

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

**DECEMBER 7, 2023  
5:30 P.M.**

**AGENDA**

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

**Recommended Motion - to approve the agenda as presented.**

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

- A. Minutes: November 2, 2023, Policy Committee Minutes**
- B. Minutes: November 9, 2023, Board Meeting Minutes**
- C. Minutes: November 14, 2023, Special Called Minutes**
- D. Community Use of Facilities**

**FACILITIES USE**

12/7/2023

**Fees**

Barfield Elementary	Child Evangelism Fellowship of Middle TN, Christmas event, art room, 12/14/23, \$15
Blackman Elementary	Living Water Church, worship service, classroom & cafeteria, 8/21/23 – 8/21/24, \$87 per day, *retro review
Oakland High	KH Murfreesboro, soccer training, stadium/track, 1/6/24 – 2/24/24 \$115 per hour,

Oakland High	Ray Guy Prokicker.com Kicking Camp, instructional camp, stadium/track, 12/17/23 & 6/22/24, \$115 per hour
Siegel High	Kings Hammer Soccer Club, tournament, stadium, 12/8/23 – 12/10/23, \$100 per hour
Stewartsboro Elementary	Stones River FC, practice, sports field, 12/4/23 – 2/29/24, \$18 per hour

**No Fees**

Barfield Elementary	Girl Scouts of Middle TN – Troop 2800, meetings, classroom, 11/27/23 – 5/20/23, no fees, *retro review
McFadden	Girl Scouts of Midde TN, meetings , cafeteria, 11/13/23 – 5/31/23, no fees, *retro review
Rock Springs Elementary	London’s Lights, parking, parking lot, 11/24/23 – 12/23/23, no fees, *retro review, **In-Kind Agreement
Rockvale High	Junior Rockets Wrestling Club, practice, gym, 11/30/23 – 6/28/24, no fees, *retro review, **In-Kind Agreement

Note: Facility use prior to 12/7/23 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.**

**E. BIDS**

- Bid #3712 - Cabling per Drop,
- Bid #3713 - Septic Tank Pumping,
- Bid #3714 - Water Bottle Fillers with Installation,
- Bid #3715 - Wall Mounted Air Conditioner Units,
- Bid #3716 - Clock System Installation (Siegel High),
- Bid #3717 - Machine Shop Equipment (Rockvale High),
- Bid #3718 - Portable Repairs,
- RFP #23-10 - OT and PT Services,
- Request for Purchase: UTV Tractor for Oakland High School,
- Mower for Oakland Middle School

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

<b>Name: Certified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Alexander Mullane	\$2,300.00	Blackman High	School Funds - Volleyball	Assistant Volleyball Coach
Juliet Oncale	\$1,000.00	Blackman High	School Funds - Boys Basketball	Director of Operations
Craig Reavis	\$1,000.00	Central Magnet	School Funds - Girls and Boys Basketball	Assistant Girls and Boys Basketball Coach, game day operations, etc
Suzette Sissom	\$600.00	Central Magnet	School Funds - HS + MS Girls Basketball	Website work for HS + MS Girls Basketball
Kevin Jones*6	\$1,000.00	Eagleville	School Funds - FFA	Bus Driver
Clark Blair	\$1,200.00	McFadden	School Funds - Jr. Pro Basketball	Jr. Pro Basketball Supervision / Management
Richard Beard	\$900.00	Oakland High	School Funds - Football	Streaming services for Football
Jesse Messick	\$500.00	Oakland High	School Funds - Football	Football Supervision
Branden Nolen	\$500.00	Oakland High	School Funds - Football	Football Supervision
Lisa Tate	\$1,500.00	Oakland High	School Funds - Football	Football Supervision
Mitzi Wilson*6	\$2,500.00	Oakland High	School Funds - Various Sports + Clubs	Bus Driver
Ray Clark-Boutte	\$1,000.00	Oakland Middle	School Funds - Musical Theater	Choreography / Costuming
Travarus Holloway	\$2,000.00	Oakland Middle	School Funds - Football	Summer workouts + Field Maintenance
Travarus Holloway	\$560.00	Oakland Middle	School Funds - Girls + Boys Basketball	Basketball Clock keeper / Bookkeeper
Pamela Mould	\$1,000.00	Oakland Middle	School Funds - Musical Theater	Backstage Production Director
Elizabeth Sinor	\$650.00	Oakland Middle	School Funds - Cross Country	Assistant Cross Country Coach
Frances Spintzyk	\$1,000.00	Oakland Middle	School Funds - Musical Theater	Production Director
Torey Patterson	\$1,000.00	Rockvale Middle	School Funds - Girls + Boys Basketball	Scorekeeper for Girls + Boys Basketball

Thomas Curtis	\$2,500.00	Stewarts Creek High	School Funds - Football	Mowing, Practice field maintenance
Jennifer Patterson	\$3,000.00	Stewarts Creek High	School Funds - Softball	Assistant Softball coach
<b>Name: Non-Faculty</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Macie Pringle *1+7	\$400.00	Blackman High	School Funds - Volleyball	Running State Volleyball Tournament
Thomas Kirkindoll	\$1,600.00	Central Magnet	School Funds - Theater	Choreography for High School Musical
Abraham Scraggins	\$1,000.00	Central Magnet	School Funds - HS Boys Soccer	Assistant HS Boys Soccer Coach
Drake Rzemieniewski	\$1,200.00	Eagleville	School Funds - Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Jules Weese	\$1,200.00	Eagleville	School Funds - Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Pierre Lyons	\$1,000.00	Oakland High	OHS Softball Boosters	Assistant Softball Coach
Quantavius Rankins	\$1,000.00	Oakland High	School Funds - Musical Theater	Choreography for High School Musical
Jesse Lowery	\$450.00	Rockvale High	School Funds - Theatre	Music Directing - Teaching music
Jordan Morack	\$25 / lesson	Rockvale Middle	School Funds - Band	Private lessons
Rebecca Murphy	\$25 / lesson	Rockvale Middle	School Funds - Band	Flute Lessons
Scott Minis	\$1,000.00	Smyrna High	School Funds - Football	Concession Stand + other football work
Jeff Shipley	\$2,000.00	Smyrna High	School Funds - Football	Announcer for home games
Jennifer Adams	\$1,000.00	Stewarts Creek High	School Funds - Volleyball	Assistant Volleyball Coach
Jeff Shipley	\$1,000.00	Stewarts Creek Middle	School Funds - Various Athletic Accounts	Announcing for games

1. Approved previously for an amount \$500 or greater
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 Department
7. Classified Employee Coach
8. Regular Rate-part-time employee

### G. Non-Faculty Volunteer 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.

NAME	SCHOOL	SPORT
Labadie, Michael	Blackman High	Girls Wrestling
Sams, Diaja	Blackman High	Girls Wrestling
Ellis, Brandy	Buchanan Elementary	Archery
Kirkindoll, Thomas	Central Magnet	Theatre
McCaghren, Faith	Central Magnet	Softball
Blair, Patrick	Central Magnet	HS Boys Basketball
Roper, Shawnlisa	LaVergne High	Track
Lyons, Pierre	Oakland High	Softball
Rankins, Quantavivus	Oakland High	Theatre
Thomas, Sarah	Riverdale High	Band
Murphy, Jamie	Rocky Fork Middle	Baseball
Billups, Keenan	Rockvale High	Boys Basketball
Morack, Jordan	Rockvale Middle	Band
Murphy, Rebecca	Rockvale Middle	Band
Grecco, Camden	Siegel High	Wrestling
Martin, Laura	Siegel High	Tennis
Haynes, Elijah	Stewarts Creek High	Wrestling

### H. BUS CONTRACT

Voluntary termination of bus contract #318 from Joe Perivolaris effective immediately.

**Recommended Motion – to approve the consent agenda as presented.**

### 6. RUTHERFORD PROUD

The Smyrna High Choir will perform.

### 7. PUBLIC COMMENT\*

*\*Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

## 8. GUEST SPEAKERS

**Board Work Session:** Ion Schools presentation by Jeff McCann

**Board Work Session:** Facilitron presentation by Trent Allen

**Board Work Session:** Megan Hickman, Blackman High School BCA student to present her Capstone project on LED lighting.

**Board Meeting:** Rhys Stubblefield-Stephens, Blackman High School BCA student to present his Capstone project, “The Retention of Literacy in a Digital Age” to the Board.

## 9. REZONING UPDATE

Director of Schools recommendation is to offer Seniors 2025-2026 the Grandfather option.

## 10. CURRICULUM AND INSTRUCTION (TAB 2)

### I. Transformational Leader Implementation Training

The School Counseling Department is requesting year 2 of Transformational Leader implementation training. This training will be provided for key leaders in our schools (K-12) and district personnel and will enhance the implementation of educator resilience professional development workshops. The Resilient School Communities Grant will fund 12 month access to the online training kits for all schools (\$75,000) and the in-person training (\$14,000) at a cost not to exceed \$89,000.

**Recommended Motion - to approve the Resilient School Communities Grant at a cost of \$89,000 for training taking place February 26 & 27, 2024.**

### II. New Job Description for Districtwide ESL Coach

The ESL department is requesting the approval of a new job description - Districtwide ESL Coach with an emphasis in Tier I instruction. As our English Learner population continues to rise over 7,000 students, this position will provide support for classroom teachers on best practices with ESL students they serve.

**Recommended Motion - to approve a new job description for a Districtwide ESL Coach. This position will be funded through Title III funds for the remainder of the 2023-2024 school year.**

### III. New Job Description for Coordinator of Teaching and Learning

The curriculum and instruction department is requesting the approval of a new job description - Coordinator of Teaching and Learning. This position will play a critical role in the improvement, alignment, communication, and impact of the current instructional systems and practices within our district.

**Recommended Motion - to approve a new job description for Coordinator of Teaching and Learning. This position will be funded through GP funds and will replace a vacated specialist position. The future increase in cost of index from specialist (1.15) to coordinator (1.25) will be covered through additional right sizing of positions and job duties within the instruction department.**

### 11. SCHOOL SAFETY (TAB 3)

Defend Systems-Intruder action and rapid response medical training for up to 5,900 personnel and a trauma kit per school. Estimate is \$147, 500.00 to be paid out of Safe Schools/Public Schools Security Grant.

**Recommended Motion – to approve the use of \$147, 500.00 from Safe Schools to be used to hire Defend Systems to train 5, 900 personnel in intruder action and medical training for Rutherford County Schools as presented.**

### 12. FINANCIAL MATTERS (TAB 4)

#### Fund 141 Budget Amendments

I. This amendment is to increase Fund 141 budgeted revenues and expenditures as well as decrease fund balance to move money that was donated in FY22-23 and FY23-24 to fund the supplies and materials for the implementation of chess in Rutherford County high schools. The total amount of money moved from fund balance is \$5,300. Revenue will increase \$1,100 for current fiscal year. These amounts equal \$6,400 which is the increased amount of budgeted expenditures in supplies and materials in the GP budget. The funds will be used to purchase chess boards, set pieces, and clocks.

**Recommended Motion – to approve the GPS Fund budget amendment of \$6,400 of Unassigned Fund Balance, Contributions/Gifts revenue, and Supplies/Materials expenditures as presented in detail.**

II. This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$429,168 to recognize the awarded State Special Education PreK Grant for FY23-24. The funds will be used for additional Education Assistant positions to assist in the Pre-K classrooms and additional training for the Teachers and Education Assistants. Rutherford

County Schools has 22 Integrated Preschool Classes across the district that serve over three hundred students. The monies afforded to us by this grant will ensure that all students will have access to highly trained teachers and staff to meet their educational needs.

**Recommended Motion – to amend the FY 23-24 General Purpose School Budget to reflect the State Special Education PreK Grant award as presented.**

### **13. ENGINEERING AND CONSTRUCTION (TAB 5)**

I. Request for Batey Property Mass Grading Bid #3711: On Tuesday, November 28, 2023, Purchasing and Engineering and Construction received bids for the mass grading portion of the site work. All bids have been reviewed and Engineering and Construction recommends Demo Plus Grading base bid for a total bid of \$2,790,600.00. Engineering also recommends requesting a contingency of \$250,000.00 and additional architectural fees of \$600,000.00. All requested funds to be included in the final request for the complete project at a total of \$3,640,600.00.

Breakdown:

Design Fee	\$600,000.00
Site Bid	\$2,790,600.00
Contingency	\$250,000.00
Total Request	\$3,640,600.00

**Recommended Motion - to approve request and forward to Health and Education for Demo Plus Grading Company for \$ 2,790,600.00 and a Total Mass Grading request for Funding at \$ 3,640,600.00. Also, to approve the budget amendment to decrease account 39000- GPS Fund Balance and increase 99100-590 Transfers to Other Funds in the amount of \$3,640,600.00 as presented.**

II. Request for Holloway High Renovation for Virtual School Bid #3707: Bid date was November 30, 2023. Two contractors were at the mandatory pre-bid meeting. No bids received. Project will be placed out for bid again.

III. RFQ for Architectural Services

**Recommended Motion - to approve the following companies as a result of having the highest three cumulative point totals amongst the reviewers: Goodwyn Mills Cawood(\*), Kline Swinney Associates (\*), Wold Architects & Engineers, and Sherman, Carter, Barnhart Architects.**

### **14. FACILITY NAMING-LaVergne Middle School Annex Cafeteria**

At the request of Principal Richard Reed, he would like to name the LaVergne Middle Annex Cafeteria to honor the work of the former principal, Dr. Holman, who served thousands of Thanksgiving meals over 13 years through his “Project Feed” initiative.

**Recommended Motion – to approve facility naming as presented.**

## 15. FACILITIES

Five-year Plan: It has been requested for the Board of Education to provide an updated five-year plan to the County Commission A.S.A.P. for future funding planning and considerations.

**Recommended Motion – to approve new five-year plan.**

## 16. LEGAL (TAB 6)

### I. Disciplinary Hearing Appeal #23-1201

The Board has been requested to review a decision of the Disciplinary Hearing Authority (DHA) to uphold the expulsion of a student from Oakland Middle School. As required by policy, the Director of Schools has also reviewed the expulsion and upheld the decision of the DHA. Based on a review of the DHA's record, the Board may:

- A. Affirm the decision of the DHA;
- B. Overturn the decision of the DHA\*; or
- C. Grant a hearing before the Board

\*Except Zero Tolerance offenses. See Board Policy 6.317.

**Recommended Approval – motion for the Board to initiate in line with one of the above options presented.**

### II. Policy Adoption - First and Final Reading

The below policy change is recommended on the first and final reading.

#### a. Policy 6.302 - Procedural Due Process

Clarifies due process for student discipline.

#### **Recommended Approval of Two Motions:**

- 1. Recommended Approval - motion to suspend Board Policy 1.600 to specifically waive the two readings requirement for the above policy as presented; and**
- 2. Recommended Approval - motion to adopt on the first and final reading the above policy as presented.**

### III. Policy Changes – First of Two Readings

#### a. Policy 1.105 – School Board Legislative Involvement

Changes the term representative to liaison pursuant to state guidance.

#### b. Policy 1.205 – Board-Director Relations

Adds process for obtaining additional information by Board members.

#### c. Policy 1.701 – School District Planning

Adds language for submitting TISA accountability reports pursuant to change in state guidance.

#### d. Policy 3.208 – Facilities Planning

Adds language that needs assessment presented to the Board will include recommendations for future growth.

e. Policy 4.205 – Enrollment in Advanced Courses

Removes section regarding substitution for certain courses as this information is contained in Policy 4.605.

f. Policy 4.600 – Grading System

Updates language to mirror State Board of Education policies.

g. Policy 4.602 – Grade Point Average (GPA)

Updates language to mirror State Board of Education policies.

h. Policy 4.604 – Credit for Prior Courses

Removes American History as an exception for prior courses pursuant to State Board of Education policies.

i. Policy 4.6041 – Testing for Credit

Updates language to mirror State Board of Education policies.

j. Policy 4.605 – Graduation Requirements

Updates language to mirror State Board of Education policies.

k. Policy 4.606 – Graduation Activities

Clarifies distinctions for graduation activities.

l. Policy 5.402 – Hepatitis B (HBV)

Updates list of employees who are in positions of high risk of occupational exposure.

m. Policy 6.201 – Compulsory Attendance Ages

Clarifies admission for students over eighteen (18) years of age.

n. Policy 6.317 – Student Disciplinary Hearing Authority

Clarifies number of days for appeals.

o. Policy 6.415 – Student Suicide Prevention

Adds clarifying language for resources available and requirements for returning to school.

IV. Out of County Transfer (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for one (1) year for possession of a THC vape and for a false report of another student being in possession of a firearm.

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

Director of Schools' Recommendation: Deny admission.

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

**17. RESOLUTION (TAB 7)**

Resolution Regarding Calculation of School Grades. The State of Tennessee Department of Education has issued new metrics by which to score schools by letter grades. One of the metrics is student achievement scores on written tests. A number of our schools have significant numbers of students for which English is not their native language. Frequently, such students score lower on written tests as they are still in the process of becoming fluent in the English language. Schools with higher percentages of ESL students should not be penalized due to their Achievement scores being lower than other schools with lower percentages of ESL students. Growth metrics remain a better means of evaluating the educational benefit conferred upon ESL students than Achievement test scores. The attached Resolution asks the State to take action to exclude the Achievement scores of ESL students in TISA tiers One through Three.

**Recommended Motion - Motion to adopt the Resolution as presented.**

**18. LEASE AMENDMENT (TAB 8)**

Extension of Allstate Lease at 814 South Church St. Allstate Insurance Company is requesting a 3-month extension of their lease at 814 South Church Street. They have acquired a new space to move into, but the build-out will not be complete until sometime in March. Trey Lee confirms that the 3-month extension will not interfere with the school system's plans to remodel the building. A draft of the Amendment to the Lease is attached.

**Recommended Motion - move to approve extending the Allstate Lease until March 31, 2024 as presented.**

**19. FINANCIAL REPORT-Work Session**

**20. DIRECTORS UPDATE**

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

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

**23. GENERAL DISCUSSION**

New property possibility: 3106 Stewart Creek Rd.

**24. ADJOURNMENT**

**Rutherford County Board of Education**  
2240 Southpark Drive  
Murfreesboro, TN 37128

Policy Committee Meeting  
November 2, 2023

**Board Members Present**

Shelia Bratton, Chair  
Claire Maxwell, Vice Chair  
Coy Young  
Caleb Tidwell  
Frances Rosales  
Katie Darby  
  
Dr. James Sullivan, Director of Schools

**Committee Members Present**

Dr. Kay Martin  
Dr. Mark Gullion  
Larry Creasy  
Ellaina Taylor  
Rachel Rigsby  
Monica Carr  
Jason Scales  
Joe Hardman

**Others Present**

Monika Ridley  
Jeff Reed  
Stacy Wallace

The Board Chair, Ms. Bratton, called the meeting to order at 5:00 p.m. All stood and recited the pledge, which was led by Brody Schmidt and Raquel Hernandez from Oakland High School Junior ROTC.

Ms. Bratton asked all the members of the committee to introduce themselves.

**Policy Changes**

**The policy meeting began with a review of Policy 1.105- School Board Legislative Involvement. Changes the term representative to liaison pursuant to state guidelines.**

**Discussion held:**

Ms. Ridley indicated the change to this policy would be to change the word “representative” to the word “liaison”. This is a TSBA recommendation that was updated in their policies. The School Board members that works with the Tennessee Legislative Network (TLN) were formerly called representatives and now they will be called liaisons.

Ms. Bratton reminded everyone that they all have a vote and if it’s not an obvious yes or no vote, she will ask for roll call.

Motion was made by Ms. Maxwell and seconded by Ms. Rosales, to approve Policy 1.105.

**Vote: Yes**

**The policy committee reviewed Policy 1.205 -Board-Director Relations. Adds process for obtaining additional information by Board members.**

**Discussion held:**

Ms. Ridley indicated that this change would request that Board members would submit their requests to the Director of Schools and the Board Chair and then Director of Schools would ensure that the information is compiled by staff members and then once compiled, the information would be shared with all Board members.

Ms. Bratton said that she added the language to the policy and that she and Ms. Maxwell went to TSBA recently and this was the language recommended by TSBA. Ms. Bratton indicated that she would be fine with removing the Board Chair from this policy.

Dr. Sullivan mentioned that Board Members may be asking for information that may pertain to questions that another Board member asked so to avoid any type of Sunshine Law violation or any type of miscommunication, he would like it to just submit requests to the Director of Schools. He also mentioned that there are a lot of requests that go staff members or Principals, and he needs to be copied on those. Dr. Sullivan requested to remove Board Chair just for ease of communication.

Ms. Darby suggested adding the verbiage, “when appropriate” to the end of “Once complied, all information shall be sent to the entire Board.”

Ms. Rosales brought up a scenario that while following this format and then dialogue starts to happen and a new question is asked. Is a new ask appropriate since it’s an extension of the conversation? Ms. Bratton responded that she would suggest letting the Director know that there is a new ask.

Mr. Tidwell suggested adding that they have up to two business days to get back to them. Ms. Bratton said she doesn’t see a need for that. Ms. Darby has concerns that if it’s something pertaining to an agenda item that is coming up for a meeting then it would be needed sooner than two days so she would rather not put a time frame.

Motion was made by Ms. Darby and seconded by Mr. Tidwell, to approve new language with the changes of removing Board Chair and adding when appropriate at the end to Policy 1.205

**Vote: Yes**

**The policy committee reviewed Policy 1.701 – School District Planning. Adds language for submitting TISA accountability reports pursuant to change in state guidance.**

**Discussion held:**

Ms. Ridley mentioned that this would be incorporated into the TISA accountability report that must be approved by the Board and filed with the Department of Education each November 1<sup>st</sup>.

Dr. Sullivan requested in line 4 we change it to every year instead of every two years. He would like the Strategic Plan to be reviewed every year.

Motion was made by Dr. Sullivan and seconded by Ms. Darby, to approve new language and change line 4 to every year to Policy 1.701

**Vote: Yes**

**The policy committee reviewed Policy 2.805 – Purchasing. Adds language regarding entering into agreements with real estate licensees.**

**Discussion held:**

Ms. Ridley stated that this policy change was requested by a Board member and gives two options for purchasing property. Ms. Ridley read what the two options would be.

Dr. Sullivan asked if there is a definition of “real property” mentioned in line 34. Ms. Ridley said real property would be any land and sometimes structures if they are fixed.

Ms. Darby asked if we are going to be getting licensed real estate agents then the commission is paid by the seller not the buyer, so the finder’s fee isn’t necessary.

Ms. Bratton suggested postponing this because we just entered negotiations for two pieces of property, and she would like to wait until the after the negotiations for the property.

Motion was made by Mr. Tidwell and seconded by Ms. Maxwell, to postpone Policy 2.805

**Vote: Yes**

**The policy committee reviewed Policy 3.208 – Facilities Planning. Adds language that needs assessment presented to the Board will include recommendations for future growth.**

**Discussion held:**

Ms. Ridley indicated that this goes with the Annual Assessment of Facilities Needs that the Director presents to the Board.

Ms. Rosales asked if this is a new law that is changing, and Ms. Ridley responded that it was suggested by a Board Member. Ms. Rosales asked for more clarification of the policy and Ms. Ridley explained what the language means.

Ms. Darby said she was the one that suggested this change to be able to bring awareness and attention to the schools that are getting too big and then Dr. Sullivan can provide his recommendation.

Motion was made by Ms. Maxwell and seconded by Mr. Creasy, to approve new language to Policy 3.208

**Vote: Yes**

**The policy committee reviewed Policy 4.205 – Enrollment in Advanced Courses. Removes section regarding substitution for certain courses as this information is contained in Policy 4.605.**

**Discussion held:**

Ms. Ridley indicated that this was brought up by the School Counselors.

Motion was made by Ms. Rosales and seconded by Ms. Bratton, to approve changes to Policy 4.205

**Vote: Yes**

**The policy committee reviewed Policy 4.600 – Grading System. Updates language to mirror State Board of Education policies.**

**Discussion held:**

Ms. Ridley stated that this change would add some clarification for Local Dual Credit, Statewide Dual Credit and the points that are received. Updates language for Lottery scholarships, Early Postsecondary Opportunities & Scholarship Awareness.

Motion was made by Ms. Darby and seconded by Ms. Maxwell to approve changes to Policy 4.600.

**Vote: Yes**

**The policy committee reviewed Policy 4.602 – Grade Point Average (GPA). Updates language to mirror State Board of Education policies.**

**Discussion held:**

Ms. Ridley said that this change was also brought by the School Counselors.

Motion was made by Ms. Rosales and seconded by Mr. Tidwell, to approve changes to Policy 4.602.

**Vote: Yes**

**The policy committee reviewed Policy 4.604 – Credit for Prior Courses. Removes American History**

**Discussion held:**

Ms. Ridley indicated that American History is no longer in the State Board of Education rules so this would update the policy to mirror it.

Motion was made by Mr. Tidwell and seconded by Ms. Darby, to approve changes to Policy 4604.

**Vote: Yes**

**The policy committee reviewed Policy 4.6041 – Testing for Credit. Updates language to mirror State Board of Education policies.**

**Discussion held:**

Ms. Ridley mentioned that this change was also brought by our School Counselors.

Motion was made by Dr. Sullivan and seconded by Ms. Darby to approve changes to Policy 4.6041.

**Vote: Yes**

**The policy committee reviewed Policy 4.605 – Graduation Requirements. Updates language to mirror State Board of Education policies.**

**Discussion held:**

Ms. Ridley read what the changes would be.

Motion was made by Ms. Rosales and seconded by Mr. Creasy, to approve changes to Policy 4.605.

**Vote: Yes**

**The policy committee reviewed Policy 4.606 – Graduation Activities. Clarifies distinctions for graduation activities.**

**Discussion held:**

Dr. Sullivan indicated that this is modeling State Board Policy and last year it just said Honors and we have had some conversations with certain groups wanting to wear certain stoles and once you allow one outside group then you must allow all outside groups unless you have certain language. State Board Policy strictly goes with academic honors.

Dr. Sullivan suggesting adding District Academic Honors instead of District Honors.

Motion was made by Mr. Young and seconded by Mr. Tidwell, to approve language and add District Academic Honors to Policy 4.606.

**Vote: Yes**

**The policy committee reviewed Policy 5.402 – Hepatitis B (HBV). Updates list of employees who are in positions of high risk of occupational exposure.**

**Discussion held:**

Ms. Ridley indicated this came from our nursing group in conjunction with our Special Education Department. It would take out CDC teachers and changes to Special Education teachers and adds RCS Certified De-escalation Team members who respond to crisis events.

Dr. Sullivan mentioned this is not a requirement just something we are offering.

Motion was made by Ms. Maxwell and seconded by Ms. Darby, to approve language to Policy 5.402

**Vote: Yes**

**The policy committee reviewed Policy 6.201 – Compulsory Attendance Ages. Clarifies admission for students over eighteen (18) years of age.**

**Discussion held:**

Ms. Ridley read that this changes the verbiage, “admission must have the application approved by the principal and Director of Schools” and instead “a designee is appointed by the Director of Schools.

Ms. Rosales asked about a child that is 18 but we don’t have any records from the previous school and what do we do with that scenario. Dr. Sullivan said that we are not required to educate them so unless they meet the requirements, they are adult.

Ms. Ridley indicated that we already have a designee, and she reviews those and can provide them with information about Adult Education.

Motion was made by Ms. Maxwell and seconded by Mr. Creasy to approve language to Policy 6.201

**Vote: Yes**

**The policy committee reviewed Policy 6.302 – Procedural Due Process. Adds language to correct syntax.**

**Discussion held:**

Ms. Ridley stated this change just clarifies the language and the inquiry that is required for the offenses and what the administrator or teacher must do to ensure that the student is receiving due process.

Dr. Sullivan suggested approving this on a first read as this is something that needs to be highlighted with the administrators again. With the increase of threats that we have had sometimes the law enforcement deals with it before it gets to us and that makes it difficult for us to ensure we are giving due process.

Ms. Bratton motioned to approve it on the first read.

Ms. Darby asked if we need to add language if law enforcement is involved and Dr. Sullivan said that is not necessary.

Motion was made by Ms. Maxwell and seconded by Ms. Rosales, to approve language on the first read to Policy 6.302.

**Vote: Yes**

**The policy committee reviewed Policy 6.3041 – Title IX and Sexual Harassment. Changes timeline for notice of before beginning investigation and changes timeline for completion of investigations.**

**Discussion held:**

Ms. Ridley informed everyone that we have one Title IX Coordinator, and she recently went to a National Conference where some of these items were discussed. Our current policy states all investigations must be completed in 20 days which is rarely achievable with a district of 50,000 students. Many districts have 90 days and Federal Law does not give a timeline so it is something we can set. Another request is to add that a respondent must have sufficient notice before the investigation is initiated, and we are asking to change that to no less than ten days. Ms. Ridley indicated that the language isn't very clear, and Ms. Lyons wrote up some additional language to help clarify it. Ms. Ridley proceeded to read the suggested change.

Ms. Darby mentioned that she spoke with Ms. Lyons and Mr. Torres at TSBA and there is nothing that states we must wait 10 days to start an investigation and waiting 10 days doesn't seem appropriate. Ms. Darby suggested we may want to postpone this conversation to gather more information. She stated that we need an investigator for Title IX, and we are setting up ourselves legally. Ms. Darby also mentioned that the 60 days seems like a long period of time for an investigation and 40 days is more appropriate. Mr. Reed agrees with Ms. Darby.

Ms. Darby would like to postpone and have Ms. Lyons get with Mr. Reed or Ms. Ridley to talk more about it.

Motion was made by Ms. Darby and seconded by Ms. Maxwell to postpone Policy 6.3041.

**Vote: Yes****The policy committee reviewed Policy 6.317 – Student Disciplinary Hearing Authority. Clarifies number of days for appeals.****Discussion held:**

Ms. Ridley said there were a few requests to clean this up and to add "calendar days" since it currently reads "10 days". This policy was changed last year adding in another step to go to the Director of Schools but on line 24 we still had the old language. Also, she received a request to add on either line 1 or 2 that parents have five calendar days to request a hearing in front of the DHA. Dr. Sullivan mentioned that it's on the disciplinary form but not in the policy.

Discussion was held regarding parent notice to appeal to the DHA and how the parent is notified and if it should be added to the second page of the policy.

Ms. Ridley read the suggested language changes to be adding on page 1, line 2 – Parents have five calendar days to request a hearing in front of the DHA",  
Page 2, line 3, "Upon the Director of Schools rendering a decision, the student, principal, principal-teacher, or assistant principal shall receive notification including a statement of the right of either party to request a review by the Board within five calendar days after receiving the decision."

More discussion was held regarding the five calendar days' notice and if it should be longer or just workdays.

Motion was made by Ms. Maxwell and seconded by Dr. Sullivan, to approve new language to Policy 6.317.

**Vote: Yes**

**The policy committee reviewed Policy 6.415 – Student Suicide Prevention. Adds clarifying language for resources available and requirements for returning to school.**

**Discussion held:**

Ms. Ridley mentioned that this request is from our School Counselors, and this is just taking out information regarding the National Suicide Prevention Lifeline, which is still a resource, but the school counselors are asking to add in suicide intervention & prevention resources. They are wanting to give more local resources. Also, they are asking on page 2, that a mental healthcare provider must state that the student has received care and is no longer an immediate danger to themselves or others and is cleared to return to school.

Ms. Maxwell asked if there was a clearance required prior to this. Ms. Ridley said that there was clearance but the language that they are cleared to come back to school wasn't stated.

Motion was made by Ms. Maxwell and seconded by Ms. Rosales, to approve Policy 6.415

**Vote: Yes**

**New Policies**

**The policy committee reviewed Policy 2.811 - Consultants. Policy authorizing engagement of professional consultants by the Board.**

**Discussion held:**

Discussion was held on what the purpose is for this policy and if it's needed.

Dr. Sullivan mentioned that he would ask to strike lines 10 & 11.

Mr. Tidwell suggested postponing it.

Motion was made by Ms. Bratton and seconded by Ms. Rosales, to not institute Policy 2.811

**Roll Call :**

Mr. Creasy – Yes	Mr. Young - Yes
Ms. Maxwell - Yes	Dr. Gullion – Yes
Dr. Martin – Yes	Mr. Tidwell – Yes
Ms. Darby – No	Ms. Rigsby - Yes
Ms. Taylor – Yes	Ms. Bratton - Yes
Dr. Sullivan - Yes	Mr. Hardman - Yes
Ms. Rosales – Yes	Mr. Scales - Yes
Ms. Carr – Yes	

**Vote: Yes**

**The policy committee reviewed Policy 2.9002 - Site Selection and Acquisition. Policy for school site selection and acquisition.**

**Discussion held:**

Dr. Sullivan suggested that they table this one.

Ms. Bratton agreed that since it's dealing with land acquisition like the other policy, that they postpone it to give everyone time to look at it.

Motion was made by Dr. Sullivan and seconded by Mr. Creasy, to postpone Policy 2.9002

**Vote: Yes**

Ms. Ridley informed all the members that anyone can suggest a policy change and it gets submitted to the Board for approval. Ms. Bratton said that if it gets approved at policy, it still needs to get approved at Board since it goes through two readings.

There being no further business, the meeting adjourned at approximately 6:24 P.M.

\_\_\_\_\_  
**Shelia Bratton, Board Chair**

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

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

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

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

**MINUTES OF NOVEMBER 9, 2023**

**Board Members Present**

Shelia Bratton, Board Chair  
Claire Maxwell, Vice-Chair  
Caleb Tidwell  
Coy Young  
Frances Rosales  
Katie Darby  
Tammy Sharp  
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 Mrs. Katie Darby.

**3. MOMENT OF SILENCE**

A Moment of Silence was observed for Mr. Brad Hornsby and his family. He is a very well-known attorney in Murfreesboro and a valiant fighter of Title IX rights. He lost his son last week.

**4. APPROVAL OF AGENDA**

**Motion made by Ms. Sharp and seconded by Mrs. Maxwell, to approve the agenda as presented.**

**Vote: All yes**  
**Motion passes.**

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

- A. Minutes: Oct. 26, 2023, Board Meeting Minutes**
- B. Community Use of Facilities**

**FACILITIES USE**  
11/9/2023

**Fees**

Barfield Elementary	Church of God Assembly, church gathering, cafeteria, 11/11/23 – 7/27/24, \$18 per hour
Oakland High	Triple Threat Softball, practice, softball field, 10/17/23 – 7/31/24, \$18 per hour
Siegel High	Debbie’s School of Dance, recital, auditorium, 12/17/23, \$285

**No Fees**

John Coleman	Scouts BSA, Pack 640, den meetings, cafeteria, 11/14/23 – 5/21/24, no fees
Oakland Middle	Inner Light Family Theatre, performance, auditorium 11/27/23 – 12/2/23, no fees, *In-Kind Agreement
Riverdale High	CAT Choreography, recital, auditorium, 12/8/23 – 12/10/23, no fees, *In-Kind Agreement

Note: Facility use prior to 11/9/23 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.**

**C. BIDS**

Bid #3708 - Apartment Renovations (Central Magnet),  
Bid #3710 - Kitchen Equipment,  
Request for Approval for a trailer purchase (Riverdale) and a tractor purchase (Oakland).

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

<b>Name-Certified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Rachael Dodd	\$1,000.00	Blackman Middle	School Funds - Volleyball	Assistant Volleyball Coach
John Pierce	\$360.00	Blackman Middle	School Funds - Boys + Girls Basketball	Announcer for home Basketball games
Various names	\$1,200.00 each individual	Eagleville	School Funds - Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools

Various names	\$1,000.00 each individual	Eagleville	School Funds - Basketball	Officiating for JV Basketball
Paige Hawkins	\$23.50 / hour	Oakland Middle	Outside Groups - Use of Facilities	Site Supervision
Haley Lambert	\$900.00	Riverdale	School Funds - Volleyball	JV Volleyball Coach
Joshua Pelchat	\$1,500.00	Riverdale	School Funds - Football	Football Season field maintenance
Glenn Suggs	\$500.00	Riverdale	School Funds - Football	Assistant Football Coach
Christopher Lowry	\$5,000.00	Rockvale High	School Funds - Band	Marching Band drill, Design, + Percussion Sectionals
Heather Reedy	\$750.00	Thurman Francis	School Funds - from PTO for events	DJ for school dances
<b>Name- Non-Faculty</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
James Earle III	\$3,000.00	Central Magnet	School Funds - Tennis	Tennis Coach
Kristin Fann	\$1,000.00	Central Magnet	School Funds - HS Girls Basketball	Assistant HS Girls Basketball Coach
Smith, Mary *7	\$2,000.00	Central Magnet	School Funds - HS Volleyball	Assistant Volleyball Coach
Lori Walker	\$2,083.32	Central Magnet	School Funds - Swimming	Assistant Swimming Coach
Gretchen Thompson	\$2,153.00	Eagleville	School Funds - Volleyball	Assistant Head Volleyball Coach
Various names	\$1,200.00 each individual	Eagleville	School Funds - Jr Pro Basketball	Officiating for Jr Pro Basketball at various County schools
Various names	\$1,000.00 each individual	Eagleville	School Funds - Basketball	Officiating for JV Basketball
Briana Meek	\$7,000.00	Oakland High	School Funds - Dance Team	Dance Team Choreographer
Bruce Thweatt	\$2,000.00	Riverdale	School Funds - Volleyball	JV Coach / Assistant Varsity Volleyball Coach
Preston Barge	\$1,000.00	Riverdale	School Funds - Football	Assistant Football Coach
Johnny Gambill	\$1,000.00	Riverdale	School Funds - Football	Assistant Football Coach
Alice Judy	\$25 / lesson	Rocky Fork	School Funds - Band	Private Lessons

		Middle School		
Naomi Mallory	\$5,000.00	Siegel High	Siegel HS Band Boosters	Marching Band / Colorguard Technician
Christina Ezell	\$1,000.00	Smyrna High	School Funds - Football	Concessions Manager
Alyssa Funderburke	\$1,500.00	Smyrna High	School Funds - Volleyball	Assistant Volleyball coach
Alice Judy	\$25 / lesson	Smyrna Middle	School Funds - Band	Private Lessons
Robert Mack	\$25 / lesson	Smyrna Middle	School Funds - Band	Private Lessons
Jordan Morack	\$25 / lesson	Smyrna Middle	School Funds - Band	Private Lessons
Jennifer Vinocur *7	\$2,000.00	Stewarts Creek Middle	School Funds - Cheerleading	Basketball Cheer Coach
Bobby Wright	\$1,000.00	Stewarts Creek Middle	School Funds - Girls Basketball	Assistant Girls Basketball Coach
<b>Name-Classified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Toccara Howard *2	Hourly	Blackman High	School Funds or Outside Groups / Use of Facilities	Additional custodial work for the 2023 / 2024 school year
Tracy Harris *2	Hourly	Blackman Middle	School Funds - Boys + Girls Basketball	Bookkeeper for Basketball
Nathan Smotherman *2	Hourly	Oakland Middle	Outside groups - Use of Facilities	Additional custodial work for the 2023 / 2024 school year
Traci Allen *2	Hourly	Oakland Middle	Outside groups - Use of Facilities	Additional custodial work for the 2023 / 2024 school year

- 1 Approved previously for an amount \$500 or greater
- 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 Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

**School Salary Supplements Continued (Eagleville Jr. Pro Basketball) attached as TAB 1.6.**

**E. Non-Faculty Volunteer 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.

<b>NAME</b>	<b>SCHOOL</b>	<b>SPORT</b>
Coleman, Andrew	Barfield Elementary	Archery
Hall, Grace	Barfield Elementary	Archery
Bolognone, Anthony	Blackman High	ROTC
Isbell, Michael	Blackman High	Track
Overton, Camille	Blackman High	Track
Gateley, Holly	Buchanan Elementary	Archery
Jones, Benjamin	Central Magnet	MS Boys Soccer
Scraggins, Abraham	Central Magnet	Boys Soccer
Watson, Paul	Central Magnet	Boys Soccer
Cole, Tim	Eagleville	Basketball
McCleary, Marty	Eagleville	HS Baseball
McLemore, Wyatt	Eagleville	Wrestling
Rzemieniewski, Jerry	Eagleville	Wrestling
Zentz, Chris	Eagleville	Wrestling
Huddleston, Mac	Oakland High	Archery
Richie, William	Oakland High	Wrestling
Garrett, Carrie	Riverdale High	Archery
Husk, Judith	Riverdale High	Wrestling
Newberry, Patsy	Riverdale High	Archery
Saller, Steve	Riverdale High	Wrestling
Gorden, Sam	Siegel High	Boys Basketball
Martin, Jeff	Siegel High	Tennis
Story, Eric	Siegel High	Archery
Mallory, Naomi	Siegel High	Band
Johnson, Jaylen	Smyrna High	Boys Basketball

Tyler, Jamichael	Smyrna Middle	Basketball
Judy, Alice	Smyrna Middle	Band
Mack, Robert	Smyrna Middle	Band
Morack, Jordan	Smyrna Middle	Band
Green, Christopher	Thurman Francis	Swimming

**F. Bus Contract**

Voluntary termination of the Bus Contract #75 from Robbi Clements, effective as soon as possible.

Voluntary termination of the Bus Contract #21 from Robert Wayne Barrett, effective as soon as possible.

**Motion made by Mr. Tidwell and seconded by Mrs. Darby, to approve the consent agenda as presented.**

**Vote: All yes  
Motion passes.**

**6. RUTHERFORD PROUD**

Rock Springs Middle School digital citizenship award: Rock Springs Middle is the second school within Rutherford County Schools to be recognized by a national organization for helping students and teachers be mindful of their digital habits. RSMS was recently named a Common Sense School by Common Sense Education, a group founded in 2003 with the mission of helping families navigate media and technology while keeping themselves safe. Stewarts Creek Elementary was recognized with the same award previously. Rock Springs Middle Principal Stephen Wayne and instructional coach April Smith will explain how the program is benefiting students, families, and teachers.

Principal Wayne and Ms. Smith thanked the Board for the recognition. They both explained the importance of digital safety and the exponential growth and shift overtime with technology. They implemented the Common Sense education curriculum to discuss technology based topics; media balance and well-being, privacy and security, digital footprint identity, cyber bullying, and news & media literacy.

Mrs. Darby asked if there has been any improvement after the implementation of the Common Sense Curriculum? Principal Wayne stated there has been a heightened awareness amongst students, parents and the community and it has created a united front.

Mrs. Rosales asked if the Common Sense curriculum can be expanded county-wide? Principal Wayne stated that it is currently being discussed and conversations have been held with Dr. Sullivan.

Ms. Sharp indicated that she received a book from a local group that is lobbying on the federal level to put in protections for all students. She will forward the book to Principal Wayne so he may contact this organization.

## 7. PUBLIC COMMENT\*

Dr. April Smith - Mother of two children in Rutherford County Schools and former teacher. She thanked the Board and expressed her appreciation with the Board's response with the rezoning plan. Dr. Smith asked the Board to support the alternative map that was presented on Monday, November 6<sup>th</sup>. She also asked to go on public record to encourage the County Commissioner to support the Board to help manage the current crisis resulting from population growth.

Ariel Fuss - Thanked the Board for the long-term planning of the rezoning. She requested planning even further ahead to avoid additional flip-flopping of schools in the 27/28 school year. Ms. Fuss also requested to support the alternative high school zoning map that was published on November 6<sup>th</sup>.

*\*Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

## 8. GUEST SPEAKERS

**Board Work Session:** RSP presented updated zoning maps based on parent and principal input meetings.

**Board Meeting:** REA President, Dr. Curtisa Nichols and teacher, Sienna Holl discussed and answered questions regarding the PECCA MOU.

Mrs. Rosales thanked Dr. Nichols for the staff's efforts and working through the long MOU process.

Mrs. Darby asked Dr. Nichols to explain the differences between the current and proposed MOU. Dr. Nichols stated the current MOU is not equitable countywide relating to outside the classroom working hours teachers are required to work.

Mr. Tidwell asked for clarification regarding page 9 of MOU that states officers and representatives do not suffer any loss of pay when attending events such as National meetings. Dr. Curtis responded that their National meeting occurs in the summer and taking off time is not needed. She further stated that if Presidents are called in for a meeting, then REA pays for a substitute teacher.

Mr. Tidwell asked how about the collection of teacher dues and how they are distributed. Dr. Curtis responded that most stay local with REA, small portion go to TEA and even a smaller portion go to NEA. Mr. Tidwell expressed concern with “attending events” for partisan issues.

Mrs. Rosales asked Dr. Andrea Anthony how long this language has been in effect. Dr. Anthony responded since 2011.

Ms. Sharp clarified that board members are not involved in the discussions of the MOU and are just now receiving it. She stated concerns about language that reads a teacher’s job is held for a year while on leave. She would have liked having additional discussions before the vote. Ms. Holl responded that teachers experience burn-out and allowing them to refuel saves employees in the long term. Ms. Sharp requests language to be amended and to read, “at the discretion of the Director of Schools”. Mrs. Darby also requests the addition added to the language.

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

I. MEMORANDUM OF UNDERSTANDING WITH PROFESSIONAL EDUCATORS - The Board of Education Management Team and the Professional Educators of Rutherford County, represented by the Rutherford Education Association in the collaborative process has reached agreement as presented in the Memorandum of Understanding.

**Motion made by Mrs. Darby and seconded by Mrs. Rosales, to approve the Memorandum of Understanding between the Rutherford County Board of Education and the Professional Educators of Rutherford County Schools with the amendment of adding “at the discretion of the Director of Schools” under the Professional Employees Organization (PEO) leave section, as presented.**

**REA agrees with the amendment.**

**Roll Call Vote:**

**Mr. Tidwell – No**  
**Mr. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Young – Yes**  
**Mrs. Bratton - Yes**

**Vote: Majority**

**Motion passes.**

Mrs. Maxwell expressed her appreciation towards REA and apologized for the delay in the recommendation and passing of the MOU.

Dr. Sullivan stated, there is a Special Called Board Meeting on Tuesday, November 14<sup>th</sup> and agenda has been published. Very specific motions are set between different grade bands. Mr. Young added that the Board needs to work together and explore every option on the table.

II. Teach Now Mentor Stipend: The Teach Now Department would like to allocate \$13,200.00 of General Purpose funds to support 79 Rutherford Teach Now Mentors. The purpose of this mentorship is to provide building level support for Teach Now participants. These mentors are responsible for completing all training, meetings, and reflections.

**Motion made by Ms. Maxwell and seconded by Mr. Tidwell, to approve the request to allocate \$13,200.00 of GP funds to provide stipends for Rutherford Teach Now Mentors as presented.**

**Vote: All yes  
Motion passes.**

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

### I. Out of County Transfer (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for disruptive behavior. 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 into alternative school.

**Motion made by Mrs. Maxwell and seconded by Ms. Sharp, to admit the admission of this Out of County Transfer Student as presented.**

**Vote: All yes  
Motion passes.**

### II. Disciplinary Hearing Appeal #23-1101

The Board has been requested to review a decision of the Disciplinary Hearing Authority (DHA) to uphold the expulsion of a student from Rocky Fork Middle School. As required by policy, the Director of Schools has also reviewed the expulsion and upheld the decision of the DHA. Based on a review of the DHA's record, the Board may:

- A. Affirm the decision of the DHA;
  - B. Overturn the decision of the DHA\*; or
  - C. Grant a hearing before the Board
- \*Except Zero Tolerance offenses. See Board Policy 6.317.

**Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to (A.) affirm the decision of the DHA.**

**Vote: All yes  
Motion passes.**

## **11. SPECIAL EDUCATION (TAB 4)**

Dr. Annie Ralston and the Special Education Department recognized the School Psychologists. National School Psychology Week is November 6-10th. School Psychologists partner with families, teachers, school administrators, and other professionals to create safe, healthy, and supportive learning environments that strengthen connections between home, school, and the community. They apply expertise in mental health, learning, and behavior to help children and youth succeed socially, behaviorally, emotionally, and academically. They are also important members of school safety and crisis teams.

I. The State Special Education Preschool Grant is a new grant opportunity this year for the Tennessee Department of Education. The funds will be used for additional Education Assistant positions to assist in the Pre-K classrooms and additional training for the Teachers and Education Assistants. Rutherford County Schools has 22 Integrated Preschool Classes across the district that serve over three hundred students. The monies afforded to us by this grant will ensure that all students will have access to highly trained teachers and staff to meet their educational needs.

**Motion made by Mr. Tidwell and seconded by Ms. Sharp, to approve the use of the State Special Education Preschool Grant for the 2023/2024 school year.**

**Vote: All yes  
Motion passes.**

II. Rutherford County Schools Contract with High Roads School in Nashville. High Roads School is a nonpublic, private special education school in Tennessee. This contract will allow Rutherford County Schools to place certain students who meet High Roads qualifications in their school to continue their education. Rutherford County will pay the tuition and related fees for students who are placed there through the student's Individualized Education Program Meeting.

**Motion made by Mrs. Maxwell and seconded by Mrs. Darby, to approve the contract between High Roads School and Rutherford County Schools.**

**Vote: All yes  
Motion passes.**

## **12. CURRICULUM AND INSTRUCTION (TAB 5)**

I. The proposed graduation calendar for 2024 was posted October 20, 2023, to our website for planning purposes. The dates have been approved by M.T.S.U.

**Motion made by Mrs. Darby and seconded by Mrs. Rosales, to approve the 2023-2024 graduation calendar as presented.**

**Vote: All yes  
Motion passes.**

II. Charter School Agreement with American Classical Education Tennessee. The Charter Agreement has been worked out between the staff of the Rutherford County School System, American Classical Education Tennessee, and Board Attorney Jeff Reed. Pursuant to State law, the term of the Agreement is for 10 years.

**Motion made by Mrs. Rosales and seconded by Ms. Sharp, to approve the Charter Agreement with American Classical Education Tennessee as presented.**

**Vote: All yes  
Motion passes.**

### **13. ENGINEERING AND CONSTRUCTION (TAB 6)**

I. Request for Blackman Middle Baseball: Principal Jessica Jackson is requesting to install a synthetic turf home plate area for baseball. The cost for this project is to not exceed \$10,000.00 and is to be funded through the baseball account. Engineering and Construction have reviewed the request and recommends approval.

**Motion made by Mrs. Rosales and seconded by Mr. Tidwell, to approve the synthetic turf home plate project for Blackman Middle Baseball at no cost to the Board as presented.**

**Vote: All yes  
Motion passes.**

II. Request for Eagleville High School: Principal Tim Pedigo has requested to complete the baseball/softball hitting facility restroom project. The cost for the plumbing work is to not exceed \$8,600.00 and will be funded by the school baseball account funds. Engineering and Construction has reviewed the request and recommends approval.

**Motion made by Mrs. Darby and seconded by Mrs. Maxwell , to approve the Eagleville High school request for completion of the hitting facility plumbing at no cost to the Board as presented.**

**Vote: All yes  
Motion passes.**

III. To utilize existing Rutherford County property at Smyrna Middle School and Whitworth Buchanan for a Transition Academy at each location. These two facilities will replace the building RCS currently leases from M.T.S.U.

**Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve the use of existing Rutherford County property at Smyrna Middle School and Whitworth Buchanan for a Transition Academy at each location. These two facilities will replace the building RCS leases from M.T.S.U.**

**Vote: All yes  
Motion passes.**

#### **14. INSURANCE UPDATE**

Dr. Sullivan had a meeting with Rutherford County's Risk Management today. They are going to bid out and it is his recommendation to continue with their OJI and other ancillary benefit programs.

#### **15. FINANCIAL REPORT**

RCS was given \$5,300.00 back in June for chess. This money was put into the Fund Balance because it was the end of a fiscal year. At the next board meeting Dr. Sullivan is requesting that money be pulled out of the Fund Balance to have a high school chess competition in January and February. It is not shared money and it was given to RCS specifically for chess.

#### **16. DIRECTORS UPDATE**

Dr. Sullivan thanked the Board for recognizing our teachers and stated that we here are for our students and the more we can stay connected to our students, it is the best for our teachers.

We are finishing up our benchmark testing and ensuring our students are focused where they need to be and interventions held when necessary.

Resolution regarding suspending driver's licenses for making threats was mailed to our state representatives and senators on November 3, 2023. The Resolution requiring lockdown training for substitute teachers went to TSBA on November 1, 2023, to be shared during the Delegation Assembly at the TSBA Annual Conference.

Dr. Sullivan introduced Mr. Jeff McCann, RCS' new School Choice/Charter School Coordinator. The School Choice guide will be published Friday, November 17<sup>th</sup> and the school fair will be held on December 14<sup>th</sup>.

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

Mrs. Rosales gave a presentation at Tuesday's work session regarding federal dollars. She stated the state legislature is reviewing the possibility of rejecting federal money. She indicated the state is questioning what "strings" are attached to the federal dollars. Additional discussions will be held next week and Mrs. Rosales will be at the capital to listen to the conversations. She will have an update at the December Board meeting.

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

Nothing new to report.

**19. GENERAL DISCUSSION**

Dr. Sullivan thanked and introduced all the principals in attendance.

Tomorrow is Veteran’s Day and our schools are in session. Dr. Sullivan indicated several schools are hosting Veteran’s Day programs and has invited the veteran community members into the schools. The veterans in the audience were recognized and thanked for their service.

Mrs. Bratton stated that all the schools are closed for the week during the Thanksgiving holiday break and recommended the employees at Central Office receive the Wednesday prior to Thanksgiving off. The Board agreed to allow the closure.

Mr. Young stated “Pack the Bus” is holding a can food drive at Publix at the North Rutherford location tomorrow for children in need.

Mr. Tidwell asked to have a presentation on the Amazing Shake Program at the December Board Meeting. He gave a shout out to Brenda Gregory, which was recognized on the County Music Award’s last night, for her continuous work in our County.

Mrs. Darby wanted to remind everyone that she truly believes everyone’s sole interest on the Board is to do what’s right for our children.

**20. ADJOURNMENT**

Motion made by Mrs. Darby and seconded by Mrs. Maxwell to adjourn the meeting at 6:50 P.M.

Approval of Agenda Minutes

\_\_\_\_\_  
Shelia Bratton, RCS BOE Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. James Sullivan, RCS Director of Schools

\_\_\_\_\_  
Date

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

**Special Called Meeting Minutes of November 14, 2023**

**Board Members Present**

Shelia Bratton, Board Chair  
Claire Maxwell, Vice-Chair  
Coy Young  
Caleb Tidwell  
Tammy Sharp  
Frances Rosales  
Katie Darby  
Dr. James Sullivan, Director of Schools

- 1. CALL TO ORDER** at 5:30 p.m. by Mrs. Shelia Bratton
  
- 2. PLEDGE OF ALLEGIANCE**, led by Mr. Tidwell and the Christiana Elementary 5<sup>th</sup> Grade Choir. *The National Anthem* followed led by Ms. Polson and accompaniment by Principal Chris Lafferty.

**Christiana Elementary Choir Members:**

Allison Anderson  
Karri Anderson  
Bailey Davis  
Payton Deleon  
Alayna Gortney  
Audrey Sagrera  
Aubrey Singleton  
Jaycee Singleton  
Jaycee Mitchell  
Leticia Orso  
Harloe Kromm  
Paislee Trueheart

- 3. MOMENT OF SILENCE**
  
- 4. PUBLIC COMMENT\***

- I. Charlie Eblen-he believes that it puts students at a safety risk because of an accident that occurred this week at the train tracks near Florence Rd. He spoke against the proposed high school rezoning and its effects on students in regard to loss of sleep due to getting up earlier, time lost and economic impact on parents driving to the new zoned schools.

- II. Cindy Daniel-spoke against the proposed high school rezoning regards to time lost in transporting students to a new zoned school. She also stressed the importance of school legacy, the money and time you invest in a particular school and the desire to have siblings attend the same school.

*\*Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

## 5. ZONING

### I. Elementary School Zoning

In 2022 the Board of Education contracted with the firm of RSP & Associates to undertake a detailed study of our schools and school zones to make proposed recommendations to help the school system address overcrowded schools and handle continued growth year after year. Since being engaged on this project, RSP & Associates has toured and assessed our schools, compiled and studied local demographic information such as birth rates and data on transferring students, examined plans for new subdivisions and housing developments, and met with multiple staff members at both the administrative and school level. In addition, the Board and RSP have conducted multiple public hearings regarding possible rezoning options for the school system and reviewed public comments on the same. RSP has now made rezoning recommendations to the Board.

Comments:

Frances Rosales asked for clarification on separate motions for each grade band.

Coy Young asked for postponement until we have more information and do our due diligence.

**Recommended Motion - to approve the elementary zoning boundaries as presented. John Colemon Elementary, LaVergne Lake Elementary, and Smyrna Elementary School will take effect during the 2024-2025 SY, so that the Roy Waldron Annex can be used for other district programming. The remainder of the school zoning boundaries will take effect for the 2025-2026 SY upon the opening of the elementary school on the Batey property.**

**Motion made by Ms. Sharp and it was seconded by Mrs. Maxwell.**

**Roll Call Vote:**

**Coy Young: No**

**Caleb Tidwell: Yes**

**Katie Darby: Yes**

**Claire Maxwell: Yes**

**Tammy Sharp: Yes**

**Frances Rosales: Yes**

**Shelia Bratton, Chairman: Yes**

**Vote: Majority**  
**Motion passes.**

## **II. Middle School Zoning**

The middle school zones are for the 2026-2027 school year and require a new middle school on the Batey property for implementation.

Comments:

Frances Rosales showed photos of several subdivisions being developed since the zoning study began. She also showed a photo of the train at a standstill at Singer Rd. and Florence Rd. that will impact those who are rezoned. Mrs. Rosales asked for a master plan and comprehensive plan back in the Fall. She asked that the vote be postponed.

Coy Young shared his agreement with Mrs. Rosales. He said our only option is to build new schools rather than rezone.

Caleb Tidwell asked Dr. Sullivan when we began our work with RSP? Dr. Sullivan responded that we began working with them in Spring of 2022. He agreed that rezoning is not perfect, but our only option. He discussed that we cannot build fast enough, and we cannot control funding.

Katie Darby asked Dr. Sullivan how he feels about the work RSP has done? He responded that RSP did do what we asked them to do. He also mentioned that we have the ability to make adjustments based on new growth. She agreed that this is difficult for families. Mrs. Darby responded that she believed we had done our due diligence.

Claire Maxwell agreed with Mrs. Darby and Mr. Tidwell. Mrs. Maxwell said that she is going to fight for land and funding for new schools. She stated that RSP provided unbiased information and we did our due diligence.

Tammy Sharp brought up the fact that 10,000 homes are being built on the North end so we need to move forward. It is the County Commission's job to determine where to find the funding. We have to make a plan and start somewhere.

**Ms. Sharp called for question.**

**Roll Call Vote for the Question:**

**Caleb Tidwell: Yes**

**Katie Darby: Yes**

**Claire Maxwell: Yes**

**Tammy Sharp: Yes**

**Frances Rosales: No**

**Coy Young: Yes**

**Shelia Bratton, Chairman: Yes**  
**Question called and passed.**

**Recommended Motion - to approve the middle school zoning boundaries as presented with a change to add Mandarin Court to Stewarts Creek Middle instead of the new middle school. Evaluation of new enrollment trends and attendance zones to occur at least nine months before implementation.**

**Motion made by Mr. Tidwell and seconded by Ms. Sharp.**

**Roll Call Vote:**  
**Katie Darby: Yes**  
**Claire Maxwell: Yes**  
**Tammy Sharp: Yes**  
**Frances Rosales: No**  
**Coy Young: No**  
**Caleb Tidwell: Yes**  
**Shelia Bratton: Yes**

**Vote: Majority**  
**Motion passes.**

### **III. High School Zoning**

**Recommended Motion – to approve the high school zoning boundaries as presented for 2025-2026 SY. Evaluation of enrollment trends and/or any new additional facilities funded by the County Commission to occur at least nine months before implementation.**

Comment by Dr. Sullivan added that on the alternative plan we need to revisit the South side is growing. Riverdale has room to move students from Oakland if necessary, but we will revisit this nine months out.

**Motion made by Mrs. Maxwell and seconded by Mrs. Darby**

**Roll Call Vote:**  
**Frances Rosales: No**  
**Tammy Sharp: Yes**  
**Coy Young: No**  
**Caleb Tidwell: Yes**  
**Claire Maxwell: Yes**  
**Katie Darby: Yes**  
**Shelia Bratton, Chairman: Yes**

**Vote: Majority**  
**Motion passes.**

6. **ADJOURNMENT** Motion made by Mrs. Darby and seconded by Mrs. Maxwell at 6:06 p.m.

Approval of Agenda Minutes

\_\_\_\_\_  
Shelia Bratton, RCS BOE Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. James Sullivan, RCS Director of Schools

\_\_\_\_\_  
Date

**Bid #3712  
Cabling per Drop**

<b>Item #</b>	<b>Description</b>	<b>Beacon Technologies</b>	<b>LanLink Communications</b>	<b>SG Network Services</b>
1	1st Drop per location in wall (15-49)	\$ 182.00	\$ 223.95	\$ 140.00
1A	2nd Drop per location in wall (15-49)	\$ 112.00	\$ 168.95	\$ 110.00
1B	1 drop per location above ceiling (15-49)	\$ 182.00	\$ 218.95	\$ 135.00
1C	2nd drop per location above ceiling (15-49)	\$ 112.00	\$ 163.95	\$ 105.00
2	1st Drop per location in wall (50-99)	\$ 180.00	\$ 218.95	\$ 125.00
2A	2nd Drop per location in wall (50-99)	\$ 110.00	\$ 163.95	\$ 95.00
2B	1 drop per location above ceiling (50-99)	\$ 180.00	\$ 213.95	\$ 120.00
2C	2nd drop per location above ceiling (50-99)	\$ 110.00	\$ 158.95	\$ 90.00
3	1st Drop per location in wall (100+)	\$ 176.00	\$ 209.95	\$ 120.00
3A	2nd Drop per location in wall (100+)	\$ 108.00	\$ 156.95	\$ 90.00
3B	1 drop per location above ceiling (100+)	\$ 176.00	\$ 205.95	\$ 115.00
3C	2nd drop per location above ceiling (100+)	\$ 108.00	\$ 156.95	\$ 85.00
4	General Labor Rate per Hour	\$ 65.00	\$ 64.95	\$ 55.00

Mailed to 30 vendors

27 vendors did not respond

Recommend: Motion to award to SG Network for the overall lowest and best bid as shown.

To be funded through the Building Program, Capital Projects, and General Fund.

**Bid # 3713**  
**Pumping Septic Systems**

<b>Item #</b>	<b>Description</b>	<b>Music City Environmental</b>	<b>Scotts</b>
1	Pumping Septic System (per 1,000 gallons)	\$ 325.00	\$ 400.00
2	After Business Charge	<b>\$400.00 port to port</b>	\$600.00 per 1,000 gal.

Mailed to 10 vendors  
8 vendors did not respond

Recommend: Motion to award to Music City Environmental for overall lowest and best bid.

To be funded through the Maintenance Department.

**Bid #3714**  
**Water Bottle Fillers and/or Fountains with Installation**

Item #	Description	Cameron Construction
1	Labor Only to install bottle fillers purchased by schools	\$ 448.00
2	ELKAY or Oasis Bottle Filler Only with Labor	\$ 1,366.00
3	ELKAY or Oasis Bottle Filler/Fountain with Labor	\$ 2,424.00
4	ELKAY or Oasis Bottle Filler/Fountain Hi/Low Sink with Labor	\$ 2,824.00

Mailed to 30 vendors  
29 vendors did not respond

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

To be funded through Maintenance and GP Funds.

**Bid # 3716 - Clock System Installation (Siegel High)**

<b>Description</b>	<b>Roberts Electric Company</b>
Clock System Installation	<b>\$ 82,780.00</b>

Mailed to 33 vendors  
32 Vendors did not respond

Recommend: Motion to award to Robert's Electric for overall best bid as shown.

To be funded through Capital Projects or General Fund

**Bid #3717 - Machine Shop Equipment (Rockvale High)**

<b>Item #</b>	<b>Model and/or Part #</b>	<b>Description</b>	<b>*MSC Industrial</b>	<b>Phillips Corp.</b>
1	1340VS	Sharp Precision Lathe	\$ 14,215.05	\$ 15,889.30
2	4J10D4	4-Jaw Chuck 10" (QU)	\$ 845.00	\$ 845.00
3	13V-07	Follow Rest for 1340VS	\$ 300.00	\$ 300.00
4	Face-12-D4	Face place (12")D1-4	\$ 215.00	\$ 215.00
5	13V-01	Micrometer Carriage Stop for 1340VS	\$ 255.00	\$ 255.00
6	LMV-42	Sharp Vertical Mill	\$ 11,369.25	\$ 12,849.10
7	5000-2126 A	6" Kurt Vise w/swivel base	\$ 736.84	\$ 1,470.00
8	SP-250A	Sharp Power Table Feed (X-Axis)	\$ 1,110.00	\$ 1,110.00
9	C311-LMV	Coolant System w/chip pan at base (pump included)	\$ 970.00	\$ 970.00
10	CK-104	Clamping Kit (52pcs)	\$ 128.57	\$ 270.00
11	AR-LMV	Acu-Rite 203S Digital Readout w/D.R.O. installation 2 Axis	\$ 3,110.00	\$ 3,620.00
12	SG618	Sharp Manual Surface Grinder	\$ 15,159.00	\$ 16,835.80
13	KMT-1545B	6x18 Kanetsu Permanent Magnetic Chuck	\$ 1,500.00	\$ 1,500.00
14	CS-A	Coolant System(12ga) w/splash guard	\$ 1,160.00	\$ 1,160.00
15	BS-SG/SP	Balance Stand	\$ 350.00	\$ 350.00

\*\$5,562.50 Rigging Movers

Mailed to 20 vendors  
18 vendor did not respond

Recommend: Motion to award to Phillips Corporation overall lowest and best bid.

To be funded through Career and Technical Department.

**Bid # 3718 - Portable Repairs**

<b>Description</b>	<b>Bogle Construction</b>	Chris Whitaker Construction
Portable Repairs per Square Ft.	\$ 5.45	\$ 16.00

Mailed to 33 vendors  
31 Vendors did not respond

Recommend: Motion to award to Bogle Construction for overall lowest and best bid.

To be funded through General Fund

**Bid #3715 - Wall-Mount Air Conditioner Units**

<b>Vendors</b>	<b>Wall-Mount Air Conditioner Units</b>
Archie Supply	\$ 6,693.76
<b>Ed's Supply</b>	<b>\$ 4,297.89</b>
REA, Inc.	\$ 4,523.00

Mailed to 22 vendors  
19 vendors did not respond

Recommend: Motion to award to Ed's Supply for overall lowest and best bid.

To be funded through Capital Projects and Maintenance Fund

## RFP #23-10 - Occupational and Physical Therapy Services

Fees of Services	PT	PT_A	OT	COTA	Notes:
AMN Healthcarre	\$75.00 - \$80.00	\$65.00 - \$70.00	\$75.00-\$80.00	\$65.00 - \$70.00	
<b>Feltz Therapy Services</b>	<b>\$ 75.00</b>	<b>\$ 60.00</b>	<b>\$ 67.00</b>	<b>\$ 52.00</b>	<b>Plus mileage</b>
Preferred Healthcare Staffing	\$ 78.25		\$ 75.25		Plus mileage
Stellar Therapy Services	\$ 66.00	\$ 55.00	\$ 66.00	\$ 55.00	Plus mileage
The Stepping Stones Group	\$ 62.00		\$ 62.00		

Evaluation					
OT/PT services	AMN	Feltz	Preferred Healthcare	Stellar	The Stepping Stones Group
Experience with TN School Systems (10 points)	2	10	0	10	5
Experience with Large School Systems (15 points)	15	12	10	13	15
Responsiveness to Owner's Needs (10 points)	5	8	5	10	10
Services proposed aligns with needs (Educational) (25 points)	15	25	15	25	20
Total Fees and other relevant issues (40 points)	15	35	25	30	30
Notes:	Services not clearly defined	<b>Experience &amp; Staff in Mid TN Area to plug in PTA rates</b>	Minimal notes for school based staff	Experience in the Mid TN Area	RFP reads like targeting a long term contracts
<b>Total Points</b>	52	<b>90</b>	55	88	80

Mailed to 17 vendors

12 vendors did not respond

Recommend: Motion to award to Feltz Therapy Services for overall best bid as shown above.

To be funded through Special Education Dept.

**Request to Purchase:**

Oakland High School would like to purchase a Kubota Utility Tractor MX5400HST from Sourcewell Contract #031121 in the amount of \$39,603.50.

To be funded through Oakland High School

**Request to Purchase:**

Oakland Middle School would like to purchase a used 2022 John Deere Z530M Zero Turn Mower in the amount of \$3,500.00.

To be funded through Oakland Middle School.

## Transportation

Pursuant to Section 8.1 of the Rutherford County Board of Education Bus Contract, the Transportation Department has received a letter dated 11/6/2023 from Joe Perivolaris, contractor of Sped bus #318 requesting voluntary termination of his contract with the Board. The Transportation Department is prepared to award this contract to the next potential contractor on the appropriate contractor list.

Recommend Approval – motion to approve voluntary termination of the Bus Contract #318 from Joe Perivolaris, effective as soon as possible.

## Turn in contract 318

Joe Perivolaris <ijperivolaris@gmail.com>

Mon 11/6/2023 3:18 PM

To:Wanda Barnett <barnettw@rcschools.net>

**EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.**

Wanda

I am turning in my contract for route 318. I want to wave my 60 days. There are many factors that has caused me to reach this decision. I'm not speaking ill of anyone or have hard feelings. The timing just wasn't right. Things I had envisioned just didn't fall into place. Plus some circumstances happened unexpectedly.

When I accepted the contract I was told it was a Smyrna route and it wasn't completed. Then I had LaVerne high school added to it after the fact. I kinda didn't want to be up there after being there for 3 years. It's just a long drive to home.

I thought there would be more opportunities for middays and the job program. That was the main reason I accepted a sped bus.

I pulled the contract to eventually let my wife drive it and I would drive a big bus for someone. But the contractor that said she'd train her didn't come through and what started in February that was to be completed in 2 months, then end of May, then July before school started has not come to fruition. There were always excuses she was sick, hurt herself, had to go out of town. As of today my wife is still not licensed.

The lack of sped buses and availability of them has made it difficult. With having the accident early on and trying to find a bus. Then I find one and everything is going good. These past two weeks kinda of confirmed that this wasn't working out. It's hard to run a route when you're depending on someone else. Although it is their bus, I never expected what happened. To be called on a Sunday afternoon that they are coming to get their bus because their other is broke down. That was really the clincher.

So, with that possibility to happen again, it makes it difficult to run a route effectively. The past two weeks has frustrated many people as well as myself. It has been difficult because I couldn't do anything to fix it and was completely relying on other people. Most were cooperative but some parents and contractors not so much.

I wish it would have worked. I went into it to build it and be successful but it just didn't happen. They say when the Lord closes a door He'll open another. We'll see where He leads. I have some offers from contractors so I'll get on with one of them and continue in RutherfordCntySchools.

As per our conversation today. I will continue to drive bus route 318 till November 17th. Hopefully this gives enough time to fill the route. I want to wave my 60 days.

Thank you for allowing me to give it a shot and all the assistance from you and everyone in transportation.

Thanks

Joe Perivolaris

## **JOB DESCRIPTION**

**TITLE:** Districtwide ESL Coach (Emphasis in Tier I)

**TERMS OF EMPLOYMENT:** Two hundred twenty (220) days

**REPORTS TO:** Title III Coordinator

### **POSITION DESCRIPTION:**

Under the direction of the ESL Coordinator:

- Provide assistance to teachers, school administrators, parents, and other stakeholders to improve the instruction and academic achievement of English Language learners.
- Provide guidance to general education teachers through classroom coaching, model lessons, effective use of materials/resources and professional development on best practices related to the instruction of English Learners.

### **ESSENTIAL DUITES:**

- Provide training and guidance to classroom teachers on best practices for English Learners.
- Conduct non-evaluative coaching visits (observe instruction and conduct post conferences) with identified teachers on a prescribed basis.
- Model appropriate teaching strategies and best practices for instruction of English learners.
- Keep abreast of current research-based ESL practices.
- Disaggregate and analyze data with PLC teams, RTI data teams, and individual teachers as needed to plan instruction and intervention for English Learners.
- Monitor the content, relevance, and effectiveness of instructional materials in terms of established objectives/standards.
- Conduct, organize, and participate in professional development opportunities and work directly with the schools and instructional coordinators on developing professional development.
- Develop training materials and modules for professional development sessions.
- Demonstrate an understanding of the Tennessee State Standards and the WIDA Standards for lesson plan design.
- Maintain required documentation for all federal, state, and local reports.
- Interpret state and local standardized assessments and makes recommendations for intervention strategies.
- Establish systematic procedures for assisting experienced and at-risk teachers in the following areas:
  - Teaching strategies
  - Instructional techniques
  - Classroom management
  - Materials and resources for classroom use

- Demonstrate a high degree of expertise using technology as an instructional tool.
- Assist teachers in analyzing and developing effective lesson plans, incorporating appropriate ESL instructional strategies.
- Bridge communication between general education teachers and ESL teachers.
- Effectively communicate with administration, teachers, and other stakeholders.
- Constantly exhibit a spirit of cooperation and willingness to be of service to others; students, parents/citizens, school personnel, etc.
- Actively support the district mission “Investing in our students for tomorrow’s possibilities.”
- Perform other duties as assigned by Title III Coordinator.

**QUALIFICATIONS:**

- Holds a valid Tennessee teacher’s license with ESL endorsement
- Master’s degree is preferred
- A successful teaching experience with a minimum of three (3) years as a teacher
- Effective communicator

**EVALUATION:**

- Title III Coordinator
- Evaluation on the TEAM School Services Personnel rubric

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## **RUTHERFORD COUNTY BOARD OF EDUCATION JOB DESCRIPTION**

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**Job Title:**                      **Coordinator of Teaching and Learning**

**Terms of Employment:**   **Twelve Months**

**Immediate Supervisor:**   **Chief Academic Officer**

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### **POSITION DESCRIPTION:**

The Coordinator of Teaching and Learning was established for the purpose of performing analytical, strategical, and managerial duties in support of the District's academic and accountability goals, as well as further developing integrated and impactful systems of support and efficiency as related to teaching and learning. This job reports to the Chief Academic Officer.

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### **ESSENTIAL DUTIES:**

- Support internal and external communication structures related to curriculum, standards, accountability, and district expectations.
- Provide additional support for parent communication and clarity of curriculum and grade level expectations.
- Assist Chief Academic Officer in aligning adopted curriculum with local resources (e.g., curriculum guides, sequence) and state and federal accountability expectations.
- Serve as a liaison between schools and the Central Office to bring best practices and proven solutions to scale.
- Monitor and support intentional alignment of core content across grade levels (i.e., vertical progression and alignment).
- Facilitate and support the implementation of a K-12 behavior support and aligned discipline framework across all departments (i.e., instruction, student information, school level leadership).
- Oversee development and support of district initiatives related to teaching and learning (e.g., Professional Learning Communities).
- Oversee structures of support and instructional alignment for special populations.
- Monitor effectiveness and access of special programs and advanced academic programs across K-12.
- Assist other departments in the retention and support of new teachers and administrators.
- Provide targeted professional development and learning opportunities for teachers and administrators.

### **QUALIFICATIONS:**

- 
- Hold a current Tennessee Certification in Administration and Supervision.
  - Have at least five (5) successful years' experience as a school level administrator.
  - Skills to develop and interpret data related a variety of accountability metrics.
  - Applicable knowledge of instruction and accountability expectations for a large district.

**EVALUATION:**

- Conducted by the immediate supervisor or designee in accordance with the provisions of the Rutherford County Board of Education policy on evaluation of classified personnel.

**Defend Systems**  
PO Box 726  
Brentwood, TN 37024  
accounting@defendsystems.com

DEFEND  SYSTEMS

# Estimate

**ESTIMATE #** 1410  
**DATE** 11/21/2023

**ADDRESS**

Rutherford County School  
District  
2240 Southpark Drive  
Murfreesboro, TN 37128

PLEASE DETACH TOP PORTION AND RETURN WITH YOUR PAYMENT.

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ACTIVITY	QTY	RATE	AMOUNT
<b>Intruder Action &amp; Rapid Response Medical Course</b>	5,900	25.00	147,500.00
Intruder Action & Rapid Response Medical Training for up to (5900) personnel on 1/5/24 - includes (1) trauma kit per school (up to 50)			

A 50% deposit is required to book training.

Cancellations within 30 days of the training date will result in the forfeiture of the entire deposit.

<b>SUBTOTAL</b>	147,500.00
<b>TAX</b>	0.00
<b>TOTAL</b>	<b>\$147,500.00</b>

Accepted By

Accepted Date

Fund 141 - General Purpose School

Fund 141 - General Purpose School				Budget Amendment #4 <i>Amendment for Chess Club Materials</i>			Amended
Function	Object	Description	2024 Budget	Decreases	Increases	Budget	
39000		Unassigned Fund Balance	114,565,843		5,300		114,560,543
Total Fund Balance			<b>114,565,843</b>		5,300	0	<b>114,560,543</b>
44570		Contributions & Gifts	60,000			1,100	61,100
Total Revenue & Operating Transfers			<b>518,420,946</b>		0	1,100	<b>518,422,046</b>

Function	Object	Description	2024 Budget	Increases	Decreases	Amended	
							Budget
72210	499	Regular Instruction Program - Other Supplies And Materials	238,758		6,400		245,158
72210 Total			<b>14,625,979</b>		6,400	0	<b>14,632,379</b>
Fund 141 Exp Total			<b>519,620,946</b>		6,400	0	<b>519,627,346</b>

This amendment is to increase Fund 141 budgeted revenues and expenditures as well as decrease fund balance to move money that was donated in FY22-23 and FY23-24 to fund the supplies and materials for the implementation of chess in Rutherford County high schools. The total amount of money moved from fund balance is \$5,300. Revenue will increase \$1,100 for current fiscal year. These amounts equal \$6,400 which is the increased amount of budgeted expenditures in supplies and materials in the GP budget. The funds will be used to purchase chess boards, set pieces, and clocks.

**Recommended Motion:**

To approve the GPS Fund budget amendment of \$6,400 of Unassigned Fund Balance, Contributions/Gifts revenue, and Supplies/Materials expenditures as presented in detail.

\_\_\_\_\_  
Dr. James Sullivan, Director of Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Shelia Bratton, Chairman of the Board

Fund 141 - General Purpose School

Function	Object	Description	2024 Budget	Budget Amendment #5 State SPED PreK Grant		Amended
				Decreases	Increases	Budget
46590		Other State Education Funds	400,000		429,168	829,168
Total Revenue & Operating Transfers			<b>518,420,946</b>	0	429,168	<b>518,850,114</b>

Function	Object	Description	2024 Budget			Amended
				Increases	Decreases	Budget
71200	163	Special Education Program - Educational Assistants	9,031,365	280,000		9,311,365
71200	201	Special Education Program - Social Security	1,929,535	24,800		1,954,335
71200	204	Special Education Program - Pensions	2,923,020	40,320		2,963,340
71200	206	Special Education Program - Life Insurance	11,537	400		11,937
71200	207	Special Education Program - Medical Insurance	5,103,275	64,000		5,167,275
71200	212	Special Education Program - Employer Medicare	451,262	5,600		456,862
71200	299	Special Education Program - Other Fringe Benefits	43,264	1,280		44,544
71200 Total			<b>44,650,616</b>	416,400	0	<b>45,067,016</b>
72220	524	Special Education Program - In Service/Staff Development	30,000	12,768		42,768
72220 Total			<b>3,275,978</b>	12,768	0	<b>3,288,746</b>
Fund 141 Exp Total			<b>519,620,946</b>	429,168	0	<b>520,050,114</b>

This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$429,168 to recognize the awarded State Special Education PreK Grant for FY23-24. The funds will be used for additional Education Assistant positions to assist in the Pre-K classrooms and additional training for Teachers and Education Assistants. Rutherford County Schools has 22 Integrated Preschool Classes across the district that serve over three hundred students. The monies afforded to us by this grant will ensure that all students will have access to highly trained teachers and staff to meet their educational needs.

**Recommended Motion:**

To amend the FY 23-24 General Purpose School Budget to reflect the State Special Education PreK Grant award as presented.

\_\_\_\_\_  
Dr. James Sullivan, Director of Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Shelia Bratton, Chairman of the Board

## Bid #3711 - Batey Elementary Grading Package

Bidders	Base Bid (Complete Job)
Daughrity Excavating & Trucking LLC	\$ 7,650,000.00
<b>Demo Plus</b>	<b>\$ 2,790,600.00</b>
Jones Bros Contractors, LLC	\$ 3,999,649.00

Mailed to 35 vendors  
32 vendors did not respond

Recommend: Motion to approve to Demo Plus for overall lowest and best bid.

To be funded from Building Program

Fund 141 - General Purpose School

Budget Amendment #6  
Mass Grading Bid

Function	Object	Description	2024 Budget	Decreases	Increases	Amended Budget
39000		Unassigned Fund Balance	114,565,843		3,640,600	110,925,243
<b>Total Fund Balance</b>			<b>114,565,843</b>		3,640,600	0 <b>110,925,243</b>

Function	Object	Description	2023 Budget	Increases	Decreases	Amended Budget
99100	590	Transfers Out	1,200,000		3,640,600	4,840,600
<b>99100 Total</b>			<b>1,200,000</b>		3,640,600	0 <b>4,840,600</b>
<b>Fund 141 Total</b>			<b>519,620,946</b>		3,640,600	0 <b>523,261,546</b>

On Tuesday November 28, 2023 Purchasing and Engineering and Construction received Bids for the Mass Grading portion of the site work. All Bids have been reviewed and Engineering and Construction recommends Demo Plus Grading base bid for a Total Bid of \$2,790,600.00. Engineering also recommends requesting Contingency of \$250,000.00 and Additional Architectural fees of \$600,000.00. All requested funds to be included in the final request for the complete project at a total of \$3,640,600.00.

Design Fee \$600,000.00.  
Site Bid \$2,790,600.00  
Contingency \$250,000.00  
Total Request \$3,640,600.00

Engineering recommends Motion to approve the request by the BOE and forward to Health and Education a request for funding in the amount of \$3,640,600.00. This request for funding will require an amendment of the GPS Fund Balance. This amendment will decrease account 39000- Unassigned Fund Balance and increase account 99100-590 Transfer to Other Funds as presented.

**Recommended Motion:**

Recommends Board Motion to approve request and forward to Health and Education for Demo Plus Grading Company for \$ 2,790,600.00 and a Total Mass Grading request for Funding at \$ 3,640,600.00. Also, to approve the budget amendment to decrease account 39000- GPS Fund Balance and increase 99100-590 Transfers to Other Funds in the amount of \$3,640,600.00 as presented

\_\_\_\_\_  
Dr. James Sullivan, Director of Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Shelia Bratton, Chairman of the Board

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Procedural Due Process</b>	Descriptor Code: <b>6.302</b>	Issued Date: <b>01/15/09</b>
		Rescinds: <b>6.302</b>	Issued: <b>01/15/09</b>

1 Before school authorities **administrators administer provide** disciplinary measures, ~~reasonable inquiry~~  
2 ~~shall be made to determine~~ **they shall make reasonable inquiry into** the truth of what happened.<sup>1</sup> The  
3 nature of this inquiry will vary in degree with the seriousness of the offense and the consequence attached  
4 thereto.<sup>2</sup>

5 For minor offenses where corrective measures are taken by the classroom teacher, no formal procedure  
6 is required. ~~An inquiry into the incident to ensure that the offender is accurately identified, that he~~  
7 ~~understands the nature of the offense, and that he/she knew the consequences of the offense for which~~  
8 ~~he is accused.~~ **A sufficient inquiry will accurately identify the offender, will ensure the offender**  
9 **understands the nature of the offense, and will ensure the offender understands the consequences of that**  
10 **offense.**

11 In case of severe offenses where there is a possibility of suspension, the student shall be advised of the  
12 nature of his/her misconduct, questioned about it, and allowed to give an explanation.

13 If the principal determines that the offense is of such nature that the student's continued presence would  
14 be detrimental to the school or persons within the school, he/she shall follow the steps outlined in Policy  
15 6.316.<sup>3</sup>

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#### Legal References:

1. *Ingraham v. Wright*, 430 U.S. 651 (1977)
2. *Goss v. Lopez*, 410 U.S. 565, (1975)
3. TCA 49-6-3401(c)(4)(A)

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#### Cross References:

Interrogations and Searches 6.303  
Discipline Procedures 6.313  
Disciplinary Hearing Authority 6.317

## MEMORANDUM

DATE: November 8, 2023  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline (1)

---

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for one (1) year for possession of a THC vape and for a false report of another student being in possession of a firearm.

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

Director of Schools' Recommendation: Deny admission.

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>School Board Legislative Involvement</b>	Descriptor Code: <b>1.105</b>	Issued Date: <b>07/07/22</b>
		Rescinds: <b>1.105</b>	Issued: <b>01/15/09</b>

1 The Board will work for the passage of new laws designed to advance the cause of improving education  
2 and for the repeal or modification of existing laws and the defeat of proposed laws that impede this  
3 cause. To accomplish this:

- 4 1. The Board shall stay informed of pending legislation and actively communicate its concerns and  
5 make its position known to the elected representatives at both the state and national level;
- 6 2. The Board shall work with other school boards in the state, local citizen groups, and other local  
7 officials in acquainting them with the board's legislative priorities and seek their support;
- 8 3. The Board shall annually select one (1) of its members to serve as its **representative liaison** to the  
9 Tennessee Legislative Network (TLN);
- 10 4. The Board shall work with its TLN **representative liaison**, with TSBA, and other concerned  
11 groups in developing an annual legislative program; and
- 12 5. The Board shall include in its budget appropriate resources, including travel expense, necessary  
13 for its TLN representative and other board members to accomplish its desired legislative goals.

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Board-Director Relations</b>	Descriptor Code: <b>1.205</b>	Issued Date: <b>01/15/09</b>
		Rescinds: <b>2-3</b>	Issued: <b>09/01/94</b>

1 The Board shall be responsible for specifying its requirements and expectations of the Director of  
2 Schools and then holding the Director accountable by evaluating how well those requirements and  
3 expectations have been met. In turn, the Director shall be responsible for specifying requirements and  
4 expectations for all administrators who report to him/her and then holding each accountable by  
5 evaluating how well requirements and expectations have been met.  
6

7 **Board members seeking additional information, outside the scope of board agenda items or committee**  
8 **work, shall submit requests to the Director of Schools. The Director of Schools shall ensure that the**  
9 **information is compiled. Once compiled, all information shall be sent to the entire Board when**  
10 **appropriate.**

11 The Board will authorize all expenditures, employ and dismiss all tenured teachers,<sup>1</sup> approve the annual  
12 budget, and determine policy. The decisions of the Board concerning these matters will guide the actions  
13 of the Director of Schools and his/her staff.

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Legal References:

1. TCA 49-2-203(a)(1)(3)(6)
2. TCA 49-2-203(11)(A)(i)
3. TCA 49-2-207

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Cross References:

- Role of the Board 1.101  
Evaluation of the Director of Schools 5.803

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>School District Planning</b>	Descriptor Code: <b>1.701</b>	Issued Date: <b>10/31/18</b>
		Rescinds: <b>1.701</b>	Issued: <b>01/15/09</b>

1 *General*

2 The Board shall develop and implement a written five (5) year strategic plan that addresses identified  
3 priority needs and provides for continuous student growth and improvement. The plan shall be updated  
4 every ~~two (2) years~~ **year** and shall align with requirements of the State Board of Education.<sup>1</sup>

5 The Director of Schools shall develop necessary procedures, forms, or other measures to implement this  
6 policy.

7 **BOARD IMPROVEMENT PLAN FOR THE DISTRICT<sup>1</sup>**

8 The Board shall develop annual plans with specific goals for improving student performance and that  
9 operationalize the district's five (5) year strategic plan. **This will be incorporated into the TISA**  
10 **accountability report that must be approved by the Board and filed with the Department of Education**  
11 **each November 1st.<sup>2</sup>**

12 The Board may plan by means of an annual retreat with the Director of Schools and appropriate staff.  
13 The purpose of the retreat shall be to:

- 14 1. Review progress on the implementation of priorities, initiatives, and long-range plans;
- 15 2. Determine which goals have been achieved and whether any new efforts are needed;
- 16 3. Review major issues that may affect the school system in the future; and
- 17 4. Create an annual plan for district improvement.

18 A planning coordinator may be designated by the Director of Schools to help coordinate system-wide  
19 planning efforts, establish and coordinate an issues-management process, aid district staff in developing  
20 specific plans, and monitor implementation schedules.

21 **SCHOOL IMPROVEMENT PLAN<sup>1</sup>**

22 The principal of each school shall work with the Director of Schools to develop and implement a school  
23 improvement plan that is student focused and in support of the Board improvement plan. The plan shall  
24 be updated annually and address the long-range strategic plan of the school district.<sup>1</sup>

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Legal References

1. TRR/MS 0520-01-03-.03(14); State Board of Education Policy 2.101; TCA 49-1-613
2. **TCA 49-3-112**

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Cross References

Role of the Board of Education 1.101  
Qualifications and Duties of the Director of Schools 5.802

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Facilities Planning</b>	Descriptor Code: <b>3.208</b>	Issued Date: <b>03/08/23</b>
		Rescinds: <b>3.208</b>	Issued: <b>12/12/13</b>

1 The Director of Schools shall present an annual assessment of facility needs to the Board by the end of  
2 February. The needs assessment shall include a review of each school site and recommendations for  
3 future growth in attendance zones that contain schools with greater than eighty (80%) percent student  
4 capacity. Each principal shall prepare the assessment for his/her school with input from staff, parents  
5 and community leaders.

6 The individual school needs assessment shall include the following information:

- 7 1. building, site and utility deficiencies
- 8 2. maintenance issues
- 9 3. number of classrooms with class sizes
- 10 4. population and enrollment projections
- 11 5. community needs
- 12 6. other information as directed

13 The system-wide needs assessment shall include the following information:

- 14 1. individual school assessments
- 15 2. system-wide population growth projections
- 16 3. industrial and business forecasts
- 17 4. other information as deemed necessary

## 18 ASBESTOS<sup>1</sup>

19 The Director of Schools shall maintain an Asbestos Management Plan for all buildings leased, owned,  
20 or otherwise used as school buildings and maintain and update the plan to keep it current with ongoing  
21 operations and maintenance, periodic surveillance, inspection, re-inspection, and response action  
22 activities.

23 The Director of Schools shall:

- 24 A. annually publish a notification on the Asbestos Management Plan availability and the status of  
25 asbestos activities;

- 1 B. educate and train maintenance and custodial staff about asbestos and how to deal with it, in  
2 accordance with state and federal statutes;
- 3 C. notify short-term or temporary workers on the locations of the building materials containing asbestos;
- 4 D. post warning labels in routine maintenance areas where asbestos was previously identified or  
5 assumed;
- 6 E. follow set plans and procedures designed to minimize the disturbance of building materials containing  
7 asbestos; and
- 8 F. survey the condition of these materials every six (6) months to assure that they remain in good  
9 condition.
- 10 The Director of Schools shall designate an Asbestos Hazard Emergency Response Act (AHERA)  
11 Manager as the designated Asbestos Program Coordinator. All inquiries regarding the asbestos plan and  
12 asbestos-related issues should be directed to the AHERA Manager.

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Legal References:

1. 40 C.F.R. § 763.91-93

# Rutherford County Board of Education

Monitoring:  <b>Review: Annually, in November</b>	Descriptor Term:  <b>Enrollment in Advanced Courses</b>	Descriptor Code: <b>4.205</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>4.205</b>	Issued: <b>02/24/22</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.

**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 or his/her designee shall be responsible for creating any necessary administrative~~  
26 ~~procedures to facilitate such substitutions.~~

27

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**Legal References**

1. TCA 49-6-1012; State Board of Education Policy 3.301
2. TRR/MS 0520-01-03-.03(8)

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**Cross-References**

1. Alternative Credit Options 4.209
2. Credit Recovery 4.210
3. Reporting Student Progress 4.601
4. Honor Roll, Awards, & Class Ranking 4.602
5. Promotion and Retention 4.603
6. Transcript Alterations 4.608
7. Graduation Requirements 4.605

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Grading System</b>	Descriptor Code: <b>4.600</b>	Issued Date: <b>07/27/22</b>
		Rescinds: <b>4.600</b>	Issued: <b>10/31/18</b>

1 The Director of Schools shall develop an administrative procedure to establish a system of grading and  
2 assessment for evaluating and recording student progress and to measure student performance in  
3 conjunction with board-adopted content standards for grades K-8. The grading/assessment system shall  
4 follow all applicable statutes and rules and regulations of the State Board of Education. The  
5 grading/assessment system shall be uniform district-wide at comparable grade levels, except that the  
6 director of schools shall have the authority to establish and operate ungraded and/or unstructured classes  
7 in grades K-3 according to state rules and regulations.<sup>1</sup>

8 The Director of Schools shall submit a copy of the grading, reporting and assessment systems to the  
9 board before the system is implemented.<sup>2</sup> These guidelines shall be communicated annually to students  
10 and parents/guardians.<sup>1</sup>

11 Conduct grades are based on behavior and shall not be deducted from scholastic grades. Conduct grades  
12 in K-12 shall be marked as follows:

- 13 • E.....Excellent
- 14 • S.....Satisfactory
- 15 • I.....Improving
- 16 • N.....Needs improving
- 17 • U.....Unsatisfactory

## 18 **GRADING SYSTEM: GRADES THREE - TWELVE (3-12)<sup>1</sup>**

19 Beginning August 2022, schools teaching grades three (3) through twelve (12) shall use the uniform  
20 grading system established by the State Board of Education. Using the uniform grading system, students'  
21 grades shall be reported for the purposes of application for post-secondary financial assistance  
22 administered by the Tennessee Student Assistance Corporation.

23 Subject-area grades shall be expressed by the following letters with their corresponding percentage  
24 range:

- 25 • A (90-100)
- 26 • B (80-89)
- 27 • C (70-79)
- 28 • D (60-69)
- 29 • F (0-59)

30 This grading system shall be uniform throughout the school system for each grade.

- 1 Advanced coursework grades will be weighted with additional percentage points to calculate the  
2 semester average. Depending on the course taken, the following percentage points will be assigned:
- 3 • Honors Courses – three (3) percentage points;
  - 4 • Local and Statewide Dual Credit, Capstone Industry Certification Aligned, and Dual Enrollment  
5 Courses – four (4) percentage points; and
  - 6 • Advanced Placement, Cambridge International, College Level Exam Program (CLEP), and  
7 International Baccalaureate Courses – five (5) percentage points.
- 8 Students enrolled in **Local Dual Credit, Statewide Dual Credit**, Advanced Placement, Cambridge  
9 International, College Level Exam Program (CLEP), and International Baccalaureate courses must sit  
10 for the culminating exam in order to receive the additional ~~five (5)~~ percentage points. If a student does  
11 not sit for the culminating exam, the District will remove ~~two (2) percentage~~ **the rigor points the semester**  
12 **the exam is taken.** ~~points on each quarter for the prior school year.~~
- 13 Grades at the end of each quarter period will be determined from daily work, homework, written  
14 assignments, and tests. The teacher will weigh the value of grades for various assignments and tests  
15 within the applicable period in computing the grade. This procedure will enable the teacher to allow for  
16 individual student differences in the grading process.
- 17 The student shall be responsible for making up work missed during excused absences. The work of a  
18 student whose grades are satisfactory but are withheld because of failure to complete the required work  
19 shall be reported as incomplete (I). An incomplete grade shall be changed to a final grade within the  
20 designated time period.
- 21 A student must attain an average grade of sixty (60) or better to pass a course.
- 22 If one semester grade is passing and one is failing and the average of the two semesters is below sixty  
23 (60), only the semester which is failing must be repeated to earn full credit. The second semester of the  
24 course is not required to be completed within the same school year. If one semester is repeated the two  
25 grades may be averaged.
- 26 Exceptions to this policy will be considered by the Board on a case-by-case basis upon a specific school's  
27 request and upon recommendation of the Director of Schools.
- 28 **LOTTERY SCHOLARSHIPS<sup>3</sup>**
- 29 Each school counselor shall provide incoming freshman with information on college core courses  
30 required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT score,  
31 etc.) that must be met in order to receive a scholarship.
- 32 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal  
33 Student Aid (FAFSA). The FAFSA is available ~~at the guidance office or~~ online at [www.fafsa.ed.gov](http://www.fafsa.ed.gov).  
34 <https://studentaid.gov>. Students shall be made aware of all applicable FAFSA deadlines and encouraged  
35 to submit applications in a timely manner.
- 36 ~~Elementary~~ **K-8** school counselors should explain the HOPE Scholarship and its requirements to their  
37 students and impress upon them the benefits of making good grades.

1 ~~LOTTERY SCHOLARSHIP DAY~~ **EARLY POSTSECONDARY OPPORTUNITIES &**  
2 **SCHOLARSHIP AWARENESS**

3 Each school year, prior to scheduling courses for the following school year, schools teaching students in  
4 grades 8-11 shall ~~conduct~~ **provide Early Postsecondary Opportunities (EPSO) and scholarship awareness**  
5 **activities** ~~a lottery scholarship day~~ for students and their parents.<sup>4</sup>

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Legal References

1. TRR/MS 0520-01-03-.02, State Board of Education Policy 3.301; Public Acts of 2022, Chapter No. 1080
2. TCA 49-2-203(b)(7); TCA 49-2-301(b)(1)(H)
3. TCA 49-4-904, 907
4. TCA 49-4-932(f)

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Cross References

Alternative Credit Options 4.209  
Credit Recovery 4.210  
Reporting Student Progress 4.601  
Honor Roll, Awards, & Class Ranking 4.602  
Promotion and Retention 4.603  
Transcript Alterations 4.608

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Grade Point Average (GPA) (9-12)</b>	Descriptor Code: <b>4.602</b>	Issued Date: <b>12/15/22</b>
		Rescinds: <b>4.602</b>	Issued: <b>07/27/22</b>

1 All subjects (except pass/fail grades and courses that have been audited) are included in the calculation  
 2 of the student's GPA. The Tennessee Board of Education's Uniform Grading System will be used for  
 3 semester grades. The GPA is based on semester averages only.

Grade & Quality Points	Percentage Range		Weighting for Honors/Advanced Honors Courses & National Industry Certification	Weighting for Local and Statewide Dual Credit Courses, and Dual Enrollment Courses	Weighting for Advanced Placement, Cambridge, International Baccalaureate Courses
<b>A=4 QP</b>	90	100	Will include the addition of 3 percentage points to the grades used to calculate the semester average*	Will include the addition of 4 percentage points to the grades used to calculate the semester average*	Will include the addition of 5 percentage points to the grades used to calculate the semester average*
<b>B=3 QP</b>	80	89			
<b>C=2 QP</b>	70	79			
<b>D=1 QP</b>	60	69			
<b>F=0 QP</b>	0	59			

4 \*Weighting is subject to the grading system requirements outlined in Board Policy 4.600.  
 5 When a course is repeated in credit recovery, the original grade shall not be factored into the GPA.  
 6 BOTH grades become a part of the GPA.

7 When the district is not provided with numerical grades from the school the student is transferring from,  
 8 which includes Dual Enrollment courses taken at an institute of higher education (IHE), ~~With regard to~~  
 9 ~~a Dual Enrollment Course taken by a student at an institute of higher education (IHE), if the IHE does~~  
 10 ~~not provide the district with numerical grades,~~ the school district will convert the letter grade to a numeric  
 11 grade based upon the following conversion:  
 12

Letter Grade Received from IHE	Numerical Grade Conversion
A+	100
A	95
A-	90

B+	89
B	85
B-	80
C+	79
C	75
C-	70
D	65
F	59

The additional four (4) percentage points for **Dual Enrollment courses** will then be added to the student's final grade.

**Valedictorian/Salutatorian Criteria:**

1. The valedictorian/salutatorian shall be the student(s) who attain(s) the highest grade point average for grades 9-12 and;
2. The valedictorian/salutatorian shall have taken a minimum of twelve (12) honors or above honors level courses and;
3. The valedictorian/salutatorian shall meet all requirements for a student graduating with distinction pursuant to the Tennessee Board of Education's criteria and a student graduating with honors.
4. In the event multiple students meet the aforementioned criteria, then the highest achieved ACT composite, not superscore, will serve as the final determination criteria.
5. The requirements for valedictorian/salutatorian must be completed by the end of the 7<sup>th</sup> semester.

Exception: Schools in Rutherford County with an enrollment of less than 500 students shall determine valedictorian/salutatorian based upon honors and above honors level courses available.

Exception: If there is no student within the school who meets the above listed criteria, the valedictorian shall be the student with the highest grade point average.

Each high school principal shall approve a list of courses eligible for Honors/Advanced Honors and Advanced Placement status. A copy of the approved list will be placed in the Administrative Procedures Manual for the preceding school year. All honors/advanced honors and advanced placement courses must meet the Tennessee Board of Education's guidelines regarding standards for honors courses.

Students graduating with distinction will be noted and recognized in the graduation printed program. Additional "graduation with distinction" recognition will be the decision of the Board.

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Legal References

1. Public Acts of 2022, Chapter No. 1080

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Cross References

Grading System 4.600  
Graduation Requirements 4.605

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Credit for Prior Courses</b>	Descriptor Code: <b>4.604</b>	Issued Date: <b>03/08/23</b>
		Rescinds: <b>4.604</b>	Issued: <b>01/30/20</b>

- 1 Students enrolled in grades nine (9) through twelve (12) who have taken the equivalent of a high school  
2 level course in middle school may earn high school credit for graduation, ~~except in American History~~,  
3 under the following guidelines:<sup>1</sup>
- 4 1. Students shall be given the same comprehensive examination for the course as required for  
5 students in grades nine (9) through twelve (12) who earn credit for graduation.
  - 6 2. Students must successfully complete the high school course evident by a passing grade in the  
7 course prior to grade nine (9) in order to receive credit.
  - 8 3. If a student attains an industry credential as promoted by the Department of Education while  
9 completing the high school course prior to grade nine (9), the industry credential shall be included  
10 for student performance, accountability measures, grading and high school graduation with honors  
11 and distinction purposes.
- 12 The Director of Schools shall develop procedures and guidelines to ensure that proper credit is given.

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#### Legal References

- I. TRR/MS 0520-01-03-.06(2); TCA 49-6-1202; State Board of Education Policy 2.102

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Testing for Credit</b>	Descriptor Code: <b>4.6041</b>	Issued Date: <b>01/30/20</b>
		Rescinds: <b>4.604</b>	Issued: <b>01/15/09</b>

## 1 **Testing for Homeschool Credit**

2 Students who are transferring from either a Category IV church-related school, Category V private  
3 school or home school must given a comprehensive exam for the individual courses that appear on the  
4 student's official transcript.

5 The examination for graduation requirements may only cover the last course completed by the student  
6 (for example, if a student has completed English I, II and III, the examination may only cover English  
7 III).

8 Upon passing a comprehensive exam, the student will receive credit for course and the grade from the  
9 student's previous school will be factored into their GPA. For any course that is not passed by an  
10 comprehensive exam must be retaken.

## 11 **Testing for Initial Credit**

12 Students who are enrolled in grades 9-12 may earn up to four (4) graduation credits by obtaining a  
13 qualifying score on a credit test for an eligible course in which the student is not enrolled in. The  
14 following courses have been approved the State Board of Education1:

- 15 1. English IV
- 16 2. Pre-Calculus
- 17 3. Anatomy & Physiology
- 18 4. Ecology
- 19 5. World History & Geography
- 20 6. Economics
- 21 7. Personal Finance
- 22 8. Latin I
- 23 9. German I
- 24 10. Spanish I
- 25 11. American Sign Language I

26  
27 Students will earn credits toward graduation upon passing the credit exam. The student's score shall be  
28 included on the student's transcript and calculated into the student's overall grade point average.

29 ~~Students who are enrolled in grades 9-12 may earn credit in U.S. Government and Civics (.5 credit) and~~  
30 ~~Economics (.5 credit) through examination in lieu of attending a class. Any student seeking to earn~~  
31 ~~credits other than in U.S. Government and Civics or Economics must make a written request to the~~

1 ~~Assistant Superintendent of Curriculum and Instruction and receive written permission. High school~~  
2 ~~credit may not be given by examination in American History or any EOC course.<sup>1</sup> Students will earn~~  
3 ~~credits toward graduation upon passing a comprehensive written examination.<sup>2</sup> The following standards~~  
4 should be followed:

- 5 1. A student must request permission to study for the course over the summer. No credit will be  
6 offered to a student who does not secure permission prior to end of the school year leading into  
7 the summer in which they intend to study.
  - 8 a. **Students that enroll after the end of the school year must request to test within their first thirty**  
9 **(30) days of school.**
- 10 2. A student must pass the comprehensive written examination (using a standardized currently  
11 adopted textbook produced test whenever possible) with a grade of **70 60** or above.
- 12 3. Examinations must provide evidence that the student has mastered all of the terminal objectives  
13 in the applicable curriculum framework(s) adopted by the State Board of Education.
- 14 4. The examination may be administered only once to each eligible student. The examination must  
15 be taken on the date scheduled by the District. Rescheduling of the examination for an individual  
16 student with a conflict shall only occur in extreme circumstances upon approval of the Director  
17 of Schools or his/her designee.

18  
19 The Director of Schools shall develop procedures for:

- 20 1. Making application for credit;
- 21 2. Administering and scoring the examination; and
- 22 3. Recordkeeping to ensure that proper credit is given.

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Legal References

1. ~~TRR/MS 0520-01-03-06(2)~~ **State Board of**  
**Education Policy 2.103**
2. ~~TCA 49-6-1202~~

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Graduation Requirements</b>	Descriptor Code: <b>4.605</b>	Issued Date: <b>03/08/23</b>
		Rescinds: <b>4.605</b>	Issued: <b>05/04/21</b>

1 *General*

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

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

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

10 Before high school graduation, every student seeking an RCS diploma shall:<sup>1</sup>

- 11 1. Achieve the RCS-required twenty-three units of credit;
  - 12 a. **Students who have been identified as homeless, migrant, foster, military, ESL or Special**  
13 **Education shall only be required to meet the minimum requirements for graduation**  
14 **established by the State Board of Education.**
- 15 2. ~~Take the required end-of-course exams~~ **Beginning with the 2024-2025 cohort, students must earn**  
16 **at least one (1) credit of computer science in high school;**
- 17 3. Have satisfactory records of attendance and conduct;
- 18 4. Take the ACT or SAT in the 11<sup>th</sup> grade if enrolled in a Tennessee public school during their  
19 11<sup>th</sup> grade year;<sup>2</sup> and
- 20 5. Pass a United States civics test.<sup>3</sup>

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

- 24 1. The medical verification of the physical disability of the student to participate is provided to the  
25 homebound teacher; and
- 26 2. The principal of the school be notified by May 1<sup>st</sup> of the current year by the homebound teacher  
27 of the student's intent to participate in graduation rehearsals and exercises.

28 Students who have completed all graduation requirements will be awarded a regular diploma. ~~Students~~  
29 ~~who complete all graduation requirements, but have not passed the proficiency test, will be awarded a~~  
30 ~~certificate of attendance.~~

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

#### 4 **SPECIAL EDUCATION STUDENTS<sup>4</sup>**

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

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

##### 9 *Special Education Diploma*

10 A special education diploma shall be awarded to students who have not met the requirements for a regular  
11 high school diploma<sup>5</sup> but have:

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

##### 15 *Occupational Diploma*

16 Special education students who do not meet the requirements for a regular high school diploma may be  
17 awarded an occupational diploma if the student has:<sup>1,4</sup>

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

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

##### 26 *Alternate Academic Diploma*

27 Special education students who do not meet the requirements for a regular high school diploma may be  
28 awarded an alternate academic diploma if the student has:<sup>4</sup>

- 29 1. Completed at least four (4) years of high school;
- 30 2. Participated in the high school alternate assessments;
- 31 3. Earned ~~the State required~~ twenty-two (22) credits **prescribed by the State** minimum;
- 32 4. Made satisfactory progress on their IEP;
- 33 5. Maintained satisfactory records of attendance and conduct; and
- 34 6. Completed a transition assessment that measures postsecondary education and training,  
35 employment, independent living, and community involvement.

## 1 STUDENT LOAD

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

## 5 EARLY GRADUATION<sup>7</sup>

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

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

- 10 1. Move on When Ready Program:
  - 11 a. Earn the required seventeen (17) credits;
  - 12 b. **Achieve a benchmark score for each required end-of-course exam Scores at the on-track or**  
13 **mastered level on each end-of-course assessment taken;**
  - 14 c. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
  - 15 d. **Meet the minimum ACT or SAT benchmark score Scores at minimum a twenty-five (25)**  
16 **on the mathematics and English portions of the ACT;**
  - 17 e. Obtain a qualifying benchmark score on a world language proficiency assessment; and
  - 18 f. Complete at least two (2) types of the following courses:
    - 19 AP;
    - 20 IB;
    - 21 Dual enrollment; or
    - 22 Dual credit.
- 23 2. **A student who does not participate in the Move on When Ready program may still graduate**  
24 **earlier than the end of their senior year of high school, provided the student meets all of the**  
25 **graduation requirements set by Rutherford County Schools.**

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

## 28 COURSE SUBSTITUTIONS<sup>8</sup>

29 **Students may substitute graduation requirements for courses that have been approved by the State**  
30 **Board of Education.**

31 **The following list includes other allowable course substitutions:**

- 32 1. **Integrated Math III or Algebra II:**
  - 33 a. **Dual-Enrollment College Algebra;**
- 34 2. **Chemistry**
  - 35 a. **Dual-Enrollment College Chemistry;**
  - 36 b. **AP Chemistry**

- 1           3. Physics
- 2           a. Dual-Enrollment College Physics;
- 3           b. AP Physics;
- 4           c. Cambridge Physics
- 5           4. Biology
- 6           a. Dual-Enrollment College Biology;
- 7           b. AP Biology
- 8           5. World History and Geography
- 9           a. Dual-Enrollment College World History or Geography;
- 10          b. AP Human Geography, AP European History or AP World History
- 11          Other college- level course with equivalent standards approved by the Board of Education.
- 12          The university or college transcript will be required to record the equivalent course for all dual-
- 13          enrollment and college level courses.
- 14          The Director of Schools or his/her designee shall be responsible for creating any necessary administrative
- 15          procedures to facilitate such substitutions.

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#### Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103; TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. TRR/MS 0520-01-03-.06; State Board of Education Policy 2.103
5. TCA 49-6-6005; State Board of Education Policy 2.103
6. TRR/MS 0520-01-03-.06
7. TCA 49-6-8103; State Board of Education Policy 2.103
8. State Board of Education Policy 3.103

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#### Cross References

- Class Size Ratios 4.201  
Honor Roll, Awards, & Class Ranking 4.602

## Rutherford County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term:  <b>Graduation Activities</b>	Descriptor Code: <b>4.606</b>	Issued Date: <b>01/30/20</b>
		Rescinds: <b>4.606</b>	Issued: <b>02/09/17</b>

1 Students who have met all graduation requirements on the day of graduation may participate in  
2 graduation ceremonies which are held at the end of the school year. Students who are within two (2) or  
3 fewer credits of meeting all requirements<sup>1</sup> and can complete the requirements during the summer may  
4 participate in graduation activities conducted at the end of the summer school session.

5 Students are expected to participate in all graduation activities, and graduation apparel shall be  
6 determined by the administration of each school and shall be the personal expense of each student. Any  
7 fees required for graduation ceremonies shall be waived for students who are eligible to receive free or  
8 reduced price lunches, and in such cases, the school shall assume responsibility for payment of fees.<sup>2</sup>

9 Graduation ceremonies shall be physically accessible to all students, their parents and/or guardians, and  
10 other interested citizens.<sup>3</sup>

11 Students who do not wish to participate in graduation activities shall notify the school principal in writing  
12 at least five (5) days prior to the day of graduation. Non-participating students shall receive their  
13 diplomas or certificates from the principal's office within one (1) week of the day of graduation.

14 The ceremony and all activities included shall not be religious in nature.<sup>4</sup> The content of any students'  
15 speeches shall not reflect the endorsement, sponsorship, position, or expression of the school, employees,  
16 or board.

17 The Director of Schools shall develop procedures to ensure that students are recognized at graduation  
18 ceremonies for the following achievements:<sup>5</sup>

- 19 • **District Academic** Honors;
- 20 • State Honors;
- 21 • State Distinction;
- 22 • ~~District Distinction;~~
- 23 • Tri-Star Scholar;
- 24 • ~~Students receiving a~~ TN Seal of Biliteracy;
- 25 • Students voluntarily completing at least ten (10) hours of community service each semester the  
26 student is in attendance at a public high school;
- 27 • Students receiving a gold or platinum medal on National Career Readiness Certificate  
28 (**WorkKeys**); and
- 29 • ~~Students graduating with a district-developed~~ Work Ethic Distinction; and
- 30 • **Industry 4.0 Distinction.**

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**Legal References**

1. TCA 49-6-405(b)(2)
2. TCA 49-2-114
3. 28 CFR § 36.201
4. *Lee v. Weisman*, 505 U.S. 577(1992), 112 S. Ct. 2649, 120 L. Ed. 2d 467 (1992)
5. State Board of Education Policy 2.103; TCA 49-6-6010

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**Cross References**

Section 504 & ADA Grievance Procedures 1.802  
Student Fees and Fines 6.709

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Hepatitis B (HBV)</b>	Descriptor Code: <b>5.402</b>	Issued Date: <b>11/20/14</b>
		Rescinds: <b>5.402</b>	Issued: <b>01/15/09</b>

1 All schools shall provide a sanitary environment and shall establish routines for handling body fluids  
2 that are recommended by appropriate health professionals.<sup>1</sup>

3 All school district personnel shall be advised of routine procedures to follow in handling body fluids.  
4 These procedures shall provide simple and effective precautions against transmission of diseases to  
5 persons potentially exposed to the blood or body fluids of another. These procedures shall be standard  
6 health and safety practices. No distinction shall be made between body fluids from individuals with a  
7 known disease and individuals without symptoms or with an undiagnosed disease.

8 The administration shall develop, in consultation with medical personnel, a regulation to be distributed  
9 to all staff. Training and appropriate supplies shall be available to all personnel including those  
10 involved in transportation and custodial services.

11 In addition to ensuring that these health and safety practices are carried out on a district-wide basis,  
12 special emphasis shall be placed in those areas of school district operation that potentially present a  
13 greater need for these precautions.

## 14 **CONFIDENTIALITY AND NON-DISCRIMINATION<sup>2</sup>**

15 In all instances, district personnel shall respect the individual's right to privacy and treat any medical  
16 diagnosis as confidential information. The director of schools shall initiate procedures to ensure that  
17 all medical information will be held in strict confidence. Any school staff member who violates  
18 confidentiality shall be subject to appropriate disciplinary measures.

19 Under no circumstances shall information identifying an employee with HBV be released to the public.

## 20 **SAFETY**

21 Employees who are at high risk of occupational exposure shall be identified and provided with  
22 personal protective equipment, including HBV vaccinations. Employees considered to be at high risk  
23 shall include:

- 24 1. School secretaries and/or paraprofessionals/educational assistants, if they are designated as the  
25 person who deals with injuries in the normal performance of their duties;
- 26 2. ~~CDC~~ **Special Education** teachers and paraprofessionals/educational assistants working with  
27 developmentally disabled/severely disabled students;
- 28 3. Bus attendants who work with developmentally disabled students;
- 29 4. Custodians;
- 30 5. First Responder team members;
- 31 6. School nurses;

- 1 7. Behavior Intervention teachers and paraprofessionals/educational assistants who work with  
2 students with severe behavior problems; and  
3 8. RCS Certified De-escalation Team members who respond to crisis events.

4 When any employee is known to have been exposed to HBV on the job site, the employee will be  
5 notified immediately by a supervisor, and the Board shall provide vaccinations.

6 The principal will ensure that an accident report is filed for all accidents. The report will include the  
7 employee's name, date of the accident, an explanation of the accident and the care used in treating the  
8 individual. These reports will be kept on file in the principal's office for a minimum of one (1) year.

## 9 **EDUCATION AND UNIVERSAL PRECAUTIONS**

10 HBV education, including universal precautions on handling blood and other body fluids, will be  
11 provided to all school personnel and volunteers and may include members of the Board.

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### Legal References

1. 29 CFR Part 1910.1030
2. TCA 68-10-113

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Compulsory Attendance Ages</b>	Descriptor Code: <b>6.201</b>	Issued Date: <b>08/13/15</b>
		Rescinds: <b>6.201</b>	Issued: <b>01/15/09</b>

1 Children between the ages of six (6) and seventeen (17) years, both inclusive, must attend a public or  
2 private school.<sup>1</sup> A parent/guardian or legal custodian who believes that their child is not ready to  
3 attend school at the designated age of mandatory attendance may make application to the principal of  
4 the public school which the child would attend for a one (1) semester or one year deferral in required  
5 attendance. Any such deferral shall be reported to the director of schools by the principal. Under  
6 certain circumstances the Board may temporarily excuse students from complying with the provisions  
7 of the compulsory attendance law.<sup>2</sup>

8 A child entering kindergarten shall be no less than five (5) years of age on or before August 15 of the  
9 current school term.<sup>4</sup> No child shall be eligible to enter first grade without having attended an approved  
10 kindergarten program.<sup>4</sup>

11 Any transfer student applying for admission who was legally enrolled as a first grade student in  
12 another state and who will be six years of age no later than December 31 of the current school year,  
13 shall be enrolled in the first grade. Any transfer student applying for admission who was legally  
14 enrolled in an approved kindergarten in another state and who will be five years of age no later than  
15 December 31 of the current school year, shall be enrolled in kindergarten.

16 Any child applying for admission who was legally enrolled in an approved kindergarten in another  
17 state during the preceding school year, who is six years of age no later than December 31 of the current  
18 school year, and who could have enrolled in first grade in that state during the current school year,  
19 shall be enrolled in the first grade.

20 A child entering a special education program shall be no less than three (3) years of age.<sup>5</sup>

21 A person eighteen (18) years of age or older who applies for admission must have the application  
22 approved by the principal and director of schools when a designee appointed by the Director of  
23 Schools prior to enrollment. In reviewing the application for admission, the designee shall evaluate:

- 24 1. all credits along with any current grades, and
- 25 2. attendance from their previous school.
- 26
- 27 3. ~~He/she fails to enroll within thirty (30) calendar days after school officially starts ; or~~
- 28
- 29 4. ~~He/she has dropped out of school and wants to re-enter.~~

30 The compulsory attendance law shall not apply to the following: <sup>2</sup>

- 31 1. A student who has received a diploma or other certificate of graduation;

- 1           2. A student who is enrolled and making satisfactory progress in a course leading to a GED; or
- 2           3. A student enrolled in a home school who has reached the age of seventeen (17).

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Legal References

1. TCA 49-6-3001(c)(1);  
*Covell v. State* (1920), 143 Tenn. 571, 227 S.W. 41
2. TCA 49-6-3005 TCA 49-3-310(1)(C)
3. TCA 49-6-3001(a); TCA 49-6-3001(b)(1)
4. TCA 49-6-201(3); TCA 49-6-201(8)(d); TRR/MS  
0520-1-3-.03(10)
5. 20 U.S.C. Sec 5. 1400-1485

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Cross References

Special Education Program 4.202  
Adult Education Program 4.208  
Special Education Students 6.500

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Disciplinary Hearing Authority</b>	Descriptor Code: <b>6.317</b>	Issued Date: <b>12/15/22</b>
		Rescinds: <b>6.317</b>	Issued: <b>06/05/19</b>

1 A Disciplinary Hearing Authority (DHA) shall conduct appeals for students who have been suspended  
2 for more than ten (10) school days. **Parents have five (5) calendar days to request a hearing.** The Board  
3 shall appoint members of the DHA which shall consist of school and district administrators. The  
4 Director of Schools shall recommend members of the DHA to the Board for approval. No administrator  
5 from the school of the suspended student will serve on the DHA of that student.<sup>1</sup>

6 The director of schools shall appoint a chairman of the DHA from the members appointed by the Board.  
7 The chairman shall perform the following duties:

- 8 1. Identify the members of the DHA assigned to hear each individual case;
- 9 2. Prepare and disseminate the minutes of each meeting;
- 10 3. Set the time, place and date for each hearing;
- 11 4. Notify appropriate persons of each hearing as soon as possible after receiving the request for the  
12 hearing; and
- 13 5. Sign and maintain a copy of minutes or report of each meeting.

14 Upon receiving notification of the request to appeal the suspension decision, the DHA shall provide  
15 written notification to the parent or guardian of the student, the student, and any other appropriate person  
16 of the time, place and date of the hearing.

17 Each hearing shall be conducted by the DHA, and no member of the DHA shall be from the home school  
18 of the suspended student. The hearing before the DHA shall be closed to the public. The appellant shall  
19 have the right to have an attorney present, but the attorney may only render advise directly to his/her  
20 client and may not openly participate on the record. Each hearing must be held, each decision must be  
21 rendered, and notification of the decision must be provided to the parents and/or student and the principal  
22 no later than ten (10) **calendar** days after the beginning of the suspension. Notification shall include a  
23 statement of the right of either party within five (5) **calendar** days after receiving the decision to request  
24 a review by the ~~Board.~~ **Director of Schools.**

25 The DHA may take the following disciplinary actions:<sup>2</sup>

- 26 1. Affirm the decision of the school principal;
- 27 2. Order removal of the suspension unconditionally;
- 28 3. Order removal of the suspension upon such terms and conditions as it deems reasonable;
- 29 4. Assign the student to alternative program; or
- 30 5. Suspend the student for a specified period of time.\*

31 Within five (5) calendar days of the DHA rendering a decision, the student, principal, principal-  
32 teacher, or assistant principal may request a review by the Director of Schools, and the Director of

1 Schools shall review the record. Following the review, the Director of Schools may affirm, overturn,  
2 or modify the decision of the DHA.

3 ~~Within five (5) calendar days of the~~ Upon the Director of Schools rendering a decision, the student,  
4 principal, principal-teacher, or assistant principal shall receive notification, including a statement of the  
5 right of either party to ~~may~~ request a review by the Board within five (5) calendar days of the  
6 Director's decision, and the Board shall review the record. Following the review, the Board may take  
7 the following actions:

- 8 1. Affirm the decision of the hearing authority; or
- 9 2. Modify the decision to a lesser penalty\*; or
- 10 3. Grant a hearing before the Board.

11 If the Board chooses to grant a hearing, it may:

- 12 1. Affirm the decision of the hearing authority; or
- 13 2. Modify the decision in any manner\*; or
- 14 3. Impose a more severe penalty than that of the hearing authority.

15 The request for appeal to the Board shall include a statement that, unless the student's parent or  
16 guardian requests an open hearing in writing within five (5) calendar days of the receipt of the notice,  
17 any hearing will be closed to the public, except in the case of zero tolerance offenses.

18 \*Note: Zero tolerance offenses as set forth in the statute require mandatory calendar year expulsion or  
19 assignment to alternative placement for a calendar year unless modified by the director of schools.  
20

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Legal References

1. TCA 49-6-3401(c)(4)(C)
2. TCA 49-6-3401 (c)(4)(A)

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Cross References

- Procedural Due Process 6.302  
Suspension/Expulsion/Remand 6.316

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Suicide Prevention</b>	Descriptor Code: <b>6.415</b>	Issued Date: <b>06/09/15</b>
		Rescinds:	Issued:

1 The Board is committed to protecting the health and well-being of all students and understands that  
2 physical, behavioral, and emotional health are integral components of student achievement. Students  
3 are strongly encouraged to report if they, or a friend, are feeling suicidal or in need of help. Students  
4 will be provided information regarding The National Suicide Prevention Lifeline—1-800-273-8255  
5 (TALK) **suicide intervention and prevention resources.**

## 6 **PREVENTION<sup>1</sup>**

7 All district employees shall attend either the annual in-service training in suicide prevention or  
8 participate in other equivalent training approved by the director of schools. The training shall include,  
9 but not be limited to, identification of risk factors, warning signs, intervention and response  
10 procedures, referrals, and postvention.

## 11 **INTERVENTION<sup>1</sup>**

12 Any employee who has reason to believe that a student is at imminent risk of suicide shall report such  
13 belief to the principal or designee. Belief that a student is at imminent risk of suicide shall include, but  
14 not be limited to, the student verbalizing the desire to commit suicide, evidence of self-harm, or a  
15 student self-refers.

16 Upon notification, the principal or designee shall ensure the student is placed under adult supervision  
17 until a parent/guardian or other authorized individual accepts responsibility for the student's safety.  
18 Emergency medical services shall be contacted immediately if an in-school suicide attempt occurs. The  
19 principal or designee shall contact the director of schools or designee as soon as practicable.

20 Prior to contacting the student's parent/guardian, the director of schools or designee shall determine if  
21 there could be further risk of harm resulting from parent/guardian notification. If parent/guardian  
22 notification could result in further risk of harm or endanger the health or well-being of the student, then  
23 local law enforcement and the Department of Children's Services shall be contacted.<sup>2</sup>

24 The director of schools or designee will seek parental permission to communicate with outside mental  
25 health care providers regarding a student. If the student is under the age of 18 and the parent/guardian  
26 refuses to seek appropriate assistance, the director of schools or designee shall contact the Department  
27 of Children's Services.<sup>2</sup>

28 The director of schools or designee shall document the contact with the parent/guardian by recording:

- 29 1. The time and date of the contact;
- 30 2. The individual contacted;

- 1 3. The parent/guardian's response; and
- 2 4. Anticipated follow-up.

3 Prior to a student returning to school, the director of schools or designee and/or principal shall meet  
4 with the student's parent/guardian, and student if appropriate. The parent/guardian shall provide  
5 documentation from a mental health care provider stating that the student has received care and is no  
6 longer **an immediate danger to themselves or others and is cleared to return to school.**

## 7 **POSTVENTION<sup>1</sup>**

8 Immediately following a student suicide death, Student Services personnel work with teachers to  
9 identify the students most likely to be impacted by the death in order to provide additional assistance  
10 and counseling if needed.

## 11 **REPORTS**

12 Schools will compile information related to suicide threats during the school year which require  
13 implementation of this policy and submit a report to the director of schools/designee at the end of each  
14 school year.

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### Legal References

1. Public Acts of 2016, Chapter No. 623
2. T.C.A. 37-1-403

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### Cross References

News Releases, News Conferences and Interview 1.503  
Crisis Management 3.203  
Student Discrimination, Harassment, Bullying, Cyber-  
bullying and Intimidation 6.304  
Promoting Student Welfare 6.400  
Student Wellness 6.411

**RESOLUTION REQUESTING THAT THE ACHIEVEMENT SCORES OF ESL STUDENTS IN TISA TIERS ONE THROUGH THREE BE EXCLUDED FROM THE CALCULATION OF LETTER GRADES FOR SCHOOLS**

WHEREAS, the State of Tennessee has implemented a system pursuant to Tenn. Code Ann. § 49-1-228 to grade schools with a grading system utilizing letter grades to provide parents and families with information that shows how schools are performing; and

WHEREAS, the State Department of Education has adopted a scoring metric for grading schools based on multiple criteria including Achievement and Growth; and

WHEREAS, the Achievement criteria under the scoring metric is based upon proficiency success rates on the Tennessee Comprehensive Assessment Program Test and end-of-course exams;

WHEREAS, certain schools within a school system may have significant populations of students still learning to be fluent in English and for whom English is not their native language; and

WHEREAS, scoring students based on tests who are still learning to speak and read English is not an accurate measure of such student's academic performance; and

WHEREAS, similarly scoring schools based on the performance of students who are still in the process of becoming fluent in English is not a valid measure of the education conferred by a school and creates an unequal scoring mechanism for schools with significant numbers of English as a Second Language (ESL) students as compared with schools with lower numbers of ESL students; and

WHEREAS, growth criteria metrics which measures a student's performance relative to their previous performance is a more accurate measurement of the education conferred by a school on its students; and

WHEREAS, the grades which a school receives is important to the success of the school, morale of school teachers and staff, and the engagement level of students attending a school;

NOW, THEREFORE, BE IT RESOLVED BY THE RUTHERFORD COUNTY BOARD OF EDUCATION THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2023, AS FOLLOWS:

The Rutherford County Board of Education respectfully requests the state legislature adopt legislation excluding the Achievement criteria for ESL Students in TISA Tiers One through Three from the calculation of the grades of a school, but that the Growth scoring metrics continue to be included in the calculation of the grade of a school.

**RUTHERFORD COUNTY BOARD OF EDUCATION**

\_\_\_\_\_  
Shelia Bratton, Chairman

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Claire Maxwell, Vice-Chairman

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Katie Darby, Member

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Frances Rosales, Member

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Tammy Sharp, Member

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Caleb Tidwell, Member

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Coy Young, Member

**ATTESTED TO:**

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Dawn Williams, Secretary

**AMENDMENT TO LEASE AGREEMENT**

This Amendment to Lease Agreement is made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2023 (“Effective Date”), by and among Rutherford County Board of Education (“Lessor”) and Derrick Maddox d/b/a Allstate Insurance Agency (“Lessee”).

**WITNESSETH:**

**WHEREAS**, Swanson Developments, LP and Lessee executed a Lease Agreement dated the 23rd day of December, 2023 for the lease of property located, known and identified as at 814 S Church Street, Suites 101, 102, 103, 104 and 106, Murfreesboro, Tennessee (“Lease”); and

**WHEREAS**, by Assignment and Assumption of Landlord’s Interest in Lease Agreement, Rutherford County Board of Education was assigned as Lessor to the Lease; and

**WHEREAS**, Lessor and Lessee desire to amend the Lease to extend the term of the Lease;

**NOW, THEREFORE**, the Lease is hereby amended as follows:

1. The term of the Lease shall expire on March 31, 2024. However, Tenant has the right to terminate the Lease early by written notice to Landlord in which case the rent due under the Lease will be prorated through the date of termination.

2. Except as specifically amended hereinabove, all other provisions of the Lease remain in full force and effect.

Agreed to and executed on the Effective Date.

“LESSOR”

RUTHERFORD COUNTY  
BOARD OF EDUCATION

By: \_\_\_\_\_

Title: \_\_\_\_\_

“LESSEE”

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DERRICK MADDOX D/B/A  
ALLSTATE INSURANCE  
AGENCY