

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

**MAY 25, 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 19, 2023 Board Meeting Minutes**
- B. Minutes: May 11, 2023 Board Meeting Minutes**
- C. Community Use of Facilities**

**FACILITIES USE**

5/25/2023

**Fees**

Blackman High	EC Bullets, sports field, softball practice, 5/16/23 – 10/31/23, \$18 per hour *retro review
Christiana Middle	East Coast Sox, sports field, practice, 5/1/23 – 7/31/23, \$18 per hour
Oakland High	Music City Classic, sports field, baseball tournament, 6/14/23 – 7/3/23, \$18 per hour
Oakland High	OnTopAthletics, stadium/track, football camp, 5/6/23, \$115 per hour, *retro review

Oakland High	2D Sports, sports field, baseball tournament, 6/1/23 – 10/31/23, \$18 per hour
Smyrna High	2D Sports, baseball field, tournament, 6/8/23- 6/11/23, 6/15/23– 6/18/23, 7/12/23 – 7/16/23, \$8,667

**No Fees**

McFadden	Experience Church, parking lot, overflow parking, 5/27/23 – 12/31/23, no fees
Riverdale High	Live Like Eli Foundation, stadium/track, 5k run, 7/29/23, no fees

**Note: Facility use prior to 5/25/23 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.**

**D. Route Transfer:**

**Recommended Approval - motion to approve voluntary transfer of bus contract #1 to Angela Morgan**

**E. Routine Bids:**

Bid #3673 - Classroom Renovations (Stewarts Creek Elem. Clinic)  
 Bid #3674 - Rooftop HVAC Duct Work (Smyrna Middle)  
 Bid #3676 - Treated Lumber  
 Bid #3683 - Floor Stripping and Waxing  
 Bid #3684 - Used Textbooks for Sale  
 Bid #3685 - Portable Relocation;

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

<b>Name-Certified</b>	<b>NTE Amount</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Debra Burton	\$4,000.00	Blackman High	BHS Band Boosters	Drill Writer
Thomas Chestnut	\$500.00	Blackman High	BHS Band Boosters	Band Camp Staff
Kristie Covington	\$1,747.00	Blackman High	School Funds – Basketball Cheer	Basketball Cheer Coach
David England	\$8,000.00	Blackman High	BHS Band Boosters	Band Camp Staff + Percussion Instruction
Bradley Frasier	\$2,500.00	Blackman High	School Funds - Baseball	Coaching + Field Work

Gregory Jones	\$2,000.00	Blackman High	School Funds - Baseball	Coaching + Field Work
Kevin Meadows	\$1,500.00	Blackman High	School Funds- Softball	Field Maintenance
Barry Vetter	\$1,500.00	Blackman High	School Funds - Baseball	Coaching, Field Work + Summer Mowing
Brandon Bassham	\$600.00	Eagleville	School Funds – Various Athletic Accounts	Table Workers + referees for summer athletic camps
Alan Pepper	\$600.00	Eagleville	School Funds – Various Athletic Accounts	Table Workers + referees for summer athletic camps
Darren Shanks	\$600.00	Eagleville	School Funds – Various Athletic Accounts	Table Workers + referees for summer athletic camps
Todd Ignatz	\$1,000.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Randal Jones	\$1,320.00	Oakland High	Oakland High Baseball Boosters	Baseball gate worker
Connor Malchow	\$2,000.00	Oakland High	School Funds- Tennis	Assistant Tennis Coach
Jess Messick	\$2,500.00	Oakland High	Oakland Baseball Boosters	Assistant Baseball Coach
Elizabeth Morrison	\$120.00	Oakland High	Oakland High Baseball Boosters	Baseball gate worker
Connor Newberg	\$1,200.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Justin Stanford	\$1,500.00	Oakland High	School Funds- Tennis	Assistant Tennis Coach
Kevin Wright	\$1,500.00	Oakland High	Oakland High Baseball Boosters	Baseball Announcer
David Hutson*4	\$700.00	Rockvale High	School Funds- Drama	Assistant Drama Coach (Total amount approved now is \$2,500)
Travis Childers	\$1,500.00	Siegel High	School Funds- Baseball	JV Assistant Baseball Coach
Tommy Entrekin*6	\$2,500.00	Siegel High	School Funds- Baseball	Pitching Coach/Bus Driver

Tyler Reeder	\$2,000.00	Siegel High	School Funds-Baseball	JV Head Coach
Shelby Moore	\$750.00	Stewarts Creek High	School Funds-Girls + Boys Basketball	Clock + Scorekeeper for Basketball
<b>Name-Non-Faculty</b>	<b>NTE Amount</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Tyler Bouttavong	\$500.00	Blackman High	BHS Band Boosters	Band Camp Staff
Robert Chandler	\$500.00	Blackman High	BHS Band Boosters	Band Camp Staff
Julie Davila	\$500.00	Blackman High	BHS Band Boosters	Percussion Instruction
Keith Dudek	\$500.00	Blackman High	BHS Band Boosters	Percussion Instruction
William Elliott	\$4,000.00	Blackman High	BHS Band Boosters	Band Camp Staff + Private Lessons
Michael George	\$8,000.00	Blackman High	BHS Band Boosters	Band Camp Staff + Private Lessons
Tim Hale*3	\$250.00	Blackman High	BHS Band Boosters	Percussion Instruction
Gregory Lawson	\$500.00	Blackman High	BHS Band Boosters	Band Camp Staff
Tonya Lawson	\$4,000.00	Blackman High	BHS Band Boosters	Private Lessons
Rebecca Murphy	\$2,000.00	Blackman High	BHS Band Boosters	Band Camp Staff + Private Lessons
Jovan Quallo	\$6,000.00	Blackman High	BHS Band Boosters	Private Lessons
Cameron Roberts	\$1,000.00	Blackman High	School Funds-Baseball	Assistant Baseball Coach
Kelsey Rogers	\$5,000.00	Blackman High	BHS Band Boosters	Color Guard Instruction
Wilson Sharpe	\$2,000.00	Blackman High	BHS Band Boosters	Private Lessons
James Simmons	\$500.00	Blackman High	BHS Band Boosters	Jazz Instruction
Holly Lyne Smith	\$500.00	Blackman High	BHS Band Boosters	Band Camp Staff
Olivia Gregg	\$400.00	Blackman Middle	School Funds-Archery	Coaching, Supervision August-May
Andrew Arnold*4	\$500.00	Central Magnet	School Funds-HS Baseball	JV Baseball Coach (total amount approved is now \$2,000)
Keydon Bassham	\$600.00	Eagleville	School Funds-Variou Athletic Accts.	Table workers + referees for summer athletic camps
Kolt Bassham	\$600.00	Eagleville	School Funds-Variou Athletic Accts.	Table workers + referees for summer athletic camps

Tommy Betty	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Hagen Bugg	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Peyton Bullock	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Summer Cooper	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Grant Cooper	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Hayden Edmondson	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Zoe Ellis	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Daniel Floyd	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Lane Freise	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Makayla Garber	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Steve Grocock	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Hannah Hailey	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Cason Lamb	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Ethan Ledbetter	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Jensen Linton	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Ashlynn Lounsbury	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps

Mary Elise Lynch	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Sarah Marshall	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Ryley McClaran	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Aubree Merritt	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Shelbie Mooneyham	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Jackson Nichols	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Luke Parrish	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Taylor Petty	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Robby Reasonover	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Jordan Reed	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Mady Richter	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Katelyn Roberts	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Isabella Sawyer	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Ben Thompson	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Susan Tribble	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Rylee Warbritton	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps

Trent Young	\$600.00	Eagleville	School Funds- Various Athletic Accts.	Table workers + referees for summer athletic camps
Seth Henson	\$1,500.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Benjamin Bjork	\$600.00	Riverdale High	RHS Band Boosters	Band Camp Staff
Benjamin Bjork	\$30.00/lesson	Riverdale High	School Funds- Band	Private Lessons
Michael George	\$600.00	Riverdale High	RHS Band Boosters	Band Camp Staff
Michael George	\$30/lesson	Riverdale High	School Funds- Band	Private Lessons
Nathaniel O'Neal	\$5,000.00	Riverdale High	RHS Band Boosters	Marching Band Staff
Sootnalee Philom	\$600.00	Riverdale High	RHS Band Boosters	Band Camp Staff
Sootnalee Philom	\$30/lesson	Riverdale High	School Funds- Band	Private Lessons
Olivia Starnes	\$6,000.00	Riverdale High	RHS Band Boosters	Band Camp Staff
Joseph McHenry	\$800.00	Rockvale High	School Funds- Softball	Assistant Softball Coach
Shelby Mierles	\$500.00	Rockvale High	School Funds- Softball	Assistant Softball Coach

### Hourly

- 1 approved previously for an amount \$500 or greater
- 2 Overtime rates 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 Department
- 7 Classified Employee

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

### G. Non-Faculty Coaches:

**According to the 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 2023-24 school year:**

<u>NAME</u>	<u>SCHOOL</u>	<u>SPORT</u>
Bouttavong, Tyler	Blackman High School	Band
Chandler, Robert	Blackman High School	Band

Davila, Julie	Blackman High School	Band
Dudek, Keith	Blackman High School	Band
Elliott, William	Blackman High School	Band
George, Michael	Blackman High School	Band
Hale, Tim	Blackman High School	Band
Lawson, Gregory	Blackman High School	Band
Lawson, Tonya	Blackman High School	Band
Murphy, Rebecca	Blackman High School	Band
Quallo, Jovan	Blackman High School	Band
Rogers, Kelsey	Blackman High School	Band
Sharpe, Wilson	Blackman High School	Band
Simmons, James	Blackman High School	Band
Smith, Holly	Blackman High School	Band
Bjork, Ben	Riverdale High School	Band
George, Mike	Riverdale High School	Band
O'Neal, Nathaniel	Riverdale High School	Band
Philom, Italee	Riverdale High School	Band
Starnes, Olivia	Riverdale High School	Band
Gregg, Olivia	Blackman Middle School	Archery
McDonald, Hunter	Riverdale High School	Band
Prince, Gregory	Stewarts Creek Middle	Softball
Geter, Tevin	Smyrna High School	Football
Amos, Delaney	Riverdale High School	Swimming
Hoehn, Brett	Riverdale High School	Swimming
Thweatt, Bruce	Riverdale High School	Volleyball/Tennis
Bragg, Blake	Riverdale High School	Boys Basketball
Trubee, Samuel	Smyrna Middle School	Football
Logoleo, Erika Avei	Oakland High School	Volleyball
Morreale IV, AJ	Blackman High School	Football
Jenkins, Nickolas	Smyrna High School	Football
Barker, Renee	Central Magnet School	HS Girls Basketball
Jungman, Dennis	Whitworth-Buchanan	Baseball
Krahenbuhl, Kevin	Whitworth-Buchanan	Baseball
Black, Randy	Whitworth-Buchanan	Baseball
Henson, Seth	Oakland High School	Baseball
Brown, Darius	Whitworth-Buchanan	Volleyball/B&G Basketball
Holliday, Williams	Whitworth-Buchanan	Girls Basketball

## **6. APPRECIATION FOR LAW ENFORCEMENT DURING GRADUATION CEREMONIES**

The School Board and Rutherford County Schools would like to extend its deepest gratitude to our law enforcement partners for their assistance in maintaining safe environments in our schools and during graduation ceremonies this school year.



**Recommended Motion - to approve a resolution thanking our law enforcement partners for keeping our schools and graduations safe.**

## **7. RUTHERFORD PROUD**

We want to congratulate and recognize, Garrett Doo of Smyrna High School. He was named CMA Music Teacher of Excellence, one of thirty recipients Nationwide.

Welcome Oakland Middle School Jazz Band here tonight to perform for us.

## **8. VISITORS**

### **9. HUMAN RESOURCES (TAB 2)**

Approval of job description for Elementary STEM teacher. Smyrna Elementary is utilizing supplemental Title I funding to add a STEM teacher for the 2023-2024 school year. This job description has been created for our secondary schools, but we need a job description for our elementary schools.

#### **A. Recommended Approval – motion to approve the job description for an Elementary STEM teacher for the 2023-2024 school year.**

Approval of the job description for School Library Information Specialist. The purpose of this position is to provide curriculum and instruction leadership for all K-12 certified school library media specialists.

#### **A. Recommended Approval – motion to Approve job description for School Library Information Specialist as presented for the 2023-2024 school year.**

## **10. LEGAL (TAB 3)**

### **Out of County Transfer**

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

The Director of Schools' recommendation is to admit and place in alternative school.

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

### **Policy Adoption -Second Reading of Two Readings**

The policies below were recommended on the first reading on May 11, 2023.

## Policy Changes

### a. Policy 1.1021 - Student Member of the Board

Proposal to sunset.

### b. Policy 1.405 - Rules of Order

Adds language to clarify recognition and addressing the chair under Robert's Rules of Order.

### c. Policy 1.501 - Visitors to the Schools

Adds language regarding speakers invited to participate in school activities.

### d. Policy 1.800 - School Calendar

Adds language to designate two (2) days each school year for security training.

### e. Policy 2.805 - Purchasing

Clarifies amount for routine purchases.

### f. Policy 4.100 - Instructional Goals

No changes to existing policy.

### g. Policy 4.2001 - Cocurricular Activities

Title of the policy will be changed to "Cocurricular Fine Arts Activities."

### h. Policy 4.205 - Enrollment in Advanced Courses

Adds language for substitution of college-level equivalent courses for Algebra II or Integrated Math III to align with Federal graduation requirements.

### i. Policy 4.212 - Virtual Education Program

Removes language regarding quarantining.

### j. Policy 4.402 - Reconsideration of Textbooks and Instructional Materials

No changes to existing policy.

### k. Policy 4.403 - Library Materials

Adds language to clarify to who can bring a complaint to align with state law.

### l. Policy 4.801 - Controversial Materials

Title of the policy will be changed to "Request for Alternate Equal Assignment or Materials" and adds that the principal's decision can be appealed to the Director of Schools, and then to the Board if necessary.

### m. Policy 5.117 - Teacher Tenure

Changes probationary period to two (2) years and grants tenure for hard to fill positions with recommendation of the Director of Schools to the Board.

n. Policy 5.119 - Employment of Retirees  
Adds language allowing retired teachers to accrue sick days as a regular certified employee.

o. Policy 5.3051 - Emergency Sick Leave  
Proposal to sunset.

p. Policy 6.204 - Attendance of Non-Resident Students  
No changes to existing policy.

q. Policy 6.3001 - Pandemic/Epidemic Code of Conduct Supplement  
Proposal to sunset.

New Policies

a. Policy 6.313 - Spectators  
New policy to address safety and security at school events.

**A. Recommended Motion - motion to adopt the above policies on the second and final reading as presented.**

## **11. SCHOOL SAFETY**

Gary Templeton of the Rutherford County Sheriff's Department requests to use Riverdale High School for training on May 30 and 31, 2023.

**A. Recommended Motion – motion to approve Rutherford County Sheriff's Department use of Riverdale High School for training.**

## **12. INSURANCE UPDATE**

## **13. DIRECTORS UPDATE**

RSP Presentation on zoning priorities

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

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

## **16. GENERAL DISCUSSION**

## **17. ADJOURNMENT**

**Bid #3673 - Classroom Renovation (Stewarts Creek Elementary)**

<b>Bidders</b>	<b>Base Bid (Complete Job)</b>
<b>CanSon Construction Management, LLC</b>	<b>\$ 75,500.00</b>
Norwood Properties, LLC	\$ 148,200.00

Mailed to 40 vendors  
38 vendors did not respond

Recommend: Motion to approve to CanSon Construction Management LLC for overall lowest and best bid.

To be funded from General Funds and/or Capital Projects

**Bid #3674**  
**Rooftop HVAC Duct Work Repair**  
**(Smyrna Middle)**

Item #	Description	S.M. Lawrence
1	Total Base Bid	\$ 108,780.00
2	Insulation Replacement	\$ 250.00
3	Duct work replacement	\$ 350.00

Mailed to 50 vendors  
49 vendors did not respond

Recommend: Motion to award to S.M. Lawrence for overall lowest and best bid.

To be funded through Capital Projects and GP

**Bid #3676**  
**Treated Lumber**

<b>Vendor</b>	<b>Bid for Total Lumber Package</b>
Builder's Supply Co.	\$ 41,623.44
Crosslin Building Supply	\$ 25,526.07
Line Drive Logistics	\$ 33,096.08
<b>Lowe's</b>	<b>\$ 23,409.44</b>

Mailed to 7 vendors  
3 vendors did not respond

Recommend: Motion to award to Lowe's Home Center for the overall lowest and best bid

To be funded through GP

Bid #3683  
Floor Stripping and Waxing

Item #	School	Buffing Brothers	C.E. Berry Janitorial	City Wide	Empire Maintenance	KBM, Inc	Precision Commercial Services	Service Master Clean
A1	Blackman Elementary	\$ 52,000.00	\$ 41,080.00	\$ 36,400.00			\$ 29,120.00	\$ 24,960.00
A2	Lascassas Elementary	\$ 60,000.00	\$ 46,215.00	\$ 40,950.00			\$ 32,760.00	\$ 28,080.00
A3	Rocky Fork Elementary	\$ 66,000.00	\$ 52,140.00	\$ 46,200.00	\$ 36,960.00	\$ 42,240.00	\$ 36,960.00	\$ 31,680.00
A4	Walter Hill Elementary	\$ 57,150.00	\$ 50,281.13	\$ 44,552.90			\$ 35,642.32	\$ 30,550.56
B1	Christiana Middle	\$ 80,000.00	\$ 62,410.00	\$ 55,300.00			\$ 44,240.00	\$ 37,920.00
B2	Rocky Fork Middle	\$ 75,000.00	\$ 59,250.00	\$ 52,500.00	\$ 42,000.00	\$ 46,500.00	\$ 42,000.00	\$ 36,000.00
C	Additional Schools Stripping and Waxing per Sq. Ft.	\$ 0.45	\$ 0.395	\$ 0.35	\$ 0.28	\$ 0.35	\$ 0.28	\$ 0.24

Mailed to 31 vendors

24 vendors did not respond

Recommend: Motion to award to highlighted bidders for overall lowest and best bid.

To be funded through Maintenance Funds

Bid #3684  
Used Textbooks for Sale

Company	Used Textbooks (Lump Sum Total)
K12 Book Services	\$ 150.00
<b>Walrus Book</b>	<b>\$ 251.00</b>

Mailed to 10 vendors

"No Bid" received from: Superior Text

7 vendors did not respond

Recommend: Motion to approve the sell of used books to Walrus Book as the highest bidder shown.



**Bid #3685**  
**Portable Relocation**

Item #	Description	Elevate Tennessee, LLC
1A	Single Unit Move (1-5 Portables)	\$ 13,000.00
1B	Single Unit Move (6-10 Portables)	\$ 12,000.00
1C	Single Unit Move (11-15 Portables)	\$ 12,000.00
1D	Single Unit Move (16-20 Portables)	\$ 12,000.00
2A	Double Unit Move (1-5 Portables)	\$ 15,000.00
2B	Double Unit Move (6-10 Portables)	\$ 14,000.00
2C	Double Unit Move (11-15 Portables)	\$ 13,000.00
2D	Double Unit Move (16-20 Portables)	\$ 13,000.00
3	On-Campus Moves (Deduction)	\$ 1,000.00
4	Footing (2' x 2' x1')	\$ 350.00
5	Pier Blocks (8" x 8" x 16")	\$ 8.00
6	Oversize Double Larger than 24'1" x 61' Unit Move Only	\$ 18,000.00
7	ABS Foundation Pads	\$ 25.00

Mailed to 13 vendors  
12 vendors did not respond

Recommend: Motion to approve Elevate Tennessee for overall best bid.

To be funded through GP and Maintenance

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

**Minutes of April 19, 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 Sgt. Harris.

**3. MOMENT OF SILENCE**

A Moment of Silence was observed in honor of Lt. Hayes of the LaVergne Police Department.

**4. APPROVAL OF AGENDA**

Motion made by Ms. Sharp, seconded by Mrs. Bratton, to approve the agenda as presented. Vote: All yes

**Motion passes.**

**5. APPROVAL OF CONSENT AGENDA**

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

**B. Community Use of Facilities**

**Fees**

**Oakland High**

**Net Elite, field, baseball games,  
6/2 – 6/4 & 7/21 – 7/23, \$290 per day**

**Smyrna Middle**

**Friendship Quilters Guild, classroom, meetings,  
4/22/23 – 11/30/23, \$15 per day per room**

**Smyrna Middle**

**Lovely Lavish Ladies LLC, cafeteria, dance tryouts,  
4/29/23, \$18 per hour**

**\*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	School Funds -	Solo & Ensemble Judging

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

Motion by Mr. Young to approve, seconded by Mr. Tidwell.

Vote: All yes

**Motion passes.**

#### **6. VISITORS**

A number of visitors addressed the Board.

#### **7. RECOGNITION**

Colonel Rector, Director of JROTC, recognized eight students as Distinguished Leader Graduates:

**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 SCALE 23-24 (Board Goal #3) (TAB 2)**

Stacy Whichel of Evergreen Solutions attended via video conferencing to give an overview of the goals and recommendations for the RCS salary study and answer board member questions. After the overview and answering questions, Mr. Tidwell made a motion to move forward on R100-R108, postpone R109-R120 central office staff until after the policy committee. Mrs. Darby-seconded the motion.

Mrs. Bratton and Mr. Young each made public statements disclosing they have relatives who work in the school system that will be affected by the adoption of the proposed salary study, but stated they would proceed to vote in accordance with what they believed to be in the best interest of the school system as a whole.

Roll Call Vote on the motion to move forward on R100-R108 and postpone R109-R120 until the policy meeting:

Yes – Mrs. Darby, Mr. Tidwell, Mrs. Sharp

No – Mrs. Bratton, Mrs. Rosales, Mr. Young, Mrs. Maxwell

**Motion failed.**

Motion by Mrs. Bratton, seconded by Mrs. Rosales to approve Salary Scale for 2023-2024 as presented:

Yes – Mrs. Bratton, Mrs. Rosales, Mr. Young, Mrs. Maxwell

No – Mrs. Darby, Mr. Tidwell, Mrs. Sharp

**Motion passes.**

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

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

Motion by Mrs. Darby to approve, and seconded by Mrs. Maxwell.

Vote: All yes

**Motion passes.**

**10. TENURE RECOMMENDATION 22-23**

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 Specialist	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
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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
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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-DiCiuala*	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

Motion by Mr. Tidwell to approve, and seconded by Mrs. Bratton.

Vote: All yes

**Motion passes.**

## 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.

Motion to approve by Mrs. Maxwell and seconded by Mr. Young.

Vote: All yes

**Motion passes.**

## 12. LEGAL (TAB 3)

- 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.**

Motion to admit and place into alternative school by Mr. Young and seconded by Mrs. Bratton.

Vote: All yes

**Motion passes.**

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.**

Motion to deny admission by Mrs. Bratton and seconded by Mrs. Maxwell.

Vote: All yes

**Motion passes.**

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.**

Motion to deny admission by Mr. Tidwell and seconded by Mrs. Bratton.

Vote: All yes

**Motion passes.**

## **II. Annual Policy Review**

### **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**

Motion to approve the above policies made by Mr. Young and seconded by Mrs. Maxwell.

Vote: All yes

**Motion passes.**

### **13. PURCHASE OF CHURCH STREET PROPERTY**

Dr. Sullivan explained he would like to enter into an agreement for the purchase of property located at 814 S. Church Street, Murfreesboro, Tennessee subject to a 90-day inspection period.

Motion to approve entering into a contract to purchase the property at 814 South Church Street as presented by Mrs. Maxwell and seconded by Mr. Tidwell.

Vote: All yes

**Motion passes.**

### **14. FINANCIAL MATTERS**

#### **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 \$1,161,460. 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 \$1,161,460.

Motion to approve the GPS Fund budget amendment by Mr. Tidwell and seconded by Mrs. Rosales.

Vote: All yes

**Motion passes.**



## **2. Fund 189 Building Projects Request**

**Dr. Sullivan explained this item is to fund the purchase the Batey property which is in two separate contracts, 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.**

Motion by Mrs. Rosales to approve the request to fund the purchase of the Batey Property in the amount of \$5,230,000.00; this purchase will be funded from Fund 189 Building Projects-99100-715-Land account as presented. Seconded by Mrs. Maxwell.

Vote: 6 Yes, 0 No. There was no vote by Mrs. Darby as she had left the room.

**Motion passes.**

## **15. FACILITIES AND CONSTRUCTION**

### **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.**

Motion to approve by Mr. Tidwell 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. Seconded by Mrs. Rosales.

Vote: 6 Yes, 0 No. There was no vote by Mrs. Darby as she had left the room.

**Motion passes.**

### **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.**

Director announced it was tabled.

### **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.

Motion by Mrs. Rosales to approve to utilize the Sourcewell purchase plan for Football Field lighting and poles at Smyrna High School and LaVergne High School as presented in an amount not to exceed \$650,000.00 from ending fund balance of Fund 177. Seconded by Mrs. Bratton.

Vote: All yes

**Motion passes.**

### **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 \$900,000 for phase I design only.**

Motion by Mrs. Maxwell to approve the request for funding the Architectural Design fees for the Batey property, not to exceed \$900,000.00 as presented. Seconded by Mrs. Rosales.

Vote: All yes

**Motion passes.**

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

**Dr. Sullivan explained this request was for the anticipated construction/renovation cost of 1.2 million. Dr. Sullivan further explained the anticipated use during phase I of this project is for an additional alternative school to serve students in Rutherford County.**

Motion by Mr. Young 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. Seconded by Mrs. Maxwell.

Vote: All yes

**Motion passes.**

**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 \$1,500.**

Motion by Mrs. Bratton to approve to contract with Structural Design Group to provide a structural review of the building being proposed for purchase as presented. Seconded by Mr. Tidwell.

Vote: All yes

**Motion passes.**

**16. FINANCIAL REPORT**

Dr. Sullivan said he would combine this with the Directors update.

**17. INSURANCE UPDATE**

**No report.**

**18. DIRECTORS UPDATE**

Shout out to Dr. Halford for making Rutherford County one of the best communities for Music Education in the school district and 1 of 12 in the state. Thank you to Trey Lee for his outstanding service to the district.

A committee will be formed to name the new schools.

Dr. Chastain to discuss 3<sup>rd</sup> grade retention, chart to help explain how a student may reach the 4<sup>th</sup> grade according to TN state law. Our final universal screeners are giving, re-take options, summer programs timelines are posted on our website.

**19. TENNESSEE LEGISLATIVE NETWORK UPDATE**

**No report.**

**20. FEDERAL RELATIONS NETWORK UPDATE**

**No report.**

**21. GENERAL DISCUSSION** Thank you to all our Principals, Assistant Principals, and Test Coordinators for their work and continued support of our district.

Dr. Chastain discussed a possible proposal of using a grant writing service to research

and write grants for us in place of hiring a grant writer as a full-time position at RCS.

Mrs. Darby read a letter from a parent in favor of the Classical Charter School.

22. **ADJOURNMENT** Motion by Mrs. Bratton to adjourn.  
**Motion passes.**

RUTHERFORD COUNTY SCHOOL SYSTEM  
2240 Southpark Drive  
Murfreesboro, TN 37128

Minutes of May 11, 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**

**2. PLEDGE OF ALLEGIANCE** led by Asher Sullivan

**3. MOMENT OF SILENCE**

**4. APPROVAL OF AGENDA** Dr. Sullivan asked the board to move #14 Financial Matters right under visitors to allow our Assistant Superintendent of Finance Mr. Runion to attend the County Commissioners meeting.

Mr. Young made a motion to approve the agenda as presented and it was seconded by Mrs. Darby.

Vote: All yes

**5. APPROVAL OF CONSENT AGENDA (TAB 1)** Clarification that minutes from April 19, 2023 will be available by the next meeting. Clarification that routine bids 3671 and 3672 have been removed.

A motion to approve the consent agenda made by Mr. Tidwell and seconded by Mr. Young.  
Motion to approve passes.

Vote: All yes

**A. Minutes: April 19, 2023 Board Meeting Minutes (postponed until next meeting)**

**B. Minutes: April 24, 2023 Policy Committee Meeting Minutes**

**C. Community Use of Facilities**

**D. Routine Bids #3669 Floor Stripping and Waxing, #3671 Bathroom Fixture Replacement Removed, and #3672 Portable Relocation Removed**

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

**F. Non-Faculty Coaches**

**6. THANK YOU KROGER** and a special thank you to Kroger Manager, Chris Reed and Board Member, Sheila Bratton for their coordinated efforts to deliver the donated cakes to teachers of each Rutherford County Schools.

**7. VISITORS no visitors**

**14. FINANCIAL MATTERS**

**1. General Purpose School, Fund 141 23-24SY**

Motion made by Mr. Tidwell and seconded by Mrs. Maxwell.

Vote: All yes

**2. Centralized Cafeteria, Fund 143 23-24SY**

Motion made by Mrs. Rosales and seconded by Mr. Young.

Vote: All yes

**3. Educational Capitol Projects, Fund 177 23-23SY**

Motion made by Mrs. Bratton and seconded by Mrs. Darby.

Vote: All yes

**8. SPRINGS-EMPOWER ACADEMY ENROLLMENT UPDATE**, nothing new to report

**9. SULLIVAN FAMILY SCHOLARSHIP FUND**

Motion made by Mr. Tidwell and seconded by Mrs. Rosales.

Vote: All yes

**10. SUSPENSION OF BUD DRIVER APPEAL**

Three options were given to the board by Attorney Jeff Reed. The board chose to affirm the decision to suspend Mykeya Brown from driving buses serving the Rutherford County School System for one year from January 26, 2023.

Mrs. Bratton made the motion and Mr. Tidwell seconded the motion.

Vote: All yes

## **11. TRANSPORTATION**

Motion to approve transportation for Summer Camp program as presented motion made to approve by Mrs. Rosales and seconded by Mrs. Maxwell.

Vote: All yes

## **12. HUMAN RESOURCES**

Motion to approve the updated job title of Recruitment Manager to the new title of Coordinator of New Teacher Programs and Recruitment as presented motion made by Mrs. Rosales and seconded by Mrs. Maxwell.

Vote: All yes

## **13. LEGAL**

### **OUT OF COUNTY TRANSFERS**

1. Motion to admit the admission for this out of county transfer student as presented made by Mr. Tidwell and seconded by Mrs. Maxwell. Opposed by Mrs. Rosales. Motion passed.

2. Motion to admit the admission for this out of county transfer student as presented made by Mrs. Bratton and seconded by Mrs. Maxwell. Opposed by Mrs. Rosales. Motion passed.

3. Motion to deny the admission for this out of county transfer student as presented made by Mrs. Maxwell and seconded by Mrs. Rosales. Motion passed.

4. Motion to deny the admission for this out of county transfer student as presented made by Mrs. Maxwell and seconded by Mrs. Rosales. Motion passed.

### **II. POLICY ADOPTION** first reading of two readings

**POLICY CHANGES AND NEW POLICIES** language of policy 5.119 employment of retirees was updated. There was also an update to the new policy 6.313.

A motion to adopt the above policies on the first of two readings as presented, motion to adopt made by Mrs. Bratton and seconded by Mrs. Rosales.

Vote: All yes

### **14. FINANCIAL MATTERS** moved to #8

### **15. FACILITIES AND CONSTRUCTION**

I. Motion to approve Siegel High request to install a synthetic turf field at no cost to the Board as presented.

Motion to approve made by Mrs. Bratton and seconded by Mr. Tidwell.

Vote: All yes

**II.** Motion to approve the Siegel request to enter into a partnership with Redstone Bank at no cost to the Board as presented.

Motion to approve made by Mrs. Bratton and seconded by Mrs. Darby.

Vote: All yes

**III.** Motion to approve the new Kittrell Elementary School sign with Wilson Bank as presented.

Motion to approve made by Mr. Tidwell and seconded by Mrs. Rosales.

Vote: All yes

**IV.** Recommended motion to utilize \$980,000.00 of the 22-23 Fund Balance to update the hallways at LaVergne High School as presented.

Motion to approve made by Ms. Sharp and seconded by Mrs. Darby.

Vote: All yes

Mr. Young asked about the HVAC. Mr. Lee responded that HVAC project is in phase I being paid out of ESSER funds, will be complete this summer and phase II in next year's budget. Mrs. Rosales asked about the air quality. Mr. Lee responded that air flow and circulation is also improving.

**V.** Motion to lease 50 acres of the unused Plainview property to Rick Marshall at a rate of \$85 per acre through December 1, 2023 under a lease form approved by the Board Attorney Jeff Reed. The land is across the street and down the side of Plainview.

Motion to approve made by Mr. Tidwell and seconded by Mrs. Rosales.

Vote: All yes

**VI.** Motion to approve the Development Agreement with the City of Murfreesboro for a sewer to the Blackman property as presented. A roll call vote was requested, and votes recorded as follows: Mr. Young-yes, Mr. Tidwell-yes, Mrs. Darby-yes, Mrs. Maxwell-yes, Mrs. Bratton-yes, Mrs. Rosales-yes, and Ms. Sharp-yes.

Vote: All Yes

## **16. INSTRUCTION**

**I.** Recommended motion to approve no more than \$75,000.00 in ESSER 3.0 funds to complete the comprehensive grant strategy and hourly rate for grant identification, grant writing, and grant management for Rutherford County Schools.

A motion to approve made by Mrs. Maxwell and seconded by Mrs. Rosales.

Vote: All yes



**II.** Recommended motion to approve \$197,832.00 in ESSER 3.0 funds to continue utilizing Care Solace for the 2023-2024 school year for Rutherford County Schools. Mark Tipton from Care Solace presented to the board and answered questions. A motion to approve made by Mrs. Bratton. A roll call vote was requested, and votes recorded as follows: Mr. Tidwell-yes, Mrs. Darby-no, Mrs. Maxwell-yes, Mrs. Bratton-yes, Mrs. Rosales-yes, Mr. Young-yes, Ms. Sharp-no.

Vote: Motion passes with majority vote.

**17. FINANCIAL REPORT** No report

**18. INSURANCE UPDATE** Classified employees will receive a communication about the remaining portion of benefit deductions being taken from their 6/9/23 paycheck.

**19. DIRECTORS UPDATE** Nissan Mini Grant donated \$67,732.00 of remaining grant to restricted to use for STEM and our ION Schools. We are submitting a proposal for an additional \$50,000.00 of BEP funds for driver's ed.

Zoning and bordering for next year. RSP has been hired to help develop a plan to rezone our school district. They assigned Board Homework to start identifying the priorities and goals of the district. They will present to the board on May 25, 2023.

**20. TENNESSEE LEGISLATIVE NETWORK UPDATE** remaining ESSER funds to be spent by June 30 from ESSER 3.0. Most of this funding being currently utilized for tutoring.

**21. FEDERAL RELATIONS NETWORK UPDATE** Mrs. Rosales met with Representative Stevens in late April. He briefed us on education funding that passed in this legislative cycle.

Here are a few highlights:

- \$15M – Maintain local level budgets to fund six weeks of paid family leave for teacher (This includes paternity leave as I understood as written.)
- \$125M – Teacher raises with the goal of \$50,000 base salary by 2026.
- \$7.6M – Tutoring for retained K-3 students.
- \$21M – Summer learning camps (I asked him to investigate the allocations for Rutherford County because we were ~\$2M short for this summer. He's supposed to get back to me.)
- \$10M – School transportation grants for summer camps.
- \$18M – Pre-K special education.

I don't have specifics on the allocations for Rutherford County for each of the bulleted items

**22. GENERAL DISCUSSION** Mr. Young recommended a policy that all future charter school hearings that the charter school committees will be allowed to present their findings to the RCS Board. Mrs. Bratton, Mrs. Maxwell, and Mrs. Rosales agreed that a policy should be written. Ms. Sharp reminded the Board that the findings were shared online.

Mrs. Darby asked if we had a policy about graduation cords from outside the school system being worn for graduation? Dr. Sullivan responded that currently we do not, but we are looking into developing a policy.

Dr. Chastain shared a short update on 3<sup>rd</sup> Grade Retention. Raw scores from the state should be ready by May 19<sup>th</sup> or soon after.

## **23. ADJOURNMENT**

## Transportation

Pursuant to Section 8.1 of the Rutherford County Board of Education Bus Contract, the Transportation Department has received a letter from Richard Laidig, contractor of bus #1, requesting voluntary transfer of her contract with the Rutherford County Board of Education. He has requested the contract be transferred to his daughter Angela Morgan. Angela Morgan is in good standing with the Transportation Department. The Transportation Department is prepared to award this contract to Angela Morgan if approved.

Recommend Approval – motion to approve voluntary transfer of the Bus Contract #1 to Angela Morgan.

My name is Richard Laidig, I am the contractor to bus 1. I inherited the bus from my late wife Vicki Adams. My daughter Angela Morgan has been driving the route and taking care of all meetings and paperwork. I am 80 years old and it is getting to be to much of a burden for me and I would like to turn the contract over to Angela since she has been taking care of everything since 2013. I would like to turn in the contract the last day of school May 26, 2023. Thank you for your time

Richard Laidig

5/4/2023

# RUTHERFORD COUNTY BOARD OF EDUCATION

## JOB DESCRIPTION

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**Job Title:** Elementary STEM Teacher (KDG-5<sup>th</sup>)

**Terms of Employment:** 200 Days

**Immediate Supervisor:** Principal

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### POSITION REQUIREMENTS:

- Educational Requirements:
    - Must hold a bachelor's degree from a regionally accredited college or university.
  - Must have 3 years' experience teaching.
- 

### POSITION DESCRIPTION:

- The STEM teacher will have an understanding of the developmental, academic, social, and emotional needs of students.
  - The STEM teacher will have a knowledge and understanding of the appropriate content area curriculum and use a wide array of teaching methods, strategies, and techniques for the advancement of student achievement.
  - The STEM teacher will, under the direction and supervision of the principal, maintain a model life-long learning through professional growth opportunities to include but not limited to training that enriches STEM curriculum.
  - The STEM teacher will demonstrate professionalism at all times, thus contributing to the development of a positive school culture.
- 

### ESSENTIAL DUTIES:

- Prepares for assigned classes using the state/county curriculum frameworks; shows evidence of preparation upon request of administrators.
  - Uses a variety of assessment instruments and evaluates students' progress on a regular basis.
  - Plans and develops strategies to infuse technology and computer science standards with teaching and learning.
  - Develops and maintains a classroom environment conducive to learning through effective classroom management.
  - Collaborates with other professional personnel to provide needed services to identified groups of students to include but not limited to special education, gifted, ESL and 504.
  - Discuss students' problems and progress with parents, maintaining confidentiality.
  - Maintains an inventory of all equipment and resources purchased with federal, school, and grant funds.
  - Works with academic teacher to provide integration projects/activities.
  - Uses grade level TN science standards to drive instruction in the STEM classroom.
  - Is available to students and parents for education-related purposes outside the instructional day when request to do so.
  - Represents the school and community in a positive manner.
  - Assists in upholding policies of the Rutherford County Board of Education, school rules, and administrative regulations.
- 

### PHYSICAL DEMANDS:

- Physical demands include but are not limited to: stooping and/or kneeling; reaching and/or handling; pushing and/or pulling; lifting necessary equipment and supplies; and bending.
- 

### QUALIFICATIONS:

- Hold a current Tennessee Teaching Certification.
  - Is able to take direction; works both on a team and independently.
  - Is able to organize multiple priorities and work on a flexible schedule.
  - Has and demonstrates leadership abilities.
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## **RUTHERFORD COUNTY BOARD OF EDUCATION JOB DESCRIPTION**

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**Job Title:** School Library Information Specialist

**Term of Employment:** Certified, 11 Months, Full-time

**Immediate Supervisor:** Assistant Superintendent of Curriculum & Instruction

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### **Position Description:**

The job of the School Library Information Specialist was established for the purpose of providing curriculum and instruction leadership for all K-12 certified school library media specialists. Responsibilities include delivering administrative support and direction for the development, implementation, evaluation, and modification of K-12 school library/media programming within the guidelines of the *Age-Appropriate Materials Act of 2022*, Tennessee Code Annotated, Title 49, Chapter 6. The position reports to the Assistant Superintendent of Curriculum and Instruction.

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### **Essential Duties:**

- Provides assistance and support to school library/media specialists in the application of the library management system
- Oversee circulation reporting and collection analyses of school library within the guidelines of the *Age-Appropriate Materials Act of 2022*
- Direct school library media specialists in collection development that adheres to the *RCS Selection Procedure for School Libraries*
- Evaluate potential professional development for school library/media specialists
- Coordinates with grade band leads for training, coaching and planning
- Communicate regularly with school library/media specialists
- Assists in training library/media specialists on the library management system used by Rutherford County Schools
- Work collaboratively on opening day collections for new schools
- Review budget requests and weeding plans submitted by school library/media specialists to make budget decisions that will affect district allocations
- Observe, coach, and provide feedback to library/media specialists regarding all aspects of school library/media instruction and library environment
- Create annual job goals that will become part of the criteria for evaluation
- As a member of the Instructional Staff, he/she shall provide leadership for RCS (Rutherford County Schools), represent the Assistant Superintendent of Curriculum and

Instruction as appropriate at official school and community functions, keep instructional staff members informed of changes in trends, laws, rules, or regulations in his/her area of expertise, and provide reports to the Assistant Superintendent of Curriculum and Instruction of his/her activities and as requested

- Actively support the district mission “Investing in our students for tomorrow’s possibilities”
- Perform additional duties as assigned or needed by the Assistant Superintendent of Curriculum and Instruction

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## **Working Environment**

Generally, the job requires 80% sitting, 10% walking, and 10% standing.

Physical Requirements: occasionally lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity.

Up to 40% travel may be required to support librarians.

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## **Qualifications:**

- The Tennessee State Department of Education requires a School Library Information Specialist to hold a master’s degree. The Supervisor of School Library/Media specialists will as well.
- Hold a current Tennessee teaching certificate with librarian/media specialist endorsement.
- Five years or more of successful teaching experience
- Possess good communication skills and leadership qualities
- Demonstrate successful leadership in the area of school library/media
- Have a broad understanding of school library/media standards

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## **Evaluation:**

Conducted by the Assistant Superintendent of Curriculum and Instruction or his/her designee in accordance with provisions of the Rutherford County Board of Education policy on evaluation of certified personnel.

## MEMORANDUM

DATE: May 15, 2023  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline

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

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.



# Rutherford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <b>Student Member of the Board</b>	Descriptor Code: <b>1.1021</b>	Issued Date: <b>03/22/22</b>
		Rescinds:	Issued:

## 1 *General*

2 In order to allow for the voices of students to be adequately represented on the Rutherford County Board  
3 of Education, there shall be a Student Representative and a Deputy Student Representative that serves  
4 in addition to the other members of the Board. The holders of said offices shall serve a term beginning  
5 September 1 and concluding May 1, with the selection process for the position taking place April and  
6 May. No individual shall serve more than two terms.

## 7 **QUALIFICATIONS FOR HOLDING OFFICE**

8 Any person wishing to hold the Office of Student Representative must meet and maintain the following  
9 qualifications:

- 10 1. The student must be attending a Rutherford County Schools High School;
- 11 2. The student must be passing or have passed all classes for the three previous grading periods;
- 12 3. The student must have a satisfactory disciplinary record, with no more than one confirmed  
13 disciplinary action in the current year, and the student cannot have been assigned to an alternative  
14 school in the current or previous semester; and
- 15 4. The student must have good attendance, with no more than one unexcused absence for the current  
16 school year.

## 17 **NOMINATION PROCEDURES**

18 The selection process is a three-tier process. Each high school will have a committee of five teachers  
19 appointed by the principal of the respective high schools. Every interested student will complete an  
20 application designed by the Director of Schools and/or his/her designee and approved by the Board.  
21 After all applications have been submitted to each school's committee, they shall advance one nominee.

22 Every advancing nominee's application will be sent to the County Student Representative Committee,  
23 comprised of seven members to be determined by the Board. The committee will review each application  
24 and advance two nominees to the Board, one to serve as the Student Representative and one to serve as  
25 the Deputy Student Representative. The Student Representative and Deputy Student Representative must  
26 be enrolled in different schools from one another. The nominees will attend a regular Board meeting to  
27 address the Board. The Board, after having been able to talk with both nominees, will vote on each

1 student position individually. A simple majority will be required to confirm. Should a nomination vote  
2 fail, the County Student Representative Committee will submit another nominee to the Board.

### 3 **DUTIES, RESPONSIBILITIES, AND POWERS OF THE OFFICE**

4 The Student Representative may hear the opinions of students and make them known to the Board.  
5 Additionally, they may also hear complaints raised by students on certain issues and, if necessary,  
6 make those concerns known to the Board or Director of Schools, as appropriate. The Student  
7 Representative shall attend certain meetings of the Board as requested by the Board.

8 The Deputy Student Representative may hear the opinions of students and make them known to the  
9 Board of Education. Additionally, they may also hear complaints raised by students on certain issues  
10 and, if necessary, make these concerns known to the Board or Director of Schools, as appropriate.  
11 They shall also attend meetings of the Board when the Student Representative is unable to do so as  
12 requested by the Board.

13 The Student Representative and the Deputy Student Representative shall bear a responsibility to attend  
14 a combined 70% of the meetings and work sessions of the Board of Education of which they are  
15 requested to attend by the Board. They may also attend the meetings of other committees and  
16 subcommittees as necessary to gain an understanding of the activities of the Board and be able to  
17 report back to the student body.

18 The student representative and Deputy Student representative shall have no voting authority, and will  
19 not have the authority to make motions, second motions, amend motions, or take any other action under  
20 Roberts Rules of Order.

21 The Student representative and Deputy Student representative shall not have access to any confidential  
22 student or employee information or records.

23 The Student representative and Deputy Student representative shall not participate in any appeals to the  
24 Board of Education or in any Executive Sessions.

### 25 **REMOVAL FROM OFFICE**

26 Should it be necessary for the Student Representative to be removed from office, the Board of Education  
27 may do so through simple majority vote of its members, which can be conducted at a regular meeting or  
28 a specially called session.

### 29 **RESIGNATION**

30 Should the Student Representative see fit to resign their position, they may do so by submitting a  
31 notarized letter to the Board and the Director of Schools at least two weeks before the effective date of  
32 their resignation.

1   **VACANCIES**

2   Should a vacancy arise in the Student Representative position, the Deputy Student Representative will  
3   assume the position, and a search for a Deputy Student Representative will be carried out via the  
4   processes outlined in the "Election Procedures" section. Should a vacancy arise in the Deputy Student  
5   Representative position, a search for a new officeholder will be carried out using the same processes.  
6   Should the remainder of the term constitute an amount of time less than six months, the interim Student  
7   Representative will be eligible to serve two additional terms; however, should the remainder of the term  
8   constitute an amount of time greater than six months, the interim Student Representative will only be  
9   eligible to serve one additional term.

10   Should there be a lack of qualified applicants for the positions, a new search will commence at the  
11   beginning of January and the position will be filled in February. Persons who assume office in January  
12   will only be eligible to serve one additional term.

13   **EVALUATION**

14   Each year the Board of Education and the Student Representatives shall evaluate the Student  
15   Representative Program by completing a metrics questionnaire to make recommendations and  
16   suggestions under this policy.

# Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <b>Rules of Order</b>	Descriptor Code: <b>1.405</b>	Issued Date: <b>01/15/09</b>
		Rescinds: <b>1-21</b>	Issued: <b>01/15/09</b>

1 The rules contained in the current edition of *Robert's Rules Of Order, Newly Revised*, shall govern the  
2 Board in all cases to which they are applicable, except as otherwise provided by any statutes<sup>1</sup> applicable  
3 to the Board, or by policies of this Board including the following exceptions:

## 4 **VOTING METHOD**

5 When a formal vote is taken on any question brought before the Board, the decision shall be made on  
6 the basis of a majority of the membership of the Board.<sup>2</sup>

7 Roll call votes will be used at the discretion of the chair or upon the request of any board member. Each  
8 member's vote shall be recorded in the minutes on a roll call vote. Upon request, any member's individual  
9 vote may be recorded in the minutes. No secret votes shall be used.<sup>3</sup>

## 10 **CHAIRMAN'S PARTICIPATION**

11 The person chairing a meeting may participate in discussion, make motions, and vote on all issues as  
12 any other member without relinquishing the chair.<sup>4</sup>

## 13 **SUSPENSION OF RULES**

14 Rules of order may be suspended by a two-thirds vote at any regular or special meeting.

## 16 **RECOGNITION AND ADDRESSING THE CHAIRMAN**

17 **Members of the board shall seek recognition from the chairman prior to addressing the Board. All**  
18 **discussion shall be addressed to the Chairman instead of individual members of the board.**

### Legal Reference:

1. TCA 49-5-409(b)(1); TCA 49-6-3004(2)(f)
2. TCA 49-2-202
3. TCA 8-44-104(b)
4. *Reeder v. Trotter*, 142 Tennessee 37 (1919)

# Rutherford County Board of Education

Monitoring: Review: Annually, In September	Descriptor Term: <b>Visitors to the Schools</b>	Descriptor Code: <b>1.501</b>	Issued Date: <b>01/15/09</b>
		Rescinds: <b>1-16</b>	Issued:

1 Except on occasions, such as school programs, athletic events, open house and similar public events; all  
2 visitors will report to the school office when entering the school and will sign a log book. Authorization  
3 to visit elsewhere in the building or on the school campus will be determined by the principal or designee.  
4 Guest passes shall be issued for all persons other than students and employees of the school. <sup>1</sup>

5 In order to maintain the conditions and atmosphere suitable for learning, no other person shall enter onto  
6 the grounds or into the school buildings during the hours of student instruction except students assigned  
7 to that school, the staff of the school, parents of students, and other persons with lawful and valid business  
8 on the school premises.

9 Persons who come onto school property shall be under the jurisdiction of the site administrator/designee.  
10 Individuals who come onto school property or who contact employees on school or district business are  
11 expected to behave accordingly. Specifically, actions that are prohibited include, but are not limited to:

- 12 1. Cursing and use of obscenities;
- 13 2. Disrupting or threatening to disrupt school or office operations;
- 14 3. Acting in an unsafe manner that could threaten the health or safety of others;
- 15 4. Verbal or written statements or gestures indicating intent to harm an individual or  
16 property; and
- 17 5. Physical attacks intended to harm an individual or substantially damage property.

18 The principal or his/her designee has the authority to exclude from the school premises any persons  
19 disrupting the educational programs in the classroom or in the school, disturbing the teachers or students  
20 on the premises, or on the premises for the purpose of committing an illegal act. <sup>2</sup>

21 The principal shall engage law enforcement officials when he/she believes the situation warrants such  
22 measures.

23 Students may not bring non-student brothers or sisters to school, unless approved by the director of  
24 schools or his designee. Requests to bring out-of-town visitors to school must be submitted to the  
25 principal.

26  
27 **The Director of Schools shall develop procedures regarding speakers invited to participate in school**  
28 **activities.**

Legal Reference:

1. TCA 49-2-303(b)(4)
2. TCA 49-6-2008; TCA 39-14-406

Cross References:

Section 504 & ADA Grievance Procedures 1.802  
Vendor Relations 2.809  
Security 3.205  
Care of School Property 6.311

# Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <b>School Calendar</b>	Descriptor Code: <b>1.800</b>	Issued Date: <b>01/15/09</b>
		Rescinds: <b>Contract Article 16</b>	Issued: <b>01/15/09</b>

No later than May 1 of each school year, the Board will adopt, upon the recommendation of a committee of school officials, an official school calendar for the succeeding school year. The calendar will identify holidays, vacation days, summer sessions and other extensions of the school year. The calendar may be revised by the Board, upon recommendation of the director of schools, due to inclement weather or other factors.

The regular school year shall be 200 days<sup>1</sup> and scheduled as follows:

- A minimum of 180 student attendance days;
- A minimum of five (5) days in-service education for all certificated personnel;
- One (1) day for parent-teacher conferences;
- Ten (10) days paid vacation for all certified personnel; and
- Four (4) discretionary days.

Extended contracts shall include twenty (20) days for each additional month employed.

The director of schools shall plan each year's program accounting for a 200-day year and shall recommend it to the Board for approval. The calendar shall be distributed to the school staff at the opening of the school term.

## STUDENT ATTENDANCE DAYS

When schools are closed due to emergencies or unforeseen circumstances such as epidemics or inclement weather, the time lost shall be made up to the required minimum unless otherwise approved by the State Department of Education.

## IN-SERVICE EDUCATION

Each day of in-service education included in the school calendar shall be equivalent to not less than six (6) hours of planned activities.<sup>2</sup>

## DISCRETIONARY DAYS

Four (4) discretionary days shall be included in the calendar and may be designated by the Board as student attendance days, in-service days or administrative days, which may be used by administrators, faculty and staff for preparation for commencement of classes, record keeping, grading examinations, parent-teacher conferences and other classroom functions.<sup>1</sup> **One (1) day at the beginning of each semester shall be designated as a school security training day for certified and classified staff.**

Legal References:

Cross References:

1. TCA 49-6-3004
2. State Board of Education Guidelines for Planning  
Approvable In-Service Education Activities

Compensation Guides and Contracts 5.110  
In-Service & Staff Development Opportunities 5.113  
Attendance 6.200



# Rutherford County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: <b>Purchasing</b>	Descriptor Code: <b>2.805</b>	Issued Date: <b>07/07/22</b>
		Rescinds: <b>2.805</b>	Issued: <b>09/18/19</b>

## 1 General

2 The school district will purchase competitively and seek maximum educational value for every dollar  
3 expended. Authorization to purchase shall be provided by the Board. The Director of Schools, through  
4 his/her purchasing agent designee, shall serve as purchasing agent for the system-wide purchasing.<sup>1</sup>  
5 Principals shall serve as purchasing agents for individual schools.

6 Purchases made by anyone not authorized by the appropriate officials shall become the personal  
7 responsibility of the persons making the purchase agreement. The Board will not, under any  
8 circumstances, be responsible for payment for any material or supplies purchased by unauthorized  
9 individuals or in an unprescribed manner.

10 No school shall be obligated to pay for any expenditures made by a student or a teacher or by any other  
11 employee unless she/he first receives a written purchase order from the proper office or unless prior  
12 written permission or arrangements are made with the principal.

13 The Board will purchase locally whenever other conditions are comparable or when it is most practical  
14 under the circumstances.

## 15 *Individual Schools*

16 The Director of Schools must approve the following purchases:

- 17 1. A single piece of equipment costing more than five thousand dollars (~~\$5,000.00~~ **15,000**);
- 18 2. One that is to be attached to or one that requires alteration of the building; or
- 19 3. One that will become a permanent fixture.

## 20 *Central Office*<sup>2</sup>

### 21 **ROUTINE PURCHASES**

22 Routine purchases shall include expenditures for supplies, salaries, and routine expenditures required  
23 for the operation of the school district. These expenditures shall be anticipated and provided for in the  
24 budget and will normally be authorized by the Board at the beginning of the fiscal year. The Director  
25 of Schools/designee shall make all routine purchases without further Board authorization; however, the  
26 Board shall be promptly informed if any substantial variation from budgeted estimates becomes  
27 necessary.

1 All purchases shall be made in accordance with Tennessee State Law. All purchases of supplies,  
2 materials, and equipment in excess of ~~twenty-five thousand dollars~~ **fifty thousand** (\$~~25,000~~ **50,000**),  
3 including those of individual schools, shall be based upon competitive bids.<sup>3</sup> These bids shall be  
4 solicited by advertisement in a newspaper of general circulation in the district. However, said  
5 newspaper advertisement may be waived by the purchasing agent in case of emergency. The  
6 purchasing agent shall advertise for bids. However, bids are not required where the purchases will be  
7 made from State or Federal GSA Contract. Also, when the purchasing agent deems that the state  
8 contract is not in the best interest of the taxpayer, alternative pricing will be obtained.

9 All purchases estimated to be between \$~~5,000~~ **15,000** and \$~~25,000~~ **50,000**, including those of  
10 individual schools, may be made in the open market without newspaper notice, but shall be based on at  
11 least three (3) competitive quotes.<sup>3</sup> Any purchases under \$~~5,000~~ **15,000** do not require any quotes.

## 12 SPECIAL PURCHASES

13 Special purchases are those which are not routine, and which may or may not be specifically identified  
14 by line item in the budget. Examples of special purchases are all capital expenditures such as for vehicles,  
15 buildings, major contracts, purchases of major equipment, items for long-term use and supplies of an  
16 unusual quantity or nature. All purchases in this category shall require specific prior Board approval on  
17 an item-by-item basis. In its approval, the Board may place constraints on the director of schools  
18 requiring Board evaluation and/or approval at various steps in the procurement process. This will be  
19 determined by the Board on an individual basis depending on the nature of the procurement action.

## 20 EMERGENCY PURCHASES

21 Emergency purchases are those which are necessary to avert hazards which threaten health or safety, to  
22 protect property from damage or to avoid major disruption of educational activities. If within budgetary  
23 limits and deemed essential, emergency purchases may be made by the Director of Schools. However,  
24 if the purchase is of such significant magnitude as to impact on the integrity of the budget, the Chair  
25 shall call a special or emergency meeting of the Board to deal with the matter. In any event, the Board  
26 shall be advised promptly of all emergency purchases.

## 27 PURCHASING OF SURPLUS PROPERTY

28 The Director of Schools and other employees designated by the Board shall be authorized to act for the  
29 Board in acquiring federal surplus property through the Tennessee General Services Department for  
30 surplus property and in entering into agreements, certifications and covenants of compliance concerning  
31 the use of federal surplus property.

32 Further, the Director of Schools is authorized to purchase any needed items through suppliers approved  
33 on the state bid list.

## 34 COOPERATIVE PURCHASING<sup>4</sup>

35 The Board, at its option, will join in cooperative purchasing with other school districts to take advantage  
36 of lower prices for bulk purchasing and to reduce the cost involved in bidding whenever such buying  
37 appears to be to the benefit of the district. The availability of money for the fund/account in question  
38 should be determined before Purchase Orders are approved.

## 1 ONLINE PURCHASING

2 The Board recognizes that online purchasing may provide opportunities for savings, but extra precaution  
3 shall be used to ensure that accounting procedures are followed. Online purchasing shall be permitted  
4 with the following requirements:

- 5 1. Prior authorization shall be obtained from the Director of Schools before setting up new online  
6 accounts, and schools shall maintain a list of accounts;
- 7 2. Online purchases shall be for school purposes and made in accordance with established policies  
8 and procedures. School employees are prohibited from making personal purchases even with the  
9 intent of reimbursing the school district. School employees are prohibited from using a school's  
10 tax-exempt status for personal purchases of any kind;<sup>5</sup>
- 11 3. The availability of money for the fund/account in question shall be determined before purchase  
12 orders are approved;
- 13 4. All purchase orders shall be properly filled out and approved prior to a purchase; and
- 14 5. Price quotes shall be obtained where possible and/or practical and retained with other purchase  
15 documentation.

## 16 PURCHASING WITH FEDERAL GRANT FUNDS

17 Before grant funds are obligated or expended, the director or his designee shall review the cost of a  
18 proposed expenditure and determine if it is an allowable use of federal grant funds.<sup>6</sup> The director will  
19 minimize the time that elapses between the transfer and disbursement of funds once an expenditure is  
20 approved.

21 No person officially connected with or employed by the school system may participate in the selection,  
22 award, or administration of a contract supported by a federal award if he or she has a real or apparent  
23 conflict of interest. A real or apparent conflict of interest arises when the employee, officer, or agent,  
24 any member of his or her immediate family, his or her partner, or an organization which employs or is  
25 about to employ any of the parties indicated herein, has a financial or other interest in or a tangible  
26 personal benefit from a firm considered for a contract. Upon discover of any potential conflict, the  
27 director shall disclose the potential conflict to the federal awarding agency in writing.<sup>7</sup>

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**Legal References**

1. TCA 49-2-206(b)(3); TCA 6-36-115
2. *Tennessee Internal School Uniform Accounting Procedure Manual*, Section 4-8
3. TCA 49-2-203; Public Acts of 2022, Chapter No. 1016
4. TCA 12-3-1205
5. TCA 49-2-608
6. 2 CFR § 200.403
7. 2 CFR § 200.112

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**Cross References**

Executive Committee 1.301  
Credit Cards/Credit Lines 2.8051  
Purchase Orders and Contracts 2.808  
Conflict of Interest 5.601

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Instructional Program</b>	Descriptor Code: 4.100	Issued Date: 01/30/20
		Rescinds: 4.100	Issued: 08/13/15

1 *General*

2 The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability  
3 in its instructional program or activities.<sup>1</sup>

4 **GOALS**

5 The Board approves the following instructional goals for students:

- 6 1. To acquire the knowledge and attitude necessary to achieve and maintain good physical and  
7 mental health;
- 8 2. To develop the skills necessary to function as a self-directed person;
- 9 3. To develop the capacity to cope with change through an understanding of the arts, humanities,  
10 and scientific processes;
- 11 4. To know the principles involved in making moral and ethical choices;
- 12 5. To develop the basic skills of reading, writing, computation, spelling, speaking, and problem  
13 solving;
- 14 6. To develop a positive attitude toward the lifelong endeavor of learning;
- 15 7. To learn to identify personal talents and interests, make appropriate career choices, and develop  
16 career skills;
- 17 8. To acquire knowledge and to develop skills in the management of personal and public  
18 resources necessary for meeting obligations to self, family, and society;
- 19 9. To learn to act in a responsible manner;
- 20 10. To learn of the rights and responsibilities of citizens of the community, state, nation, and world;  
21 and
- 22 11. To learn to understand, respect, and interact with people of different cultures, generations, and  
23 races.

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Legal References

1. 42 USCA § 200e *et seq.*

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Cross References

School District Goals 1.700

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Cocurricular Fine Arts Activities</b>	Descriptor Code: 4.2001	Issued Date: 01/12/12
		Rescinds:	Issued:

1 Private and small group instruction plays a large role in the success of the performing arts.  
2 Recognizing this, the Rutherford County Board of Education will allow such instruction to take place  
3 in its schools and on its campuses under the following guidelines:

4 All private and group instructors, unless employed by the Board, must have a background check  
5 and be fingerprinted before providing instruction.

6 The background check and fingerprinting fee is to be paid by the private group, instructor or school  
7 support organization.

8 The instructors may include private or group instruction in vocal, wind, percussion, string, dance,  
9 acting, group vocal, marching band, drum line, color guard, cheerleading, eurhythmics and any  
10 club activity. This is also inclusive of those instructors hired for summer marching band camps,  
11 concert band orchestra and choreographers for musicals, vocal coaches or anyone that serves as an  
12 instructor with the Rutherford County Board Schools performing arts students who is not an  
13 employee.

14 Each private or group instructor must sign a Release of Liability form before providing instruction.  
15 The original Release of Liability form signed and dated is to be kept on file in the school office. A  
16 copy of the Release of Liability form is to be kept on file by the Assistant Superintendent for  
17 Human Resources and Student Services.

18 All private and group instruction can only take place if the Rutherford County teacher, who is  
19 connected to the instruction or a designee of the principal, is on school grounds or in the vicinity of  
20 where the instruction is taking place.

21 The days and times for the private or group instruction will be set by the Rutherford County  
22 teacher who is connected to the instruction.

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term:  <b>Enrollment in Advanced Courses</b>	Descriptor Code: <b>4.205</b>	Issued Date: <b>02/24/22</b>
		Rescinds: <b>4.205</b>	Issued: <b>09/03/20</b>

1 *General*

2 Students in grades seven through twelve (7-12) may enroll in available advanced courses including, but  
3 not limited to, advanced English language arts, mathematics, or science courses.<sup>1</sup>

4 To enroll in these courses, students shall meet the following standards:

- 5 1. Honors Courses: Students must perform on-track or higher on the most recent TCAP/EOC in  
6 that particular content of study OR have maintained a “C” average or higher in the latest course  
7 in the particular content of study OR a parent or teacher recommendation will be considered.  
8
- 9 2. Dual Credit Courses: Students must meet the eligibility requirements of the higher ed provider.  
10
- 11 3. Industry Certification-Aligned Courses: Students must perform on-track or higher on the most  
12 recent TCAP/EOC in that particular content if applicable OR have maintained a “C” average or  
13 higher in the latest course in that content area OR a parent or teacher recommendation will be  
14 considered.  
15
- 16 4. Dual Enrollment: Students must meet the eligibility requirements of the higher ed provider.  
17
- 18 5. Advanced Placement: Students must perform on-track or higher on the most recent TCAP/EOC  
19 in that particular content OR have maintained a “B” average or higher in the latest course in  
20 that content area OR a parent or teacher recommendation will be considered.  
21
- 22 6. Cambridge International: Students must perform on-track or higher on the most recent  
23 TCAP/EOC in that particular content OR have maintained a “B” average or higher in the latest  
24 course in that content area OR a parent or teacher recommendation will be considered.  
25
- 26 7. College Level Exam Program: Students must perform on-track or higher on the most recent  
27 TCAP/EOC in that particular content OR have maintained a “B” average or higher in the latest  
28 course in that content area OR a parent or teacher recommendation will be considered.  
29
- 30 8. International Baccalaureate: Students must perform on-track or higher on the most recent  
31 TCAP/EOC in that particular content OR have maintained a “B” average or higher in the latest  
32 course in that content area OR a parent or teacher recommendation will be considered.  
33  
34



**1 NOTIFICATION<sup>1</sup>**

2 Parent(s)/guardian(s) shall be provided written notification of a student's eligibility to enroll in  
3 advanced courses. The notification shall state that a student will remain enrolled in the course unless  
4 the parent/guardian timely submits a written request for removal. The Director of Schools shall  
5 determine the deadline to submit the request for removal.

6 Students may also be removed from an advanced course if the student's teacher determines that the  
7 student should be removed based on performance at a length of the principal's discretion but no shorter  
8 than thirty (30) days of instruction and the principal approves the request to remove the student.

**9 COLLEGE LEVEL COURSES<sup>2</sup>**

10 Students may earn credit by enrolling in a postsecondary institution and taking college level courses.  
11 Students who take and pass dual enrollment courses at a postsecondary institution shall have their  
12 postsecondary credits accepted for high school credit as a substitution for an aligned graduation  
13 requirement course.

14 These courses may be offered at the high school, postsecondary institution, or online. If not offered on  
15 the high school campus, the Board shall not be responsible for transportation. Any tuition or fees due to  
16 enrollment in college level courses are the responsibility of the parent(s)/guardian(s).

17 Grades earned in such college level courses shall be used to determine class rank, grade point average,  
18 and class valedictorian or salutatorian.

**19 SUBSTITUTION FOR ALGEBRA II OR INTEGRATED MATH III**

20 Students may meet their required one (1) credit of Integrated Math III or Algebra II by substituting a  
21 documented college-level equivalent credit in the following courses:

- 22 1. Dual-Enrollment College Algebra;
- 23 2. Other college- level course with equivalent standards approved by the board of education.

24 The university or college transcript will be required to record the equivalent course.

25 The Director of Schools/ designee shall be responsible for creating any necessary administrative  
26 procedures to facilitate such substitutions.

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**Legal References**

1. Public Acts of 2021, Chapter No. 170; State Board of Education Policy 3.301
2. TRR/MS 0520-01-03-.03(8)

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Virtual Education Program</b>	Descriptor Code: <b>4.212</b>	Issued Date: <b>07/27/22</b>
		Rescinds: <b>4.212</b>	Issued: <b>08/12/21</b>

## 1 *General*

2 The Rutherford County Board of Education virtual education program is a course or series of courses  
3 offered by a school district to provide students a broader range of educational opportunities using  
4 technology. Utilizing this program is temporary and shall not replace a student's regular instructional  
5 program.<sup>1</sup>

6 Class size ratios for the virtual education program shall comply with the requirements as outlined in  
7 state law.<sup>2</sup>

8 Virtual education programs<sup>3</sup> shall be made available to students for the following purposes:

- 9 1. Academic remediation, enrichment, or providing students access to a wider range of courses;
- 10 2. Continuity of educational service for students who are homebound;<sup>4</sup>
- 11 3. Continuity of educational service for students who are quarantining;<sup>5</sup>
- 12 4. Continuity of educational service for students enrolled in an alternative school;<sup>6</sup> or
- 13 5. Continuity of educational service when the district utilizes remote instruction due to dangerous  
14 or extreme weather conditions, a serious outbreak of illness affecting or endangering students  
15 or staff, or during the administration of end of course examinations or other examinations as  
16 allowed per state law.<sup>7</sup>

## 21 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

22 Students shall be eligible to utilize a virtual education program if participating in one of the above  
23 educational opportunities. The following factors shall also be taken into consideration when  
24 determining eligibility:

- 25 1. Attendance;
  - 26 2. Grades;
  - 27 3. Technology survey; and
  - 28 4. Appropriateness of the digital options in light of the individual student's needs and strengths.
- 29  
30  
31

## 1 ATTENDANCE

2 Student attendance in the virtual education program shall adhere to the general requirements of board  
3 policy 6.200 and any relevant administrative procedures.

4 Methods of confirming student attendance shall include two or more of the following:

- 5 1. Students participating in a phone call/virtual calls with a teacher, with parent/guardian support  
6 as appropriate for the age of the student;  
7
- 8 2. Students participating in asynchronous virtual instruction;  
9
- 10 3. Students completing work in a learning management system; or  
11
- 12 4. Students submitting work via hard-copy or virtual formats.

## 13 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

14 A student may be removed from the virtual education program or denied future enrollment in a virtual  
15 education program based on disciplinary issues, attendance issues, or poor academic performance.

16 Before a student is removed based on poor academic performance, the following interventions shall  
17 occur:

- 18 1. Notification of parent/guardian; and  
19
- 20 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and  
21 academic performance.

## 22 SPECIAL EDUCATION AND SECTION 504

23 Students receiving special education services shall receive the services contained in the continuous  
24 learning plan incorporated into the student's IEP. To the extent the opportunities in the continuous  
25 learning plan conflict with this policy, IEP teams shall meet to update the continuous learning plan  
26 with a focus on using current instructional options to ensure the student receives a free and appropriate  
27 public education.

28 Accommodations in student 504 plans should also be implemented to the extent they apply to the  
29 virtual education program. Additional accommodations may need to be considered by the 504 team to  
30 ensure the student can access the virtual education opportunities when needed.

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**Legal References**

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(d)(1)
6. TRR/MS 0520-01-02-.09; Public Acts of 2022, Chapter No. 960
7. Public Acts of 2022, Chapter No. 897

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**Cross References**

Emergency Closings 1.8011  
Homebound Instruction 4.206  
Credit Recovery 4.210  
Alternative Education 6.319

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Reconsideration of Textbooks and Instructional Materials</b>	Descriptor Code: 4.402	Issued Date: 07/27/22
		Rescinds: 4.402	Issued: 01/15/09

1 If a complaint is filed by a parent/guardian, employee, or student regrading textbooks or instructional  
2 materials, this process is to be followed:<sup>1</sup>

- 3 1. Inform the complainant of the selection procedures and make no commitments.
- 4
- 5 2. Request the complainant to submit a Request for Reconsideration of Textbooks and  
6 Instructional Materials form.
- 7
- 8 3. Inform the principal (and other appropriate personnel).
- 9
- 10 4. Keep challenged materials available for use during the reconsideration process. The materials  
11 shall be removed immediately if they:<sup>2</sup>
  - 12 a. Were created to align exclusively with Common Core; or
  - 13 b. Are marketed or otherwise identified as Common Core textbooks or instructional  
14 materials.
- 15
- 16
- 17
- 18 5. Upon receipt of the completed form, the principal shall notify the Director of Schools.
- 19
- 20 6. The principal shall request review of the challenged materials by an ad hoc materials review  
21 committee within 25 business days. The review committee is appointed by the principal and  
22 includes representatives from classroom teachers, one or more parents, and may include one or  
23 more students. The principal will inform the Director of Schools of the review committee's  
24 progress.
- 25
- 26 7. The review committee shall take the following steps after receiving the challenged materials:
  - 27 a. Read, view, or listen to the contested material in its entirety;
  - 28 b. Check general acceptance of the material by reading recognized and evaluative reviews;
  - 29 c. Determine the extent to which the material supports the curriculum;
  - 30 d. Complete the appropriate Checklist for Reconsideration of Textbooks and Instructional  
31 Materials, judging the material for its strength and value; and
  - 32 e. Present recommendation to principal for further action and to the Director of Schools  
33 for purposes of information.
  - 34
  - 35

- 1 8. If the complainant desires further action after receiving the recommendation of the committee  
2 and the decision of the principal, an appeal may be made to the Board.

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**Legal References**

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982)
2. TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206; Public Acts of 2022, Chapter No. 1085

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**Cross References**

Instructional Standards 4.101  
Textbooks and Instructional Materials 4.400  
School and System Websites 4.407  
Controversial Materials 4.801

# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term:  <b>Library Materials</b>	Descriptor Code: <b>4.403</b>	Issued Date: <b>07/27/22</b>
		Rescinds: <b>4.403</b>	Issued: <b>01/15/09</b>

## 1 *General*

2 The Assistant Superintendent for Curriculum and Instruction or his/her designee shall be responsible for  
3 library collection development. Library materials shall be reviewed to ensure the content aligns with  
4 state law.<sup>1</sup> The library collection shall adhere to the following criteria:

- 5 1. Materials shall be suitable for and consistent with the educational mission of the school;
- 6
- 7 2. Materials shall be appropriate for the age and maturity levels of the students who may access  
8 them. The determining factor will be based on an assessment of any mature themes or content  
9 (i.e., violence, sexual content, vulgar language, substance abuse);
- 10
- 11 3. Materials shall contain literary, historical, and/or artistic value and merit; and
- 12
- 13 4. The collection as a whole shall offer a variety of viewpoints.

14 The Assistant Superintendent for Curriculum and Instruction shall be responsible for periodically  
15 reviewing the district's library collection in line with these established standards.

## 16 **COMPLAINTS**

17 If a complaint is made by an employee, student, or parent/guardian of the school, this process is to be  
18 followed:

- 19 1. Inform the complainant of the selection procedures and make no commitments.
- 20
- 21 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 22
- 23 3. Inform the principal (and other appropriate personnel).
- 24
- 25 4. Keep challenged materials available for use during the reconsideration process.
- 26
- 27 5. Upon receipt of the completed form, the principal shall notify the Director of Schools.
- 28
- 29 6. The principal shall request review of the challenged materials by an ad hoc materials review  
30 committee within 25 business days. The review committee is appointed by the principal and  
31 includes certified library media personnel, representatives from classroom teachers, one or  
32 more parents, and may include one or more students. The principal will inform the Director of

1 Schools of the review committee's progress.  
2

3 7. The review committee shall take the following steps after receiving the challenged materials:  
4

- 5 a. Read, view, or listen to the contested material in its entirety;  
6 b. Check general acceptance of the material by reading recognized and evaluative reviews;  
7 c. Determine the extent to which the material is appropriate for the age and maturity levels  
8 of the students who have access to the materials and whether the material is suitable for,  
9 and consistent with, the educational mission of the school;  
10 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging  
11 the material for its strength and value; and  
12 e. Present a recommendation to the Director of Schools and the Board.  
13

14 8. The Board shall review the recommendation presented by the review committee and make the  
15 determination whether the material is appropriate for the age and maturity levels of the students  
16 who have access to the materials and whether the material is suitable for, and consistent with,  
17 the educational mission of the school.  
18

19 9. If it is determined that the material is not appropriate for the age and maturity levels of the  
20 students who have access to them or is not suitable for, and consistent with, the educational  
21 mission of the school, the Board shall require the school to remove the material from the library  
22 collection.

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Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982); Public Acts of 2022, Chapter No. 744

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Cross References

Textbooks and Instructional Materials 4.400  
School and System Websites 4.407  
Controversial Materials 4.801



# Rutherford County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Controversial Materials Request for Equal Alternate Assignment or Materials</b>	Descriptor Code: 4.801	Issued Date: 01/15/09
		Rescinds: 6-27	Issued:

1 Parent(s) may request that a student not be required to read a book, use certain materials, or participate  
2 in an activity.<sup>1</sup> If the request to the teacher is denied then a written request may be submitted on the  
3 appropriate form to the principal. ~~The decision will be made by the director of schools with a right to~~  
4 ~~appeal to the Board.~~ The decision will be made by the principal with a right to appeal to the Director of  
5 Schools and then to the Board, if necessary.  
6

7 No student who is granted such a request shall be penalized academically for his/her failure to  
8 participate in an activity, read a book or use certain materials. Students may will be required to  
9 complete an academically comparable alternative assignment.  
10

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#### Legal Reference:

1. TCA 49-6-1001

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#### Cross References:

- Textbook Selection, Distribution and Care 4.401
- Selection of Instructional Materials 4.402
- Reconsideration of Instructional Materials 4.403
- Use of the Internet 4.406
- Web Pages 4.407

# Rutherford County Board of Education

Monitoring: Review: Annually in January	Descriptor Term: <b>Teacher Tenure</b>	Descriptor Code: 5.117	Issued Date: 07/22/21
		Rescinds: 5.117	Issued: 08/13/15

## 1 General

2 To attain tenure status,<sup>1</sup> a teacher shall: (1) meet tenure eligibility requirements; (2) be renewed and  
3 recommended by the Director of Schools; and (3) receive a majority vote of the Board.

## 4 TENURE ELIGIBILITY<sup>2</sup>

5 A teacher that meets the following requirements is eligible for tenure:

- 6 1. Has a degree from an approved four-year college or any career and technical teacher who has  
7 the equivalent amount of training established and is licensed by the State Board of Education;  
8
- 9 2. Holds a valid teacher license issued by the State Board of Education, based on training  
10 covering the subjects or grades taught;  
11
- 12 3. Has completed a probationary period of five (5) school years or not less than forty-five (45)  
13 months within the last seven-year period with the last two (2) years being employed in a regular  
14 teaching position rather than an interim teaching position; and  
15
- 16 4. Has received evaluations demonstrating an overall performance effectiveness level of “above  
17 expectations” or “significantly above expectations” as provided in the evaluation guidelines  
18 adopted by the State Board of Education, during the last two (2) years of the probationary  
19 period.

20 If a teacher has met all other requirements for tenure eligibility but has not acquired an official  
21 evaluation score during the last one (1) or two (2) years of the probationary period due to allowable  
22 circumstances outlined in state law, he/she may utilize the most recent two (2) years of available  
23 evaluation scores achieved during the probationary period to become eligible for tenure.<sup>3</sup>

## 24 ACQUISITION OF TENURE STATUS

25 Once a teacher is eligible for tenure, he/she shall be either recommended by the Director of Schools for  
26 tenure or nonrenewed. If tenure is denied by the Board, the teacher shall be dismissed.<sup>4</sup>

27 The following additional guidelines shall apply:

- 28 1. The Director of Schools will recommend teachers eligible for tenure at a board meeting in ample  
29 time to send notice of non-renewal to each teacher not recommended for tenure within five (5)  
30 business days following the last instructional day for the school year.<sup>5</sup>  
31

- 1 2. The decision to grant tenure is solely within the discretion of the Board.<sup>6</sup> Only those teachers who  
2 receive a majority vote of the membership of the Board will be granted tenure.<sup>7</sup>  
3
- 4 3. A teacher who is eligible for tenure, but tenure is denied by the Board, shall not be rehired beyond  
5 the current contract year.<sup>4</sup>

## 6 **TEACHER RETURNING TO EMPLOYMENT**

7 A teacher who has acquired tenure status in the school district and later resigns shall serve a two-year  
8 probationary period upon reemployment, unless the probationary period is waived by the Board upon  
9 request of the Director of Schools. Upon completion of the two-year period, the teacher shall either be  
10 recommended by the Director of Schools for tenure or non-renewed. If tenure is denied by the Board,  
11 the teacher shall be dismissed.<sup>8</sup>

## 12 **TEACHER TRANSFERRING FROM ANOTHER SCHOOL DISTRICT<sup>9</sup>**

13 A tenured or nontenured teacher with five (5) or more years of prior service that transfers from another  
14 school district to begin employment in the Rutherford County School District shall serve ~~the regular~~ a  
15 **two-year** probationary period. The Board, upon the recommendation of the Director of Schools, may  
16 waive the probationary period and grant tenure status or shorten the probationary period **for hard to fill**  
17 **positions.**

18 If a nontenured teacher with fewer than five (5) years of service transfers from another school district,  
19 such teacher shall not be eligible for tenure status until the teacher has served at least five (5) years when  
20 service in both school districts is counted.

21 All tenure decisions made under this section are subject to the requirements concerning overall teacher  
22 performance effectiveness levels.

## 23 **TEACHER RETURNING TO PROBATIONARY STATUS<sup>10</sup>**

24 Any tenured teacher who receives two (2) consecutive years of evaluations demonstrating an overall  
25 performance effectiveness level of "below expectations" or "significantly below expectations" shall be  
26 returned to probationary status by the Director of Schools until the teacher has received two (2)  
27 consecutive years of evaluations demonstrating an overall performance effectiveness level of "above  
28 expectations" or "significantly above expectations."

29 When a teacher who has returned to probationary status has received two (2) consecutive years of  
30 evaluations demonstrating an overall performance effectiveness level of "above expectations" or  
31 "significantly above expectations," the teacher is again eligible for tenure and shall be either  
32 recommended by the Director of Schools for tenure or nonrenewed; provided, however, that the teacher  
33 shall be dismissed if tenure is denied by the Board.<sup>4</sup>

34 This section does not apply to teachers who acquired tenure prior to July 1, 2011.

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**Legal References**

1. TCA 49-5-501(11)(A)
2. TCA 49-5-503
3. Public Acts of 2021, Special Legislative Session  
Chapter No. 2
4. TCA 49-5-504(b)
5. TCA 49-5-409(b); Public Acts of 2021, Chapter No.  
378
6. TCA 49-2-203(a)(1)
7. TCA 49-2-202(g)
8. TCA 49-5-504(d)
9. TCA 49-5-509
10. TCA 49-5-504(e), (f)

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**Cross References**

- Separation Practices for Tenured Teachers 5.200  
Separation Practices for Non-Tenured Teachers 5.201

# Rutherford County Board of Education

Monitoring: Review: <b>Annually, in January</b>	Descriptor Term: <b>Employment of Retirees</b>	Descriptor Code: <b>5.119</b>	Issued Date: <b>07/27/22</b>
		Rescinds:	Issued:

1 *General*

2 The Director of Schools may hire a retired individual if certain conditions are met as provided for in  
3 state law.

4 Retired teachers shall be eligible to accrue sick days as a regular certified employee but are not eligible  
5 to receive compensation for accrued days not used.

6 **EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS**

7 Teachers who retire under the Tennessee Consolidated Retirement System (TCRS) may be employed  
8 for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired teachers  
9 may substitute teach for additional days if the Director of Schools certifies in writing to the Division of  
10 Retirement that no other qualified personnel are available to substitute teach.<sup>1</sup>

11 **EMPLOYMENT CONTRACTS FOR ONE YEAR**

12 The Director of Schools may employ teachers retired for at least one (1) year for full-time employment  
13 as a kindergarten through twelfth (K-12) grade teacher on a year-to-year basis. Retirement benefits will  
14 not be lost or suspended under certain conditions which include, but are not limited to, the following:<sup>2</sup>

- 15 1. The Director of Schools of the employing district shall certify in writing that no other qualified  
16 individuals are available to fill the position;
- 17
- 18 2. The Commissioner of Education shall certify that the employing school district serves an area  
19 that lacks qualified teachers to serve in the position to be filled;
- 20
- 21 3. The retired teacher shall hold a valid license and shall not be entitled to tenure status;
- 22
- 23 4. The retired teacher shall not be eligible to accrue additional retirement benefits, **accrue leave**  
24 **other than sick leave**, or receive medical insurance coverage; and
- 25
- 26 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the  
27 Board for teachers with no experience filling similar positions or more than eighty-five percent  
28 (85%) of the rate of compensation set by the Board for teachers with comparable training and  
29 years of experience filling similar positions.

1 **ADDITIONAL EMPLOYMENT OPTION FOR RETIREES<sup>3</sup>**

2 Retired members of TCRS or a similar system may be offered reemployment for up to one (1) year as  
3 a kindergarten through twelfth (K-12) grade teacher, substitute teacher, or bus driver under the  
4 following conditions:

- 5 1. The retired member has been retired for at least sixty (60) calendar days;  
6  
7 2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the  
8 retirement allowance;  
9  
10 3. The retired member's employment can't be longer than a one (1) year period; however, the  
11 retired member can be reemployed for additional one (1) year periods;  
12  
13 4. The retired member is not drawing disability retirement benefits; and  
14  
15 5. The retired member can't accrue additional retirement benefits.

16 The Director of Schools shall notify TCRS of the member's reemployment and certify in writing that  
17 the retired member has the required experience and training for the position and that no other qualified  
18 persons are available to fill the position.

19 Once the retired member is hired by the district, the district shall pay TCRS as prescribed by state law.  
20 The school district shall pay to TCRS during the period of reemployment the greater of (1) a payment  
21 equal to the amount the school district would have contributed to TCRS; or (2) an amount equal to five  
22 percent (5%) of the retired member's pay rate.  
23

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Legal References

1. TCA 8-36-805
2. TCA 8-36-821
3. Public Acts of 2022, Chapter No. 821

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Cross References

Application and Employment 5.106  
Substitute Teachers 5.701

# Rutherford County Board of Education

<b>Monitoring:</b> <b>Review: Annually,</b> <b>in January</b>	<b>Descriptor Term:</b> <h2 style="text-align: center;">Emergency Sick Leave</h2>	<b>Descriptor Code:</b> <b>5.3051</b>	<b>Issued Date:</b> <b>08/12/21</b>
		<b>Rescinds:</b> <b>5.3051</b>	<b>Issued:</b> <b>04/16/20</b>

- 1 For the 2021-2022 school year, employees will be granted up to five (5) days of paid leave to be utilized
- 2 one time if the employee is deemed a contact due to exposure to COVID-19 while working in their job
- 3 capacity for RCS. Emergency sick leave only applies to contacts of positive cases.
  
- 4 Employees who test positive for COVID-19 will need to utilize leave previously accrued by the
- 5 employee. If an employee exhausts their leave, the employee may apply to the sick bank for additional
- 6 days or discuss the need with their supervisor.
  
- 7 If an employee is required to quarantine longer than the number of days granted in this policy, the
- 8 employee shall utilize their previously accrued leave.
  
- 9 It is the expectation of Rutherford County Schools that employees required to quarantine by federal,
- 10 state, or local health authorities will comply with such orders. Employees utilizing emergency sick leave,
- 11 or any RCS leave, that are found to be misusing leave may be subject to discipline up to termination,
- 12 and the employee may be required to repay Rutherford County Schools for any misused paid leave.
  
- 13 This policy shall automatically expire on May 27, 2022.

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**Cross References**

Sick Leave 5.302  
 Family and Medical Leave 5.305

# Rutherford County Board of Education

<b>Monitoring:</b>  <b>Review: Annually, in April</b>	<b>Descriptor Term:</b> <b>Attendance of Non-Resident Students</b>	<b>Descriptor Code:</b> <b>6.204</b>	<b>Issued Date:</b> <b>07/27/22</b>
		<b>Rescinds:</b> <b>6.204</b>	<b>Issued:</b> <b>05/04/21</b>

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

- 3 1. Children of district employees employed by the Board of Education shall be permitted to attend,  
 4 subject 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 school  
 7 year, the student may be permitted to remain in the Rutherford County School where s/he is  
 8 enrolled through the remainder of that academic year, if recommended by the principal and  
 9 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 County,  
 12 the Director of Schools/designee may approve such early admission if proof is submitted (lease,  
 13 contract, deed, etc.) that the family will be residing in Rutherford County during the semester. If  
 14 the family has not moved into Rutherford County by the end of the semester, the Director of  
 15 Schools may terminate the agreement and the student shall enroll in school in his/her county of  
 16 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:<sup>1</sup>

- 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.<sup>2</sup>
- 26 4. Non-resident children of employees at magnet schools will not be permitted to attend the magnet  
 27 school.  
 28



- 1 5. If an exemption is granted for the child or children of a classified employee, the employee must  
2 reapply annually so their continued employment at the school/zone can be confirmed.
- 3 6. The child(ren) of out-of-county classified employees will be ineligible to participate in athletic  
4 programs for one school year after the initial zone exemption is granted.

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**Legal References**

1. TCA 49-6-3003; TCA 49-6-403(f); TCA 49-6-3113; TCA 49-6-3103
2. Public Acts of 2022, Chapter No. 709

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**Cross References**

Revenues 2.400  
Students from Military Families 6.506

# Rutherford County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: <b>Pandemic/Epidemic Code of Conduct Supplement</b>	Descriptor Code: <b>6.3001</b>	Issued Date: <b>07/28/20</b>
		Rescinds:	Issued:

1 This policy shall control over any and all other disciplinary policies and procedures to the extent this  
2 policy creates a conflict. All due process and appeal rights remain applicable.

### 3 **BUS/TRANSPORTATION EXPECTATIONS AND DISCIPLINARY OPTIONS**

4 The safe and orderly provision of transportation is even more essential during a period of  
5 pandemic/epidemic. As a result, violations of the below provisions shall be considered single-strike  
6 offenses. Students will receive one warning per semester. It is essential that bus drivers and  
7 administrators communicate on issues related to these safety requirements, and that administrators take  
8 immediate action. **If students repeat a below-referenced offense after being warned, the student  
9 shall be suspended from district-provided transportation by his/her principal for a minimum of  
10 three days. The student will be denied access to transportation during the suspension period.  
11 Continued violations after a suspension may result in a permanent revocation of transportation  
12 for that student.**

#### 13 Assigned Seats

14 In order to ensure students are sitting with their own households, to limit movement, and to assist in  
15 possible contact tracing, all buses and all routes shall have assigned seats. Students must abide by the  
16 direction of the driver as it relates to seating.

#### 17 Face Covering/Mask Requirement

18 For the safety of the driver and fellow passengers, appropriate face coverings/masks are required by all  
19 passengers on district-provided transportation. Parents/guardians must provide the face  
20 coverings/masks. Accommodations for medical-related issues can be made through the school  
21 administrator.

22 Students are required to arrive on time with an appropriate cloth face coverings/mask. Students who  
23 forget or refuse to bring a face covering/mask will be offered a disposable mask, if available, one time.  
24 Students must keep the face coverings on for the duration of the route. Face coverings/masks must  
25 abide by applicable dress codes.

26 If a student attempts to board a bus without a face covering/mask when being loaded at a school, the  
27 student will be turned away and sent to the closest administrator to either obtain a mask or for  
28 parents/guardians to be contacted to pick the student up.

29 If a student arrives at their home stop without a face covering/mask the first time, and a disposable  
30 mask is not available, the student shall still be transported to his/her school. The driver should attempt  
31 to isolate the student or place the student at least six feet from other students if possible. The driver  
32 will notify the building administration upon arrival. The administration will contact the

1 parents/guardians and inform them of the violation and remind them that a second occurrence will  
2 result in the student's suspension from transportation.

### 3 Window Directions

4 In order to increase circulation, bus windows are required to be lowered when weather/conditions  
5 permit. Students must follow the driver's directions as it relates to windows. Buses with air  
6 conditioning units may utilize the unit in lieu of opening windows, at the discretion of the driver.

## 7 **SCHOOL EXPECTATIONS AND DISCIPLINARY OPTIONS**

### 8 Face Coverings/Masks

9 Face coverings/masks must be worn by students as directed. Parents/guardians must provide the face  
10 coverings/masks. Accommodations for medical-related issues can be made through the school  
11 administrator. Face coverings/masks must abide by applicable dress codes. Failure to comply with face  
12 covering/mask requirements shall be considered a Level 1 Misbehavior under the Code of Conduct,  
13 Policy 6.300. Repeated violations may result in discipline up to and including assignment to an  
14 alternative school or expulsion.

### 15 Social Distancing Requirements

16 All students are expected to abide by six-foot social distancing requirements when available.  
17 Expectations for distancing will be established by each school based on the environment. Willful  
18 and/or knowing violations of these requirements shall be considered Level 1 Misbehaviors under the  
19 Code of Conduct, Policy 6.300. Repeated violations may result in discipline up to and including  
20 assignment to an alternative school or expulsion.

### 21 Bullying, Harassment and Threats Related to Infection

22 Any bullying/harassment targeting individuals based on perceived stigma, behavior, or diagnosis  
23 related to the epidemic/pandemic will not be tolerated. Policy 6.304 shall control, and appropriate  
24 discipline will be applied to any student found to be targeting others based on any characteristics  
25 related to the epidemic/pandemic.

26 Students who threaten to spread an infectious disease, specifically COVID-19, through verbal or  
27 physical acts towards other students or District staff will be disciplined as a Level 3 Misbehavior,  
28 Threats to Others under the Code of Conduct, Policy 6.300.

### 29 Misbehavior/Discipline in a Virtual or Distance Setting

30 The Code of Conduct applies during the school day, during any school-related activity (on or off  
31 campus), including during virtual or distance learning. Administrators may issue due process virtually  
32 or via telephone.

33 Disruptive classroom behavior during live remote instruction, online cyberbullying, fraudulent online  
34 attendance, and academic dishonesty using an electronic device will be subject to disciplinary action.  
35 Potential disciplinary consequences may be expanded from those listed in the Code of Conduct subject  
36 to administrator discretion and may include limiting a student's ability to participate using video or  
37 audio during live remote instruction. Additionally, a teacher may temporarily limit a student's ability

- 1 to participate in live remote instruction using audio or video capabilities if the student's behavior is
- 2 disruptive to the online classroom environment.
- 3 Rutherford County Schools encourages students and families to thoroughly review the District's
- 4 Acceptable Use Policy, as violation of this policy using District technology may be grounds for
- 5 disciplinary consequences.

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**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

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**Cross References**

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: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Spectators</b>	Descriptor Code: <b>6.313</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 The school district strongly believes in the importance of interscholastic athletic events and welcoming  
 2 the community onto our campuses. However, providing a safe and secure environment on our campuses  
 3 must always be the top priority. To improve safety and security, the following policies will be  
 4 implemented for all spectators at all extracurricular and athletics events our campuses.

5 **BAGS**

6  
 7 Spectators are strongly encouraged not to bring any bags. The following is the bag policy for all  
 8 spectators:

9 One (1) clear tote bag (plastic, vinyl, or PVC) per person is permitted.

10 Clear totes should not exceed 12" x 6" x 12," and schools have the discretion to prohibit any oversized  
 11 clear tote bags.

12 One (1) one-gallon clear plastic freezer bag (Ziplock bag or similar) per person is permitted.

13 Clear bags cannot be tinted or have large graphics that obstruct visibility.

14 Approved family care items (diapers, formula, etc.) must be included in the clear plastic tote bag.

15 **As an alternative, attendees may use a small "clutch" purse, no larger than 4 ½ inches by 6 ½ inches.**

16 All bags are subject to be searched.

17 Prohibited items: include, but are not limited to: purses, fanny packs, backpacks, duffel bags, coolers,  
 18 briefcases, diaper bags, cinch bags, luggage of any kind, and computer bags.

19 Exceptions: students participating in the event (athletes, cheerleaders, musicians, etc.), officials/referees,  
 20 and RCS employees or employees from visiting out-of-district schools may bring bags that are necessary  
 21 for the event. Bags necessary for approved medical equipment are permitted.

22 **ADULT SUPERVISION**

23 Children who are middle-school age or younger must be accompanied by an adult, preferably a  
 24 parent/guardian, for entry into the athletic event.

1 High-school-age students from the home school, visiting school, or community may attend the game  
2 without being accompanied by an adult.

3 Anyone who violates these rules will be removed from the event and/or banned from attending events.  
4 Law enforcement and/or school officials will contact parents/guardians of students/juveniles and there  
5 could be school-based (for students) and/or criminal consequences for offenses in the Student Code of  
6 Conduct and/or breaking the law.

7 **NO RE-ENTRY**

8 Our schools will continue to enforce a no re-entry policy in all athletic venues. If a spectator leaves the  
9 venue, they will not be readmitted, unless there are extenuating circumstances as approved by school  
10 officials.

11 **LAW ENFORCEMENT PRESENCE**

12 In collaboration with the Rutherford County Sheriff's Office, there may be additional officers employed  
13 at an athletic event, in the venue and around the campus. All persons, personal items, and vehicles are  
14 subject to be searched on school property.

15 **CAPACITY**

16 Depending on multiple factors, including venue capacity, availability of law enforcement and emergency  
17 medical services, and anything deemed a safety or security risk, capacities could be limited and ticket  
18 sales restricted.

19 At the discretion of school officials, additional procedures or modifications may be implemented and  
20 enforced.

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Legal Reference:

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Cross References:

Safety 3.201  
Interrogations & Searches 6.303  
Security 3.205