**Board of Distinction**

**Jimmie Garland with Mid-Cumberland District, Director of Clarksville- Montgomery County Board of Education presented our Board with a plaque receiving Board of Distinction.**

## **8. SPOTLIGHT**

### **2023 SCOPE Delegates**

**The Rutherford County School Board Members and Dr. Jimmy Sullivan, Director of Rutherford County Schools would like to recognize SCOPE Delegates.**

<b>Hailey Bagsby</b>	<b>Luker Thomas</b>	<b>Elijah Sowder</b>	<b>Emily Deck</b>
<b>Sophia Stringfield</b>	<b>Elizabeth Castillo</b>	<b>Brenna Loudon</b>	<b>Madison Myers</b>
<b>Savannah Mejia</b>	<b>Sophia Wells</b>	<b>Karstyn Bradley</b>	<b>Makensley Cagle</b>
<b>Tatiana Torres</b>	<b>Wesley Thomas</b>	<b>Lidia Metri</b>	<b>Annelyn Trail</b>

## **9. RESOLUTION SUPPORTING COUNTY COMMISSIONS EFFORTS TO UPDATE ADEQUATE FACILITIES TAXES**

**WHEREAS, the Rutherford County Board of Education is charged with governing the school district so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce; and**

**WHEREAS, Rutherford County, Tennessee, has been one of the fastest growing counties in the State of Tennessee for the past ten (10) years; and WHEREAS, growth is expected to continue; and WHEREAS, this growth is anticipated to stimulate an increase in the future enrollment of students within the Rutherford County School systems; and**

**WHEREAS, the County's present revenue raising authority is limited and relies heavily on property taxes, which impose the costs of new growth on existing residents rather than on new residents and businesses which create the demand for the additional expenditures; and**

**WHEREAS, Rutherford County is committed to both present and future county residents to maintaining a level of public facilities and services commensurate with those presently provided; and**

**WHEREAS, the County's present population, employment base, tax base and budget cannot alone support the additional revenues needed to supply facilities to serve new growth without a substantial increase in the property tax rate on existing development; and**

**WHEREAS, due to continued growth, it is necessary and appropriate that Rutherford County be given authorization to extend its taxing authority to enable the county to impose a fair and reasonable share of the costs of public facilities on the new development which is the cause of the additional costs; and**

**WHEREAS, the surrounding counties in Middle Tennessee have enacted higher impact fees with limited to no impact to the continued growth in those counties.**

**NOW, THEREFORE, BE IT RESOLVED, that the Rutherford County Board of Education supports the efforts of Rutherford County to update the Adequate Facilities/Impact Fees on new homes in Rutherford County**

Motion made by Mr. Tidwell, seconded by Mrs. Darby, to approve the Resolution supporting efforts of Rutherford County to update the amount of the adequate Facilities tax and/or impact fees as presented.

Vote: All yes

**Motion passes.**

## **10. LEGAL**

### **Annual Policy Review**

**Policies that have not been reviewed/changed in the past calendar year will be reviewed.**

#### **a. Section 4 – Instructional Services, part 1 of 2**

**Policy 4.100 – Instructional Goals**  
**Policy 4.200 – Curriculum Development**  
**Policy 4.2001 – Cocurricular Activities**  
**Policy 4.201 – Class Size Ratios**  
**Policy 4.202 – Special Education**  
**Policy 4.204 – Summer School**  
**Policy 4.205 – Enrollment in Advanced Courses**  
**Policy 4.206 – Homebound Instruction**  
**Policy 4.208 – Adult Education Program**  
**Policy 4.209 – Alternative Credit Options**  
**Policy 4.211 – Work-Based Learning Program**  
**Policy 4.300 – Extracurricular Activities**  
**Policy 4.301 – Interscholastic Athletics**  
**Policy 4.302 – Field Trips, Competitions/Performances and Excursions**  
**Policy 4.400 – Textbooks and Instructional Materials**  
**Policy 4.404 – Use of Copyrighted Materials**  
**Policy 4.405 – Employee-Developed Materials**

Motion made by Mrs. Bratton, seconded by Mrs. Maxwell, to review the above policies as presented.

Vote: All yes

**Motion passes.**

## **11. ESL DEPARTMENT**

**The ESL Department request the approval to purchase licenses for the 2023-2024 school year from the following companies with Title III funds:**

### **1. Purchase of Learning A-Z Licenses**

**The ESL Department is seeking approval to purchase licenses from Learning A-Z for our English language learners. These programs are designed to facilitate both language and literacy at all levels of proficiency. The total cost is \$23,104.00 and will be paid for with Title III funds.**

### **2. Purchase of Seesaw Licenses**

**The ESL Department is seeking approval to purchase 3,850 student licenses from Seesaw. Seesaw provides students with an interactive online learning platform to practice foundational math and literacy skills with text and audio feedback features. Seesaw features portfolio-based assessments and progress monitoring and reporting. The total approximate cost is \$28,000.00 and will be paid with Title III funds.**

**Motion made by Mrs. Maxwell, seconded by Mrs. Bratton, to approve the purchase of licenses from Learning A-Z and Seesaw for the ESL Department as presented.**

**Vote: All yes**

**Motion passes.**

## **12. FINANCIAL REPORT**

**Dr. Sullivan discussed the 141 and 143 Funds as well as TISA information. He also discussed completion of the Classified Pay Schedule proposal for the Board to view.**

**Dr. Sullivan updated the Board on a potential building prospect to possibly accommodate an Alternative School in the future. A letter of intent has been initiated and Dr. Sullivan is recommending moving forward with this.**

## **13. INSURANCE UPDATE**

**No new updates at this time.**

## **14. DIRECTORS UPDATE**

**Dr. Sullivan discussed the School Safety Day that was held on Monday. He expressed appreciation for the support which allowed all certified and classified staff to attend at the same time.**



There will be a Q & A done each week to answer questions and concerns regarding safety and security. Mr. Evans touched on information on this topic.

Dr. Sullivan spoke on the contract for the Veterans Property and does not anticipate that moving forward at this point.

There will be an Executive Session held on Wednesday April 12<sup>th</sup> at 5:30 at Central Office. It will not be an open meeting to the public due to safety and security information. Ms. Sharp extended an invitation to elected officials if they would also like to attend.

#### **15. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE**

Mrs. Rosales spoke on discussion and bills within legislation on School Safety.

#### **16. FEDERAL RELATIONS NETWORK (FRN) UPDATE**

#### **17. GENERAL DISCUSSION**

The City of Smyrna hosted “Light Up the Night” benefit to honor Janae Edmondson, a student at Smyrna High School, on Wednesday April 5th.

LaVergne Lake Elementary School raised a total of \$16,000 for playground equipment.

Walter Hill Elementary received \$150,000 of grant money from Smyrna Ready Mix and others donating to help with an outdoor classroom.

#### **18 ADJOURNMENT**

There being no further business, the board meeting adjourned at approximately 5:54 P.M.

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**Tammy Sharp, Board Chairman**

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**Date**

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**Dr. James Sullivan, Director of Schools**

---

**Date**

### Bid #3667 - Bridges Intervention Sets

Item #	Description	The Math Learning Center
1	Bridges Set1	\$ 1,100.00
2	Bridges Kit for Set 1	\$ 145.00
3	Bridges Set1	\$ 1,100.00
4	Bridges Kit for Set 1	\$ 135.00

Mailed to 15 vendors

14 vendors did not respond

Recommend: Motion to approve to The Math Learning Center for lowest and best bid.

To be funded from Federal and General Funds

## Rutherford County Schools Proposed Certified Pay Schedule 2023-2024

Grade/Step	BA	MA	MA+45	EDS	DR
0	\$47,176.50	\$51,186.50	\$55,537.36	\$58,314.22	\$61,229.93
1	\$48,002.09	\$52,082.27	\$56,509.26	\$59,334.72	\$62,301.46
2	\$48,842.13	\$52,993.71	\$57,498.17	\$60,373.08	\$63,391.73
3	\$49,696.86	\$53,921.10	\$58,504.39	\$61,429.61	\$64,501.09
4	\$50,566.56	\$54,864.71	\$59,528.22	\$62,504.63	\$65,629.86
5	\$52,083.55	\$56,510.66	\$61,314.06	\$64,379.77	\$67,598.75
6	\$53,906.48	\$58,488.53	\$63,460.05	\$66,633.06	\$69,964.71
7	\$55,254.14	\$59,950.74	\$65,046.56	\$68,298.88	\$71,713.83
8	\$56,635.49	\$61,449.51	\$66,672.72	\$70,006.36	\$73,506.67
9	\$58,051.38	\$62,985.75	\$68,339.54	\$71,756.51	\$75,344.34
10	\$59,502.67	\$64,560.39	\$70,048.03	\$73,550.43	\$77,227.95
11	\$60,692.72	\$65,851.60	\$71,448.99	\$75,021.44	\$78,772.51
12	\$61,603.11	\$66,839.37	\$72,520.72	\$76,146.76	\$79,954.10
13	\$62,527.16	\$67,841.97	\$73,608.53	\$77,288.96	\$81,153.41
14	\$63,465.06	\$68,859.59	\$74,712.66	\$78,448.29	\$82,370.71
15	\$64,258.38	\$69,720.34	\$75,646.57	\$79,428.90	\$83,400.34
16	\$65,061.61	\$70,591.84	\$76,592.15	\$80,421.76	\$84,442.85
17	\$65,874.88	\$71,474.24	\$77,549.55	\$81,427.03	\$85,498.38
18	\$66,698.31	\$72,367.67	\$78,518.92	\$82,444.87	\$86,567.11
19	\$67,365.30	\$73,091.35	\$79,304.11	\$83,269.32	\$87,432.78
20	\$68,038.95	\$73,822.26	\$80,097.15	\$84,102.01	\$88,307.11
21	\$68,549.24	\$74,375.93	\$80,697.88	\$84,732.77	\$88,969.41
22	\$69,063.36	\$74,933.75	\$81,303.11	\$85,368.27	\$89,636.68
23	\$69,581.34	\$75,495.75	\$81,912.89	\$86,008.53	\$90,308.96
24	\$69,929.24	\$75,873.23	\$82,322.45	\$86,438.58	\$90,760.50
25	\$70,278.89	\$76,252.59	\$82,734.07	\$86,870.77	\$91,214.31

200 day certified teacher

### Placement on New Scale

Years 22 to 25 Step 22

Years 26 to 29 Step 23

Years 30 to 35 Step 24

Years 35 + Step 25

*This is a new pay scale for the 23-24 school year. This scale increases the number of steps from 21 to 26*

*5% increase to the base teacher salary of Bachelors with 0 years experience from 22-23 SY. (Percentage increase varies based on years and degree with new scale)*

*Employees will be assigned a step based on years of total certified teaching experience (or recognized equivalent such as military, etc)*

*Certified employees with more than 21 years experience (the current end of the scale) will be placed on a new step based on range of recognized experience years.*

*After 23-24 SY, employees will move a step with each year of experience earned until Step 25*

## Administrative Pay Scale

Teacher Salary for individual employee (years experience + degree)

Daily Rate x Number of days in contract

Salary X Index for position

### Assistant Principal:

Grades K-8	1.15
High School, Alternative Schools	1.18

Staff Supplement: more than 60 certified staff members	\$2,500.00
--	------------

### Principal:

Grades K-5	1.25
Grades K-8	1.30
Grades 6-8	1.30
Grades 9-12 under 1500 and Eagleville	1.35
Grades 9-12 over 1500 students	1.40

Staff Supplement more than 60 certified staff	\$2,500.00
Student Supplement- ES more than 800 students	\$2,500.00
Student Supplement- MS more than 1100 students	\$2,500.00
Student Supplement- HS more than 2000 students	\$2,500.00

### Administrative

Specialists	1.15
Supervisor	1.20
Coodinator	1.25
Director Tier I *	1.30
Deputy Director *	1.35
Assistant Superintendent *	1.41
Deputy Superintendent *	1.45

\*Masters +45 minimum scale

## Rutherford County Schools Proposed Classified Pay Schedule 2023-2025

[illegible]

Effective  
Date  
July 1,  
2015

[illegible]

## MEMORANDUM

DATE: April 10, 2023  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline (1)

---

The Board has been requested to admit a transfer student from another school system under discipline. The student was suspended for ten (10) days for possession of THC.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place in alternative school.

## MEMORANDUM

DATE: April 10, 2023  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline (2)

---

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for numerous threats of physical harm and intimidation directed at teachers and school staff.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

## MEMORANDUM

DATE: April 11, 2023  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline (3)

---

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of a weapon other than a firearm.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.



**Rutherford County Schools**  
**General Purpose School Budget Amendment**  
**April 20, 2023**

**Fund 141 General Purpose School Budget Amendment (Tab)**

- a.) This amendment is to fund the purchase of the building and property at 814 S Church Street. The property is listed with Matthews Real Estate Investment Services and has been negotiated to be acquired in the amount of \$1,000,000. This property will be funded by amending General Purpose Fund 141 by decreasing 39000-Unassigned Fund Balance and increasing Capital Outlay account 76100-799- Other Capital Outlay in the amount of \$1,000,000.

**Recommended Motion:** To approve the GPS Fund budget amendment of \$1,000,000 of both Unassigned Fund Balance and Capital Outlay expenditures as presented in detail.

---

Tammy Sharp, RCS BOE Chairman

---

Dr. James Sullivan, RCS Director of Schools

---

Date

## Fund 141 - General Purpose School

Budget Amendment #8  
*Capital Outlay Aquisition*

Function	Object	Description	2023 Budget	Increases	Decreases	Amended Budget
39000		Unassigned Fund Balance	74,801,102		1,000,000	73,801,102
Total Fund Balance			74,801,102	0	1,000,000	73,801,102

Function	Object	Description	2023 Budget	Increases	Decreases	Amended Budget
76100	399	Regular Capital Outlay - Other Contracted Services	25,000			25,000
76100	799	Regular Capital Outlay - Other Capital Outlay	50,000	1,000,000		1,050,000
76100 Total			75,000	1,000,000	0	1,075,000
Fund 141 Total			491,473,674	1,000,000	0	492,473,674

This amendment is to fund the purchase of the building and property at 814 S Church Street. The property is listed with Matthews Real Estate Investment Services and has been negotiated to be acquired in the amount of \$1,000,000 . This property will be funded by amending General Purpose Fund 141 by decreasing 39000-Unassigned Fund Balance and increasing Capital Outlay account 76100-799-Other Capital Outlay in the amount of \$1,000,000.

**Recommended Motion:**

To approve the GPS Fund budget amendment of \$1,000,000 of both Unassigned Fund Balance and Capital Outlay expenditures as presented in detail.

---

 Dr. James Sullivan, Director of Schools

---

 Date

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 Tammy Sharp, Chairman of the Board

Rutherford County Schools

Building Projects Request

April 20, 2023

**Fund 189 Building Projects Request**

This request is to purchase the Batey property which is in two separate appraisals one for 59.1 Acres at \$4,500,000.00 and the second for the house and 2.29 acres at \$730,000.00. Total for 61.39 acres is \$5,230,000.00. The funding for this property will come from Fund 189 Building Projects-99100-715-Land account.

**Recommended Motion:** To approve the request to purchase the Batey Property which conveys a total of 61.39 acres in the amount of \$5,230,000.00. This purchase will be funded from Fund 189 Building Projects-99100-715-Land account.

---

Tammy Sharp, RCS BOE Chairman

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James Sullivan, RCS Director of Schools

# CHANGE

# ORDER

AIA DOCUMENT G701

OWNER ☐  
ARCHITECT ☐  
CONTRACTOR ☐  
FIELD ☐  
OTHER ☐

**PROJECT:** Smyrna Middle School Renovations

712 Hazelwood Drive

Smyrna TN 37167

**TO CONTRACTOR:** Wright Construction Services

**CHANGE ORDER NUMBER:** 001

**DATE:** 4-4-2023

**ARCHITECT'S PROJECT NO.:** 20016

**CONTRACT DATE:** August 5 2021

**CONTRACT FOR:** General Construction

## The Contract is changed as follows:

Deduct the Balance of Allowances

Misc Contingency deduct \$7,853.75

Printing Deduct \$1,527.81

**Not valid until signed by the Owner, Architect and Contractor.**

The original (Contract Sum) was	\$3,810,000
Net change by previously authorized Change orders	\$0
The (Contract Sum) prior to this Change order was	\$3,810,000
The (Contract Sum) will be (decreased)	
by this Change Order in the amount of	\$9,382
The new (Contract Sum) including this Change order will be	\$3,800,618

The Contract Time will be (increased) by

The date of Substantial Completion as of the date of this Change Order therefore is 9/27/2022

**NOTE:** This summary does not reflect changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive.

<b>Binkley Garcia Architecture</b>	<b>Wright Construction Services</b>	<b>Rutherford County Board of Education</b>
<b>ARCHITECT</b>	<b>CONTRACTOR</b>	<b>OWNER</b>
5556 Franklin Pike, Suite 201	11 Lami Industrial Dr	2240 Southpark Dr
Nashville, TN 37220	St. Peters MO 63304	Murfreesboro TN 37128
Address	Address	Address
	Nathan Bibb, VP	
<b>BY</b>	<b>BY</b>	<b>BY</b>
<b>DATE</b>	<b>DATE</b>	<b>DATE</b>

LaVergne High School RCS  
La Vergne, TN  
4/12/23

**Sourcewell**

**Master Project:** 199030, **Contract Number:** 071619-MSL, **Expiration:** 08/27/2023

**Category:** Sports lighting with related supplies and services

**All purchase orders should note the following:**  
**Sourcewell purchase – contract number: 071619-MSL**

***Quotation Price – Materials Delivered to Job Site and Installation***

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***Football Field – 360' x 160' .....\$ 319,645.00***

**Meets or exceeds Tennessee Secondary Schools Athletic Association**

*Bonding not included.*

*Pricing furnished is effective for 60 days unless otherwise noted and is considered confidential.*

***Light-Structure System™ with Total Light Control – TLC for LED™ technology***

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**Guaranteed Lighting Performance**

- Guaranteed light levels of 50 Footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

**System Description**

- 4 Pre-cast concrete bases with integrated lightning grounding
- 4 Galvanized steel poles
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- Factory wired poletop luminaire assemblies
- Factory aimed and assembled luminaires, including BallTracker® luminaires
- UL Listed assemblies

**Control Systems and Services**

- Control-Link® control and monitoring system to provide remote on/off and dimming (high/medium/low) control and performance monitoring with 24/7 customer support

**Operation and Warranty Services**

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 25 years
- Support from Musco's Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

***Installation Services Provided***

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See attached scope of work

***Payment Terms***

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Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC

Attn: Amanda Hudnut

Fax: 800-374-6402

Email: [musco.contracts@musco.com](mailto:musco.contracts@musco.com)

**All purchase orders should note the following:**

**Sourcewell purchase – contract number: 071619-MSL**

### ***Delivery Timing***

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10 - 12 weeks for delivery of materials to the job site from the time of order, submittal approval, and confirmation of order details including voltage, phase, and pole locations.

Due to the built-in custom light control per luminaire, pole locations need to be confirmed prior to production. Changes to pole locations after the product is sent to production could result in additional charges.

### ***Notes***

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Quote is based on:

- Shipment of entire project together to one location.
- Structural code and wind speed = 2012 IBC, 115 mi/h, Exposure C, Importance Factor 1.
- Owner is responsible for getting electrical power to the site, coordination with the utility, and any power company fees.
- Includes supply and installation of Musco system including underground wiring and conduit, service entrance panel board, and controls by a licensed contractor.
- Standard soil conditions – rock, bottomless, wet or unsuitable soil may require additional engineering, special installation methods and additional cost.
- Confirmation of pole locations prior to production.

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Greg Gilley

Sales Representative

Musco Sports Lighting, LLC

Phone: 641-660-2362

E-mail: [greg.gilley@musco.com](mailto:greg.gilley@musco.com)



**LaVergne High School RCS  
La Vergne, TN  
Pole in the Air Scope of Work**

**Customer/Electrical Contractor Responsibilities****General:**

1. Complete access to the site for construction utilizing 2-wheel drive rubber tire equipment.
2. Locate existing underground utilities not covered by your local utilities. (i.e., water lines, electrical lines, irrigation systems, and sprinkler heads). Musco or Subcontractor will not be responsible for repairs to unmarked utilities.
3. Locate and mark field reference points per Musco supplied layout. (i.e. home plate, center of FB field)
4. Pay for extra costs associated with foundation excavation in non-standard soils (rock, caliche, high water table, collapsing holes, etc.) or soils not defined in geo-technical report. Standard soils are defined as soils that can be excavated using standard earth auguring equipment.
5. Pay any power company fees and requirements.
6. Pay all permitting fees and obtain the required electrical permitting.
7. Provide area on site for disposal of spoils from foundation excavation.
8. Provide area on site for dumpsters.

**Electrical:**

1. Provide materials and equipment to reuse existing electrical service panels as required.
2. Provide materials and equipment to reuse existing electrical wiring as permitted.
3. Provide as-built drawings upon completion of installation, **(if required)**.

**Control System:**

1. Provide labor, equipment, and materials to install 1 Musco control and monitoring cabinet and terminate all necessary wiring.
2. Provide a dedicated 120 V 20 A controls circuit or a step-down transformer for 120 V control circuit if not available.
3. Check all Zones to make sure they work in both auto and manual mode.
4. Commission Control-Link® by contacting Control-Link Central™ at 877-347-3319.

**Musco Responsibilities:**

1. Provide required foundations, poles, electrical enclosures, wire harnesses, fixtures, and control cabinets.
2. Provide layout of pole locations and aiming diagram.
3. Provide stamped foundation designs based on soils that meet or exceed those of a Class 5 material as defined by 2018 IBC Table 1806.2.
4. Provide Contract Management as required.
5. Assist our installing subcontractor and ensure our responsibilities are satisfied.

**Subcontractor Responsibilities****General:**

1. Obtain any required permitting.
2. Contact your local udig for locating underground public utilities and then confirm they have been clearly marked.
3. Contact the facility owner/manager to confirm the existing private underground utilities and irrigation systems have been located and are clearly marked to avoid damage from construction equipment. Notify owner and repair damage to marked utilities. Notify owner and Musco regarding damage which occurred to unmarked utilities.



4. Provide labor, equipment, and materials to off load equipment at jobsite per scheduled delivery. Control and monitoring cabinets will need to be given to on-site customer representative.
5. Provide storage containers for materials (including electrical components enclosures) as needed.
6. Provide necessary waste disposal and daily cleanup.
7. Provide adequate security to protect Musco delivered products from theft, vandalism, or damage during the installation.
8. Keep all heavy equipment off playing fields when possible. Repair damage to grounds which exceeds that which would be expected. Indentations caused by heavy equipment traveling over dry ground would be an example of expected damage. Ruts and sod damage caused by equipment traveling over wet grounds would be an example of damage requiring repair.
9. Installation to commence upon delivery and proceed without interruption until complete. Notify Musco immediately of any breaks in schedule or delays.

**Demolition:**

1. Disassemble and leave at owner designated location on site the existing lighting poles, fixtures, and electrical enclosures. This will include the recycling of lamps, aluminum reflectors, ballast, and steel as necessary.
2. Demolition of existing foundations to 2 ft (0.6 m) below grade.
3. Leave existing power feed in place for connection to new pole locations.

**Foundations, Poles, and Luminares:**

1. Mark and confirm pole locations per the aiming drawing provided. If there are any issues, immediately notify your Musco Project Manager.
2. Provide labor, materials, and equipment to install 4 LSS foundations as specified on Layout and per the stamped foundation drawings, if applicable.
3. Remove spoils to owner designated location at jobsite.
4. Provide labor, materials, and equipment to assemble Musco TLC-LED fixtures, electrical enclosures, poles, and pole harnesses.
5. Provide labor, equipment, and materials to erect dressed 4 LSS Poles and aim utilizing the pole alignment beam.





Smyrna High School RCS  
Smyrna, TN  
4/12/23

**Sourcewell**

**Master Project:** 199030, **Contract Number:** 071619-MSL, **Expiration:** 08/27/2023

**Category:** Sports lighting with related supplies and services

All purchase orders should note the following:  
Sourcewell purchase – contract number: 071619-MSL

***Quotation Price – Materials Delivered to Job Site and Installation***

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**Football Field – 360' x 160' .....\$ 309,764.00**

**Meets or exceeds Tennessee Secondary Schools Athletic Association**

*Bonding not included.*

*Pricing furnished is effective for 60 days unless otherwise noted and is considered confidential.*

***Light-Structure System™ with Total Light Control – TLC for LED™ technology***

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**Guaranteed Lighting Performance**

- Guaranteed light levels of 50 footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

**System Description**

- 4 Pre-cast concrete bases with integrated lightning grounding
- 4 Galvanized steel poles
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- Factory wired poletop luminaire assemblies
- Factory aimed and assembled luminaires, including BallTracker® luminaires
- UL Listed assemblies

**Control Systems and Services**

- Control-Link® control and monitoring system to provide remote on/off and dimming (high/medium/low) control and performance monitoring with 24/7 customer support

**Operation and Warranty Services**

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 25 years
- Support from Musco's Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

***Installation Services Provided***

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See attached scope of work

***Payment Terms***

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Musco's Credit Department will provide payment terms.



Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC  
Attn: Amanda Hudnut  
Fax: 800-374-6402  
Email: [musco.contracts@musco.com](mailto:musco.contracts@musco.com)

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Sales Representative  
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Smyrna, TN  
Pole in the Air Scope of Work**

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