

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

**MAY 9, 2024  
5:30 P.M.**

**AGENDA**

**1. CALL TO ORDER**

**2. PLEDGE OF ALLEGIANCE**

**Work Session: Frances Rosales**

**Board Meeting: Frances Rosales**

**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: April 4, 2024, Board Meeting Minutes**

**Minutes: April 18, 2024, Board Meeting Minutes**

**B. Bid #3745 - CNC Router and Plasma Machines (Riverdale High)**

**Bid #3746 - LIFT Textbooks (ESL Dept.)**

**Bid #3742 – Commodity Processing**

**Request for Purchase a Mower for LHS**

**Request for Renewal for Ellevation bids**

**The following companies are recommended for yearly renewals for the 2024-2025 school year for Curriculum and Instruction:**

**Padlet- \$8,800.00**

**Imagine Learning (Edgenuity) 6-12- \$175,500.00**

**Imagine Learning (Edgenuity) for the Rutherford County Juvenile Detention Center- \$23,100.00**

**Schoology- \$235,325.97**

**PlayPosit/WeVideo- \$40,792.50**

**BrainPop K-8- \$75,666.38**

**Follet Destiny Library Management System- \$96,812.07**

**Zoom Video Conferencing- \$53,245.00**

**Dyknow Securly Classroom (Purchasing through CDW-G Sourcewell Contract)-  
\$99,450.00**

**Gale in Context Science- \$13,987.22**

**Generation Genius- \$24,772.00**

**Moby Max- \$44,949.00**

**Nearpod- \$240,166.15**

**All to be funded through General Purpose Funding**

**C. Nepotism:**

**Rachael Messick – Teacher – Oakland High School**

**Dr. Kristin Boynton – Assistant Principal – Oakland High School**

**D. Community Use of Facilities**

**FACILITIES USE**

5/9/2024

**Fees**

Barfield Elementary	TN Association for Health, Physical Education, Recreation and Dance, workshop, classrooms & gym, 7/22/24, \$335
Blackman High	Intensity, softball practice, sports field, 5/14/24 – 10/29/24, \$18 per hour
Blackman High	US Elite Baseball, practice, sports field, 5/28/24 – 10/1/24, \$18 per hour
Blackman High	Murfreesboro City Parks and Recreation, track program, track, 5/6/24 - 6/22/24, no fees
Central Magnet	Med Ride Inc., training, auditorium, 5/4/24, \$285, *retro review
LaVergne Middle	Rutherford County Alumni of DST, sorority initiation, auditorium & gym, 4/20/24, \$575, *retro review
Rock Springs Middle	RUCO Stixx, baseball practice, sports field, 5/7/24 – 7/9/24, \$18 per hour, *retro review
Siegel High	Rutherford County Track and Field Club, track meet, track, 5/25/24, \$100 per hour
Smyrna High	International Kickboxing Federation, tournament, gym/sports field, 6/9/24, \$290

Smyrna Middle

Lancaster Christian Academy, football practice, sports field, 5/1/24 – 6/20/24, \$18 per hour

**No Fees**

Riverdale High

Soaring Eagles Basketball Academy, practice, gym, 5/14/24 – 8/21/24, no fees, \*In-Kind Agreement

Smyrna High

Steve Wilson, speed & agility training, sports field, 4/25/24 – 4/25/25, no fees, \*In-Kind Agreement

Note: Facility use prior to 5/9/24 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. School Salary Supplements and Contract Payments:**

<b>Name-Certified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Ruth Ann Logsdon*1	\$100.00	Christiana Middle	School Funds - Golf	Assistant Golf Coach
Kevin Creasy	\$12,000.00	Oakland High	School Funds - Indoor Facility	Indoor Facilitator
Tyler Eady	\$1,200.00	Oakland High	School Funds - Indoor Facility + Boys soccer	Spring mowing
Justin Stanford	\$1,800.00	Oakland High	School Funds - Tennis	Assistant Tennis Coach
Angela Allison	\$500.00	Oakland Middle	School Funds - Track	Assistant Track Coach
Amador Anguiano	\$2,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Camille Gray	\$500.00	Rockvale High	School Funds - Boys Basketball	Kept the scorebook for Boys Basketball
David Looper*6	\$1,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach / Bus Driver
Mateo Lozano	\$1,250.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Zachary Harrison	\$1,250.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach

Jonathan White	\$1,000.00	Rockvale High	School Funds - Baseball	Assistant Baseball Coach
Cora Proctor	\$1,200.00	Siegel High	School Funds - Track	Clerk for Track
Brittany Smith	\$2,000.00	Siegel High	School Funds - Track	Track meet timing / Awards + Announcing
Casey Adams	\$1,000.00	Smyrna High	School Funds - Girls + Boys Soccer	Field Maintenance on the soccer field
Conner Boyd	\$1,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Jordan Johnson	\$2,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Samuel Sheppard	\$2,750.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Ralph Hicks	\$1,000.00	Stewarts Creek Middle	School Funds - Baseball	Assistant Baseball Coach
Joshua Picklesimer	\$650.00	Whitworth Buchanan	School Funds - Track	Assistant Track Coach
Orion Smith	\$1,500.00	Whitworth Buchanan	School Funds - Baseball	Summer mowing
<b>Name-Non-Faculty</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Chad Hewitt	\$3,500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach
Pierre Lyons*4	\$1,500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach (amount approved is now \$2,500)
Valanna Lyons*4	\$500.00	Oakland High	School Funds - Softball + Softball Boosters	Assistant Softball Coach (amount approved is now \$3,500)
Joseph McHenry	\$500.00	Rockvale High	School Funds - Softball	Assistant Softball Coach
Terri Frazier*5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Patrick Gatlin	\$800.00	Rocky Fork Middle	School Funds - Baseball	Assistant Baseball Coach
Bradley Jackson	\$2,000.00	Siegel High	School Funds - Track	Timing Track meets
S'kniya Gordon	\$1,500.00	Smyrna High	School Funds - Track	Assistant Track Coach

Kyle Mooney	\$2,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Charles Mitchell	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach
Jennifer Vinocur*7	\$500.00	Stewarts Creek Middle	School Funds - Cheerleading	Assistant Cheerleading Coach

- 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

**F. 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.

The following non-faculty volunteer coaches are for the 2024-2025 school year:

NAME	SCHOOL	SPORT
Bouttavong, Tyler	Blackman High	Band
Chandler, Robert	Blackman High	Band
Davila, Julie	Blackman High	Band
Elliott, Williams	Blackman High	Band
George, Michael	Blackman High	Band
Lawson, Gregory	Blackman High	Band
Murphy, Rebecca	Blackman High	Band
Quallo, Jovan	Blackman High	Band
Rogers, Kelsey	Blackman High	Band
Sharpe, Wilson	Blackman High	Band
Simmons, James	Blackman High	Band
Smith, Holly	Blackman High	Band
Glass, Kelli	Eagleville High	Cheer

Fiala, Jill	Oakland Middle	Cheer
Florian, Tasha	Siegel Middle	Girls Soccer
Matthews, Demond	Smyrna Middle	Boys Basketball
Keys, Namu	Stewarts Creek High	Football
Nicoll, Chance	Stewarts Creek High	Football
Ferrer, Deven	Stewarts Creek High	Theatre

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

**6. 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.*

**7. INSTRUCTION**

I. Take-Home Backpacks for Summer Camps

The Curriculum & Instruction Department would like to purchase take-home backpacks for the upcoming summer camps June 3-28, 2024. These take-home backpacks would range from rising Kindergarten to rising 5th grade students and will include non-fiction and fiction texts, ELA and Math workbooks, and a parent engagement guide. These backpacks would be in the amount of \$143,450.15 and would be funded with the Summer Learning Camp budget.

**Recommended Motion - to approve the purchase of summer learning camp STEM kits in the amount of \$143,450.15 from the Summer Learning Camp budget.**

II. Simon Springs Naming of Principal

The Simon Springs Principal is currently serving as an Assistant Principal at a Rutherford County elementary school for the remainder of the 23-24 school year. In order to facilitate the hiring and pre-opening processes necessary for a new school, we would like to add 10 paid days, for the summer of 2024 only, for a total of \$4, 903.00.

**Recommended Motion – to approve adding 10 paid days totally \$4, 903.00 to the summer of 2024 only for the new Simon Springs Principal as presented.**

**8. LEGAL (TAB 2)**

I. Out of County Transfer Student (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 fighting.

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.

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

II. Out of County Transfer Student (2)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC after failing to attend a drug intervention program.

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

Director of Schools' Recommendation: Deny admission.

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

III. Policy Adoption - Second Reading of Two Readings (READ at WORK SESSION)

The policies below were recommended on the first reading on April 18, 2024.

Policy Changes

a. Policy 1.901 – Charter School Applications

Changes date of recommendation and appointment of review team from December to January.

b. Policy 3.202 – Emergency Preparedness Plan

Adds trainings for substitute teachers.

c. Policy 4.406 – Use of Internet

Adds language for additional prohibited and illegal activities for employees and students.

d. Policy 5.106 – Application and Employment

Removes pre-employment physical examination requirement.

e. Policy 5.303 – Personal and Professional Leave

Updates language for personal leave for certified employees.

f. Policy 5.308 – Sabbatical Leave

Updates language for sabbatical leave for certified and classified employees.

g. Policy 6.3041 – Title IX and Sexual Harassment

Changes timeline for notice of before beginning investigation and changes timeline for completion of investigations.

h. Policy 6.402 – Physical Examinations and Immunizations

Adds physical examination requirement for clubs that involve physical exertion or athletic activity.

i. Policy 6.413 – Prevention and Treatment of Sports Related Concussions

Adds clarifying language for removal from athletics due to a concussion.

New Policies

j. Policy 2.9002 – Site Selection and Acquisition

Policy for school site selection and acquisition.

k. Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days.

Policy for participation of SROs and nursing staff in safety days annually.

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

**9. FINANCIAL MATTERS (TAB 3)**

I. General Purpose School, Fund 141- 24-25 SY

The General Purpose School Fund has an estimated revenue of \$538,434,765 and expenditure total of \$543,812,949 as presented. \$538,434,765 is budgeted for the operation cost for the district which would have presented a balanced budget. Due to having to fund RCS authorized charter schools at the beginning of FY24/25, it requires RCS to budget into a deficit and use fund balance in the amount of \$5,378,184. Additionally, this budget proposal is only requiring the legal minimum, Maintenance of Effort (MOE), from our local funding body.

**Recommended Motion - to approve the GPS, Fund 141 24-25SY with estimated revenues of \$538,434,765 and expenditures of \$543, 812,949 and requesting to budget fund balance for an amount of \$5,378,184 to cover the upfront cost of charter schools. RCS is only requesting MOE from our County Commission as presented.**

II. Centralized Cafeteria, Fund 143 24-25 SY

The Centralized Cafeteria Fund has an estimated revenue of \$28,823,550 and expenditures of \$33,448,756. The proposed 24-25 budget utilizes, \$4,625,206 of fund balance to bring it closer to requirements.

**Recommended Motion - to approve the Centralized Cafeteria-Fund 143 as presented.**



III. Educational Capital Projects, Fund 177 24-25 SY

The Educational Capital Projects Fund has an estimated revenue and expenditure of \$19,748,339.

**Recommended Motion - to approve Educational Capital Projects-Fund 177 with estimated revenues and expenditures of \$19,748,339 as presented.**

IV. Fund 141 Budget Amendments

This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$5,556,938 to recognize the awarded Summer Camp Grant for FY23-24. On January 22, 2021, the Tennessee General Assembly enacted the Tennessee Learning Loss Remediation and Student Acceleration Act to address the learning loss of students due to COVID-19 related school closures. Through this law, all Tennessee school districts were required to offer learning loss remediation summer programs for students in rising grades K - 8, starting in summer 2021. Provisions of this law that were set to expire in summer 2023 included Summer Learning Camps for rising grades 1 - 3 and After School Summer Learning Mini Camps (STREAM camps). However, in the 2023 Legislative Session, the Tennessee General Assembly amended the Act to continue summer programming (Summer Learning Camps, After School Summer Learning Mini Camps (STREAM”), and Learning Loss Bridge Camps) for rising grades K-9 annually. The funds will be used fund summer work for principals, teachers, education assistants & secretaries. There is no local match required for this grant.

**Recommended motion – to amend budgeted revenues & expenditures in Fund 141 General Purpose in the amount of \$5,556,938 as presented.**

V. Fund 177 Fund Balance Amendment

Each July 1st outstanding purchase orders in this fund are liquidated. The funds roll into fund balance which in this fund is 34685, Committed for Capital Projects. These purchase orders are for projects that were not finished by June 30. Amendment #1 took those funds out of 34685, Committed for Capital Projects, and re-budgeted the expenditures for the carry over projects that were approved in the previous year, but haven’t been completed. Due to accounting procedures set forth by TN Comptroller’s Office, this amendment reverses Amendment #1 to bring the budgeted amounts in balance and not over budget.

**Recommended motion – to reverse the 2023/24 Capital Projects Budget, Fund 177, by increasing account 34685, Committed for Capital Projects by \$13,577,898 and by decreasing Maintenance and Repair Services – Buildings, account 91300-335, Other Contracted Services, account 91300-399, and Building Purchases, account 91300-732 for a combined total of the same \$13,577,898 as presented.**

VI. New Job Description for Accounting Supervisor

The Budget/Finance department is requesting the approval of a new job description – Accounting Supervisor to lead our accountants, accounts payable clerks, and school support staff. As personnel, students, finance dept, and volume of work continues to increase, this position will provide support and leadership to the accounting team.

**Recommended Motion - to approve a new job description for an Accounting Supervisor. This position will be funded through GP funds in FY23/24 and is budgeted for the 2024-2025 school year.**

VII. Addition of Inclement Weather Days

Currently there are six (6) inclement weather days in the budget for all hourly classified employees. Due to the severe storms that occurred on May 8, 2024, schools are closed on May 9, 2024, which is the seventh inclement weather day. For hourly classified employees to be paid, Board approval is needed for this day and any additional potential days up to nine (9) of the 2023-2024 school year.

**Recommended Motion - to approve additional paid days for classified staff to be added to the current school year calendar as presented.**

**10. STEWARTSBORO AND BROWN'S CHAPEL ZONING (TAB 4)**

Continuation of enrollment cap at Stewarts Creeks Elementary for 24-25 SY: Due to overcrowding at Stewarts Creek Elementary School and the subsequent use of space at Stewartsboro Elementary for the enrollment cap during the 23-24 SY. Browns Chapel Elementary will serve as the school for all new students moving into the Stewarts Creek Elementary Zone for the 24-25 SY.

For the 2024-25 school year, kindergarten students will be enrolled per normal procedures at Stewarts Creek Elementary. New families enrolling in Stewarts Creek Elementary with a Kindergarten student and a student in a different elementary grade level will be enrolled at Browns Chapel Elementary.

The enrollment cap continues for all new school system employees hired after 9/29/23. This enrollment cap will remain in effect until classroom space is available at SCE, or until Poplar Hill Elementary school opens in August 2025.

**Recommended Motion – to approve the enrollment cap of Stewarts Creek Elementary for the remainder of this year and the 2024-2025 school year as presented.**

**11. CONTRACT AGREEMENT BETWEEN M.T.S.U. AND RCS (TAB 5)**

I. M.T.S.U. seeks to be a Blackman High School sponsor.

M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Blackman High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

**Recommended Motion – to approve the contract between M.T.S.U. and Blackman High School as presented.**

II. M.T.S.U. seeks to be an Eagleville High School sponsor.

M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Eagleville High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

**Recommended Motion – to approve the contract between M.T.S.U. and Eagleville High School as presented.**

III. M.T.S.U. seeks to be a Siegel High School sponsor. M.T.S.U. proposes a contract in which M.T.S.U. may sponsor activities and place advertising at Siegel High School. M.T.S.U. requests permission to place signage, which is detailed in the contract Attachment A. M.T.S.U. proposes to pay \$5,000 per year for five years. The contract terms are July 1, 2024-June 30, 2029.

**Recommended Motion – to approve the contract between M.T.S.U. and Siegel High School as presented.**

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

I. Request for Basketball Lockers at Rocky Fork Middle: Principal Jennifer Clark is requesting to remove the lockers originally provided with the school and replace them with custom built lockers. The cost will not exceed \$5,000.00 and will be paid for from the Basketball account. Engineering and Construction has reviewed the request and has no objection.

**Recommended Motion - to approve the Rocky Fork Middle Basketball Locker change at no cost to the Board as presented.**

II. Request for Outside Basketball Goals at Buchanan Elementary: Principal Ashley Witt has requested to install two exterior basketball goals for use by gym classes. The cost for all materials will be covered by the school and donations and will not exceed \$200.00. The Maintenance Department will assist with labor for installation only. Engineering and Construction has reviewed the request and has no objection.

**Recommended Motion - to approve the Buchanan Elementary request for exterior basketball goals as presented.**

III. Request for Blackman Middle Baseball Cost increase: Principal Dr. Jessica Jackson is requesting to increase the cost for the baseball turf project previously approved on November 9, 2023. The original contractor has withdrawn their bid and have secured an additional bid The new bid is \$13,360.00. Additional funds will be covered by the same account. Engineering and Construction has reviewed the request and has no objection.

**Recommended Motion - to approve the Blackman Middle Baseball request at no cost to the Board as presented.**

IV. Request for HVAC at Siegel Middle Baseball Building: Principal Kim Stoecker has requested to install an HVAC system for the Baseball Building. The cost will be \$12,000.00 and funds will come from the baseball account. Engineering and Construction has reviewed the request and has no objection.

**Recommended Motion - to approve The Siegel Middle HVAC Baseball request at no cost to the Board as presented.**

**13. INSURANCE**

**14. DIRECTOR'S UPDATE**

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

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

**17. GENERAL DISCUSSION**

**18. ADJOURNMENT**

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

**MINUTES OF APRIL 4, 2024**

**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**

**Board Work Session:** led by Mr. Butch Vaughn.

**Board Meeting:** led by the Future Farmers of America (FFA) students at Oakland High School.

Ms. Gina Stewart, Agricultural Teacher at OHS, spoke about the growing agricultural program at OHS and the success of all the students. She stated the high school currently has 429 FFA members. She recognized the following students that excelled as state winners at the FFA State Convention over spring break: Lily Amstutz, Kyra Kleparek, Anna Grace Wells, Emma Goff, Julian Floyd, Madelyn Meadors, Abby DeBerry and Annabelle Alexis.

**3. MOMENT OF SILENCE**

A Moment of Silence was observed for Mr. Horrace Young, Mr. Coy Young's father, who passed away recently.

**4. APPROVAL OF AGENDA**

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

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

## **5. RENEWAL-EXTENSION OF DIRECTOR'S CONTRACT (TAB 1)**

**Mrs. Bratton stated that on March 20<sup>th</sup> she announced that the Board would begin contract negotiations for a renewal extension of Dr. Sullivan's contract.**

**Mrs. Rosales made a motion and seconded by Mrs. Maxwell, to approve the contract as presented. Mrs. Bratton clarified Mrs. Rosales' motion and opened the floor for discussion.**

**Mrs. Darby asked about the (contract) timeframe of the previous Director of Schools. Mr. Young responded that an agreement was made for a 2-year contract extension.**

**Mrs. Darby asked why the previous Director of Schools was replaced. Mr. Reed responded that issues were raised by Board Members and emerged after contract renewal. It was then decided to amend the contract and terminate the contract a year early.**

**Mrs. Rosales called out Point of Order and Mrs. Bratton overruled.**

**Mrs. Darby indicated things change and there are no guarantees. A good contract is a give and take--a compromise. She said the Board was asked to submit changes they would like to see to in the contract and no changes were made. Mrs. Bratton stated that submitted changes made by board members were taken into consideration.**

**Mrs. Maxwell said that it matters whose name is on the contract. She is ready to reward him because of the great job he's done for our district and because it has Jimmy Sullivan's name on the contract and not someone else's. There are no guarantees, but Dr. Sullivan deserves the contract extension.**

**Ms. Sharp shared in her agreement with Mrs. Darby. She stated that we needed to do our due diligence and we are setting a precedent of giving an extension on a contract before having the yearly performance review, which is not due until June.**

**Mr. Tidwell questioned the section in the contract (14. Termination, E.) titled Unilateral termination by the Board. He is not in agreement with the language of he/she receiving continuous pay upon termination and throughout the duration of the contract. He does not support the timing of this extension right before elections or the addition of the grievance language. He is requesting a 90-day (3 month) severance instead.**

**Mrs. Rosales discussed Dr. Sullivan's performance evaluation from last year. She made mention that he scored the highest in the administrative survey portion of the evaluation. She stated that all the principals in the audience were at the meeting to show their support to Dr. Sullivan and the extension of his contract. Mrs. Rosales read multiple excerpts from feedback Dr. Sullivan received from the administrative leadership staff.**

**Mr. Young added clarification all that is being asked to do is add two additional years to the contract; it does not change the original contract. He added that we are trying to recruit someone that will be with RCS long term and avoid turn over.**

**Mr. Tidwell made a motion and seconded by Ms. Sharp, to amend Unilateral Termination by the Board, change pay out to ninety days (90) days.**

**Roll Call Vote:**

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

**Vote: Majority  
Motion fails.**

**Mrs. Rosales stated that it is horrible that Board Members brought the extension to the Chair just so it could be scrutinized. She indicated that she was not the one to bring the contract extension to the Chair.**

**Mrs. Darby stated that it was her understanding that Mrs. Bratton brought up the extension.**

**Mrs. Bratton said, “I did not”.**

**Mrs. Rosales made a motion and seconded by Mrs. Maxwell, to approve the contract as presented.**

**Roll Call Vote:**

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

**Vote: Majority  
Motion passes.**

## **6. APPROVAL OF CONSENT AGENDA (TAB 2)**

**A. Minutes: March 20, 2024, Board Meeting Minutes**

**B. Bids:**

**Bid #3730 – Photography**

**Request to Purchase a Trailer**

**C. Nepotism:**

**Kimberly Malcolm - School Counselor – Whitworth-Buchanan Middle School**

**Madison Johnson – Teacher – Smyrna High School**

**Aaron Hutchinson – Teacher – Rockvale High School**

**Amy McCann – School Counselor – Lascassas Elementary School**

**Bryan Smotherman – Inclusion EA – Oakland Middle School**

**D. Community Use of Facilities**

**FACILITIES USE**

April 4, 2024

**Fees**

Lascassas Elementary	Murfreesboro Baseball Association, practice, sports field, 3/18/24 – 5/28/24, \$18 per hour
LaVergne High	Ethiopian Community Association in Nashville, soccer, stadium/track, 4/21/24, \$100 per hour
Oakland High	MidTN Bball Showcase, basketball events, gym, 3/24/24 – 8/11/24, \$290 per day
Oakland High	Tennessee Titans, football camp, stadium/track, 6/20/24, \$115 per hour
Rockvale Elementary	Fourth Watch Church, service, cafeteria, 11/12/23 – 5/12/24, \$18 per hour, **retro review
Siegel Middle	Murfreesboro Little League – Diamondbacks, practice, softball field, 4/2/24 – 6/25/24, \$18 per hour
Smyrna Elementary	Stewarts Creek Youth Football and Cheer Association, basketball training, gym, 4/1/24 – 5/9/24, \$18 per hour
Smyrna High	Middle Tennessee Student Athlete (Flight), basketball practice, gym, 4/3/24 – 6/27/24, \$18 per hour



Stewartsboro Elementary

Smyrna Jr. Basketball League, practice, gym,  
3/20/24 – 5/23/24, \$18 per hour

**No Fees**

Christiana Middle

Christiana Baseball & Softball Association,  
practice/games, softball field, 3/1/24 – 8/1/24,  
\*no fees

Eagleville

Eagleville/Rockvale Ministeral Assoc., sunrise  
service, track, 3/31/24, \*no fees, \*\*retro  
review

Eagleville

Eagleville/Rockvale Ministeral Assoc., senior  
baccalaureate service, auditorium, 5/8/24, \*no  
fees

Note: Facility use prior to 4/4/24 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. School Salary Supplements and Contract Payments:**

<b>Name-Certified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Barry Eddings	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Gregory Jones	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Nick Carozza	\$2,083.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Orville McGee	\$800.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Emily Marshall *1	\$200.00	Eagleville	School Funds - Athletics	Driving / Chaperoning Pep Bus

Jess Messick	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Nolen	\$500.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Derry Wells *6	\$1,500.00	Oakland High	School Funds - Girls Basketball	Bus Driver for Girls Basketball
Mitzi Wilson	\$500.00	Oakland High	School Funds - Basketball	District + Regional Basketball Tournament Director
Kevin Wright	\$1,500.00	Oakland High	Oakland High Baseball Boosters	Announcer for Baseball games
Mikel Newman	\$3,500.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Torey Patterson *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
LaDarrius Verge *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Preston Scott	\$1,200.00	Rocky Fork Middle	Outside Group / Use of Facilities	Gym Supervision for Athens Volleyball
Shannon Cron	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Allison Glapa	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Andrew Frye	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
Dulcie Heim	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
<b>Name-Non-Faculty</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>

Lawrence Eke	\$1,500.00	Blackman High	School Funds - Baseball	Announcer for Baseball games
Camron Roberts	\$1,000.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Jonathan Yancy	\$1,500.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Colby Howland	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Utley *7	\$2,800.00	Oakland High	Oakland High Baseball Boosters	JV Baseball Coach
Rakel Hankins	\$1,000.00	Rockvale High	School Funds - Volleyball	Assistant Volleyball Coach
Gerald Griffin	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Gerald Griffin	\$750.00	Rockvale Middle	School Funds - Track	Assistant Track Coach
<b>Name-Classified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Michael Forrest	Hourly	Oakland Middle	Outside Group / Use of Facilities	Site supervision for Top Notch Basketball
Amanda Richardson	Hourly	Smyrna Elementary	Outside Group / Use of Facilities	Custodian for the Stewarts Creek Youth Football and Cheerleading Association

- 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

**F. 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
Griffin, Gerald	Rockvale Middle	Girls Basketball

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

**Vote: All yes  
Motion passes.**

**7. PUBLIC COMMENT\***

**Kevin Lawhorn – No show**

**Robert Brooks – Parent of student in RCS and opposes the approval of policy 1.404- Appeals to and Appearances Before the Board.**

**Sara Schmidt – New resident in the city of LaVergne and expressed her concerns with the approval of the passing of policy 1.404- Appeals to and Appearances Before the Board.**

*\*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. RUTHERFORD PROUD**

Whitworth-Buchanan Middle School has been named a 2024 Blue Ribbon Schools of Excellence Lighthouse School. Principal April Sneed will provide a presentation explaining the award designation and process the school completed to earn this designation.

**Principal April Sneed thanked all of her staff and explained the Blue Ribbon assessment process, which entails a comprehensive review of nine performance areas.**

**Assistant Principal Chris Butner and Ms. Laura Davis, Instructional Coach, elaborated in depth on the data gathered and feedback received to achieve the award.**

**Mr. Tidwell thanked Ms. Sneed for her leadership and praised her for setting the standard.**

**9. GUEST SPEAKERS**

**Board Work Session:** Jeff McCann updated the Board on the Novus SMART Academy.

**10. LEGAL (TAB 3)**

- I. Out of County Transfer Student (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 possession of an infused gummy (edible).

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 Mr. Tidwell, to admit the admission of this Out of County Transfer Student as presented.**

**Vote: All yes  
Motion passes.**

## II. Central Magnet HVAC Problems.

Central Magnet has experienced multiple problems with the HVAC renovations that have been done over the last several years. The system that was installed is not functioning as was requested. The cost to repair the system will be significant. There may be legal recourse against the engineer, contractor, and manufacturer who worked on this system.

**Ms. Sharp asked if there is going to be a limit on how much attorney fees get spent on resolving issue? Mr. Reed responded that until a suit is filed, it is undetermined. Once additional information has been determined, the Board can be briefed during an Executive Session. Mr. Reed can provide a summary in a few months.**

**Mr. Young inquired on an estimate to make the HVAC system operational. Mr. Lee indicated that they are continuously having problems with system. He said they are recommending adding a fresh air system which will equate to 3 to 4 million, a supplement to what has already been installed.**

**Motion made by Mr. Tidwell and seconded by Mrs. Rosales, to authorize Board Attorney Jeff Reed to bring legal action against the companies involved with the HVAC system and to seek appropriate remedies.**

**Vote: All yes  
Motion passes.**

## 11. FINANCIAL MATTERS (TAB 4)

### I. Wilson Bank and Trust Contractual Agreement

Wilson Bank and Trust contract is an agreement between Riverdale High School, RHS Quarterback Booster Club and Wilson Bank and Trust for a donation of \$150,000 distributed over a ten (10) year period.

**Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve a contractual agreement of a donation from Wilson Bank and Trust to Riverdale High and RHS Quarterback Booster Club as presented.**

**Vote: All yes  
Motion passes.**

II. Certified and Classified 2.5% COLA salary schedule adjustment for 2024-2025 SY.

**Prior to voting, Mrs. Bratton and Mr. Young both disclosed they have relatives that are employed by RCS but are voting for what is best for the district as a whole.**

**Motion made by Mrs. Rosales and seconded by Mr. Tidwell, to approve the Certified and Classified 2.5% COLA salary schedule for 2024-2025 SY as presented.**

**Vote: All yes  
Motion passes.**

III. COSSBA convention runs around \$16,600. The Board did not attend COSSBA this 2023-2024 school year. Mrs. Darby would like to discuss the opportunities of attending a few programs in place of COSSBA.

A. Newcomers School - Charlotte, NC, 04/22-04/23  
Price per person is approximately - \$650

B. Polaris Career Center - Middleburg Heights, OH, 05/14 - 05/15  
Price per person is approximately - \$500

**Mrs. Bratton asked CTE and ESL Coordinators attend trainings as well.**

**Mrs. Rosales stated that if Board members are interested in attending conventions, the Board members should pay for the trainings themselves.**

**Ms. Sharp stated that Dr. Sullivan would also attend the training and paying for a training is part of “continuing education”.**

**Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve any combination of the above programs as presented, but not limited to approximate cost.**

**Roll Call Vote:**

**Mrs. Darby – Yes**

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

**Vote: Majority**  
**Motion Fails.**

## **12. NAMING OF NEW SCHOOLS**

**New Name: Simon Springs Community School** (formerly Roy Waldron Annex)

Mascot: Fox

Colors: Metallic Silver and Burnt Orange

**Motion made by Ms. Sharp and seconded by Mrs. Maxwell, to approve the naming of the former Roy Waldron Annex to Simon Springs Community School, Fox mascot, and colors as presented.**

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

**New Name: Westbrooks-Woods Academy** (formerly Church St. Property)

Mascot: Admirals

Colors: M.T.S.U. Blue and White

**Motion made by Mrs. Maxwell and seconded by Mrs. Rosales, to approve the naming of the former Church Street property to Westbrooks-Woods Academy, Admirals mascot, and colors as presented.**

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

**New Name: Poplar Hill Elementary School** (formerly Batey Property)

Mascot: Coyotes

Colors: Hunter Green RGB#1F4122, White, Metallic Gold accent color

**Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve the naming of the former Batey property to Poplar Hill Elementary School, Coyote mascot, and colors as presented.**

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

### **13. INSURANCE**

**Nothing new to report**

### **14. FINANCIAL REPORT**

**Dr. Sullivan presented a detailed financial report on Tuesday's Board Work Session. He added that enough "stop the bleed kits" have been purchased to put one in each classroom by August.**

### **15. DIRECTOR'S UPDATE**

**Dr. Sullivan reported:**

**We are working with Commissioner Craig Harris and the Opioid Abatement Board at exploring changing our current curriculum to the Health and Opioid Prevention and Education Curriculum (HOPE). Jenna Stitzel, Director of Coordinated School Health, presented the HOPE to the Opioid Abatement Board yesterday. Dr. Sullivan will have a full copy of the curriculum for the Board Meeting scheduled on April 18<sup>th</sup>.**

**We have had questions regarding reconsiderations on library materials, specifically Policy 4.043. Dr. Sullivan continues to have discussions on looking at different avenues when reviewing books.**

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

**Mrs. Rosales shared the excited news that the safety training bill (HB 2464/SB 2652) for substitute teachers got passed unanimously. Additionally, HB 1698 also got passed which deals with suspending a juvenile's driving privilege for a year when found to have made a threat to commit mass violence.**

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

**Nothing new to report.**

### **18. GENERAL DISCUSSION**

**Ms. Sharp added that bill HB 1698 also turns the offense into a felony now. The bill was written to have zero financial impact to parents, so with students not receiving their driver's licenses we hope to deter students from poor social media choices.**

**Ms. Sharp stated Jazz Fest needs volunteers and donations. The event is being held on April 26<sup>th</sup> & 27<sup>th</sup>. You may sign up to volunteer or donate at [borojazzfest.com](http://borojazzfest.com).**

**Mr. Tidwell gave a shout out to Amazing Shake winner, Rocky Fork Elementary Student, Maria Alvarado. It is a global competition and she came in 46<sup>th</sup> place.**



**Mrs. Maxwell was excited to share that she is attending the Structured Setting Prom tomorrow. The theme is Taylor Swift and it is being held at the Smyrna Town Center from 10:00 A.M-1 P.M.**

**Mr. Coy publicly apologized to Mrs. Sara Schmidt (Public Comment Speaker) for not returning her email. He will be reaching out to her.**

**Dr. Sullivan stated that “Every Kid is a Hero Day” is April 10<sup>th</sup> at Stewarts Creek High School.**

**Mrs. Darby wished Ms. Tammy Sharp a Happy Birthday today.**

**19. ADJOURNMENT**

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to adjourn the meeting at 7:08 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**

**MINUTES OF APRIL 18, 2024**

**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**

**Board Work Session: Led by Riverdale Student Body President, Carly Skrivanek.**

**Board Meeting: Led by Mr. C.J. Johnson, a past recipient of the Mitchell Maxwell Scholarship.**

**3. MOMENT OF SILENCE**

A Moment of Silence was observed for: Mr. Chris Lafferty, Principal at Christiana Elementary School, and hope for a prompt return to his school; for Dr. Letoni Murray, Principal at Stewarts Creek Middle School, as his family mourns the loss of his father; for Mr. Don Odom, former Superintendent, for the loss of his son-in-law and; for one of our Blackman High students that had an athletic injury.

**4. APPROVAL OF AGENDA**

**Motion made by Mrs. Maxwell and seconded by Mr. Young, to move 7. Rutherford Proud, and 8. Guest Speakers, before 6. Public Comment.**

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

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

**Vote: All yes  
Motion passes.**

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

**A. Minutes: April 4, 2024, Board Meeting Minutes**

**Mrs. Rosales requested additional verbiage to be included in the April 4, 2024, minutes to reflect what was stated regarding who initiated the contract extension to the Director's Contract.**

**Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to add additional discussion items to the April 4, 2024, minutes.**

**Vote: All yes  
Motion passes.**

**Minutes: March 18, 2024, Policy Meeting Minutes**

**B. Bids:**

**Bid #3743-HVAC Renovations (Smyrna High and LaVergne High)**

**C. Nepotism: Hannah Kirby (Bonds) – Teacher – Christiana Middle School**

**D. Community Use of Facilities**

**Dr. Sullivan included a recently received additional Facilities Use request (as written below).**

**FACILITIES USE**

4/18/2024

**Fees**

Barfield Elementary	The Peach Truck, peach stand, sports field, 5/29/24 – 8/28/24, \$18 per hour
Siegel High	Debbie's School of Dance, recital, classroom & auditorium, 6/20/24 – 6/22/24, \$600
Smyrna High	The Golden Franchise, basketball practice, gym, 3/26/24 – 8/1/24, \$18 per hour

**No Fees**

**Rock Springs Middle**

**Carpe Artista, musical theatre, auditorium,  
4/18/24 – 7/27/24, no fees**

Note: Facility use prior to 4/18/24 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. School Salary Supplements and Contract Payments:**

<b>Name-Certified</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
Charles Huggins	\$1,500.00	Oakland Middle	School Funds - Baseball	Assistant Baseball Coach
Brandon Bassham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Alan Pepper	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Darren Shanks	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Marcus Bryson*1	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Donovon Grimsley	\$750.00	Rocky Fork Middle	School Funds - Track	Assistant Track Coach
Delaney Spintzyk	\$500.00	Smyrna Middle	School Funds - Competition Cheerleading	Assistant Competition Cheer Coach
<b>Name-Non-Faculty</b>	<b>NTE Amt.</b>	<b>School</b>	<b>Funded By</b>	<b>Description</b>
August Bartsch	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games

Grayson Gibson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Brandon Graham	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Ali Grace Jackson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Addison Jones	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Jackson Lush	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Reagan McGinnis	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Dhruv Patel	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Brian Pleitez	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Samuel Roberts	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Aiden Sinclair	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Thomas Solomon	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Juan Urdaneta	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Tate Vinson	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Aubrey Williams	\$800.00	Eagleville	School Funds - Jr Pro Soccer	Officiating at Jr Pro Soccer games
Koltt Bassham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker

Alexandria Bolden	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Cate Darnell	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Hayden Edmondson	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Ali Grace Jackson	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Cason Lamb	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Jenson Linton	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Ryley McClaran	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Eliza McClaran	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Shelbie Mooneyham	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Jackson Nichols	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Mason Nichols	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker

Isabella Sawyer	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Bayli Sutter	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Kylie Vaughn	\$800.00	Eagleville	School Funds - Girls + Boys Basketball	Summer Basketball Camp worker
Dorian Berry	\$2,083.34	Rockvale Middle	School Funds - Baseball	Assistant Baseball Coach

- 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

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

**Vote: All yes  
Motion passes.**

## **6. RUTHERFORD PROUD**

**JROTC Distinguished Leader Graduates, introduced by Lt. Colonel Russell Rector.**

**Blackman High School - Cadence Shofner, Paige Turner, Jackson Sohar, and Odair Villalobos**

**Oakland High School - Maria Hernandez and Katelyn Wence (Awarded at OHS)**

**Rockvale High School - Abigail Willis and Asher Seiling**

**Siegel High School - Iriana Tatum and Alyssa Ashby**

**Stewarts Creek High School - Morgan Sheldon**

**Lt. Colonel Russell Rector described the criteria of what it takes to become a JROTC Distinguished Leader and how they inspire other individuals by “leading by example”. He was pleased to announce that this year is the greatest number of Distinguished Leaders RC Schools has ever had. All students were awarded with a graduation medal, stole and certificate.**

## **7. GUEST SPEAKERS**

**Austin and Claire Maxwell introduced and awarded the Mitchell Maxwell Expanded Scholarship 2023/2024 Recipients:**

**Blackman High: Ian Carrethers**

**Riverdale High: Abilgail McDowell**

**Central Magnet: Jaclyn Owens**

**Rockvale High: Jazion Terrell**

**Eagleville School: Cora Alvarez**

**Siegel High: Gabriel Hamrick**

**Holloway High: Samara L. Brady**

**Smyrna High: Thomas Jones**

**LaVergne High: Jamelia Stovall**

**Stewarts Creek High: Moises Suarez  
Arevalo**

**Oakland High: Grant Stevenson**

**In honor of their late son Mitchell Maxwell, Mr. and Mrs. Maxwell shared heartfelt stories and video capturing some of Mitchell’s photos and memories. The Maxwells’ introduced Mr. CJ Johnson, a graduate of Riverdale High student, who received their scholarship two years prior and delivered a beautiful speech.**

## **8. PUBLIC COMMENT\***

**Jill Gilliland – Resident of Rutherford County, she addressed her concerns and opposition of the passing of policy 1.404- Appeals to and Appearances Before the Board.**

**Robert Brooks – Communicated to the Board that policy 1.404 should be voted individually and not in a bundle to remain transparent. He is against the passing of the policy and feels it is unconstitutional. Additionally, he thanked all the custodians, food service workers and all the jobs that do not get recognition.**

**Jason Cole – Parent of two students in RCS and the Mayor of the City of La Vergne. He asked for the Board to reconsider the Board Meeting start times. He stated it is difficult for parents that work from 8am-5pm to attend meetings and sign up to speak. He also requested to modernize the Board Meeting Visitor Form and change the proof of identification criteria. Lastly, he expressed his concerns with the Board passing policy 1.404- Appeals to and Appearances Before the Board.**

**Chase Williams – Mr. Williams indicated that proposed policy 1.404- Appeals to and Appearances Before the Board, exceeds scope of legislative intent. He requested policy get tabled until after elections.**

**Gabriel Ragsdale – No show**

**Caleb Lay – Expressed his opposition of policy 1.404- Appeals to and Appearances Before the Board.**



**Matt Fee – Resident of Christiana spoke to the Board regarding his concerns of the removal of books from RCS libraries without public input and shared his suggested recommendations for updating Policy 4.403- Library Materials.**

**Kristy Crosslin – Representative of RCS bus contractors stated her opposition of the installation of GPS due to the application capabilities and the information being collected. Ms. Crosslin stated that she feels the bus contractors’ privacy is being violated through the use of the GPS system. She also stated that the installation of the GPS system has created damage that has not been repaired by RCS. She believes it is a breach of contract due to the reporting of information that is available through the GPS system.**

**Robert Suvak – Mr. Suvak stated that prior to voting on the bussing measure (PRZ), he asked to reconsider the vote with having so many infrastructure issues in the community. He specifically mentioned the congestion in the Christiana area and the lanes on 231, narrow roundabouts at the Christiana schools and the need for more crossing guards.**

*\*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.*

## **9. INSTRUCTION (TAB 2)**

### **I. Work Session: Charter School Review Committee Findings and Recommendations**

#### **Board Work Meeting:**

**Mr. Reed presented three (3) resolutions.**

- 1) Resolution of the Rutherford County Board of Education Approving Novus Smart Academy (K-8)’S, Application for Charter School;**
- 2) Resolution of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School; or,**
- 3) Resolution of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School with Stipulations for Reconsiderations**

**Motion made by Mrs. Darby and seconded by Mrs. Rosales, to approve Resolution #3 of the Rutherford County Board of Education Denying Novus Smart Academy (K-8)’S, Application for Charter School with Stipulations for Reconsiderations.**

**Vote: All yes**

**Motion passes.**

### **II. Health and Opioid Prevention and Education (HOPE) Curriculum**

The curriculum and instruction department is requesting the use of a supplemental opioid prevention curriculum to be used to support our Tennessee Academic Standards. The Health and Opioid Prevention (HOPE) curriculum has been vetted by our department and has been deemed to be a developmentally and age-appropriate curriculum that includes instruction on the dangers of prescription opioid abuse and addiction to other drugs.

**Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve use of HOPE curriculum in 4 elementary schools (Grade 5), 4 middle schools, and all comprehensive high schools.**

**Vote: All yes  
Motion passes.**

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

Policy Adoption - First Reading of Two Readings

The policies below are recommended on the first reading. These policies will be brought at the next scheduled board meeting for a second and final reading.

**Mrs. Bratton indicated that each policy will be voted on individually.**

Policy Changes

- a. Policy 1.404 – Appeals to and Appearances Before the Board  
Adds language that speakers addressing the Board must be on items on the agenda.

**Mrs. Bratton made a motion and seconded by Mr. Tidwell, to remove Policy 1.404 – Appeals to and Appearances Before the Board and postpone policy until the summer to allow for further discussion.**

**Roll Call Vote:**

**Mrs. Rosales – Yes  
Ms. Sharp – Yes  
Mr. Young – Yes  
Mr. Tidwell – Yes  
Mrs. Maxwell – Yes  
Mrs. Darby – Yes  
Mrs. Bratton – Yes**

**Vote: All yes  
Motion passes.**

**Dr. Sullivan provided clarification that Policy 1.404 – Appeals to and Appearances Before the Board will not be on the next reading.**

b. Policy 1.901 – Charter School Applications  
Changes date of recommendation and appointment of review team from December to January.

**Motion made by Ms. Sharp and seconded by Mrs. Maxwell to approve first reading of Policy 1.901 – Charter School Applications.**

**Roll Call Vote:**

**Ms. Sharp – Yes**  
**Mr. Young – Yes**  
**Mrs. Rosales – Yes**  
**Mrs. Darby – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Maxwell – Yes**  
**Mrs. Bratton – Yes**

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

c. Policy 3.202 – Emergency Preparedness Plan  
Adds trainings for substitute teachers.

**Motion made by Mrs. Rosales and seconded by Mrs. Maxwell to approve first reading of Policy 3.202 – Emergency Preparedness Plan.**

**Roll Call Vote:**

**Mrs. Maxwell – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Tidwell – Yes**  
**Mr. Young – Yes**  
**Mrs. Darby – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Bratton – Yes**

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

d. Policy 4.406 – Use of Internet  
Adds language for additional prohibited and illegal activities for employees and students.

**Motion made by Mr. Young and seconded by Mrs. Maxwell to approve first reading of Policy 4.406 – Use of Internet.**

**Roll Call Vote:**

**Mr. Young – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mrs. Bratton – Yes**

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

e. Policy 5.106 – Application and Employment  
Removes pre-employment physical examination requirement.

**Motion made by Ms. Sharp and seconded by Mr. Tidwell to approve first reading of Policy 5.106 – Application and Employment.**

**Roll Call Vote:**

**Mr. Tidwell – Yes**  
**Mrs. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Young – Yes**  
**Mrs. Bratton – Yes**

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

f. Policy 5.303 – Personal and Professional Leave  
Updates language for personal leave for certified employees.

**Motion made by Mrs. Darby and seconded by Mrs. Maxwell to approve first reading of Policy 5.303 – Personal and Professional Leave.**

**Roll Call Vote:**

**Mrs. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Young – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Bratton – Yes**

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

g. Policy 5.308 – Sabbatical Leave  
Updates language for sabbatical leave for certified and classified employees.

**Motion made by Mrs. Darby and seconded by Ms. Sharp to approve first reading of Policy 5.308 – Sabbatical Leave.**

**Roll Call Vote:**

**Mrs. Rosales – Yes**  
**Ms. Sharp – Yes**  
**Mr. Young – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Maxwell – Yes**  
**Mrs. Darby – Yes**  
**Mrs. Bratton – Yes**

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

h. Policy 6.3041 – Title IX and Sexual Harassment  
Changes timeline for notice of before beginning investigation and changes timeline for completion of investigations.

**Mrs. Darby explained the formal complaint process and the timeline within the process. She stated expanding the timeline to ninety (90) days exposes RCS to possible liability.**

**Mrs. Rosales asked Mrs. Ridley if changing the policy to ninety (90) days will set RCS up to liability and litigation? She asked Mrs. Ridley why this policy was presented and asked for her legal recommendation. Mrs. Ridley stated we have a large district with over 51k students and one (1) Title IX employee that investigates all complaints. Her professional opinion is that proposed policy does not open RCS to additional liability.**

**Mrs. Darby added that when Title IX investigator was asked about the number of investigations received this year, the response was one (1) investigation received. Mrs. Darby proposed a forty (40) day timeline.**

**Mrs. Rosales asked Mrs. Ridley to elaborate on the case load and fact gathering when receiving a complaint. Mrs. Ridley indicated that the Title IX Investigator receives 5-10 reports a day, which are different from a formal complaint. Mrs. Ridley added that the Investigator spends several hours per day mediating and offering support. A formal complaint is when the parent/guardian is not satisfied with the initial results. Additionally, complaints are time consuming, including meeting with multiple people, required documentation all while complying with the 5-10 reports received daily.**

**Mrs. Darby asked if the reports had a deadline or just the investigation? Mrs. Ridley responded that schools have to respond within 48 hours and the Title IX Investigator has to meet with them. Mrs. Darby clarified that if the formal complaint triggered the investigation? Mrs. Ridley that it did.**

**Motion made by Mrs. Rosales and seconded by Mr. Young to approve first reading of Policy 6.3041 – Title IX and Sexual Harassment.**

**Roll Call Vote:**

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

**Vote: Majority  
Motion passes.**

i. Policy 6.402 – Physical Examinations and Immunizations  
Adds physical examination requirement for clubs that involve physical exertion or athletic activity.

**Motion made by Mrs. Maxwell and seconded by Mrs. Rosales to approve first reading of Policy 6.402 – Physical Examinations and Immunizations.**

**Roll Call Vote:**

**Mrs. Maxwell – Yes  
Mrs. Rosales – Yes  
Mr. Tidwell – Yes  
Mr. Young – Yes  
Mrs. Darby – Yes  
Ms. Sharp – Yes  
Mrs. Bratton – Yes**

**Vote: All yes  
Motion passes.**

j. Policy 6.413 – Prevention and Treatment of Sports Related Concussions  
Adds clarifying language for removal from athletics due to a concussion.

**Motion made by Mrs. Darby and seconded by Mrs. Maxwell to approve first reading of Policy 6.413 – Prevention and Treatment of Sports Related Concussions.**

**Roll Call Vote:**

**Mr. Young – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mrs. Bratton – Yes**

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

New Policies

k. Policy 2.9002 – Site Selection and Acquisition  
Policy for school site selection and acquisition.

**Motion made by Mrs. Maxwell and seconded by Mrs. Rosales to approve first reading of Policy 2.9002 – Site Selection and Acquisition.**

**Roll Call Vote:**

**Mr. Tidwell – Yes**  
**Mrs. Darby – Yes**  
**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Young – Yes**  
**Mrs. Bratton – Yes**

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

l. Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days  
Policy for participation of SROs and nursing staff in safety days annually

**Motion made by Mr. Tidwell and seconded by Mrs. Maxwell to approve first reading of Policy 3.2052 – School Resource Officers (SROs) and Nursing Staff Participation in Safety Days.**

**Roll Call Vote:**

**Mrs. Darby – Yes**

**Mrs. Maxwell – Yes**  
**Ms. Sharp – Yes**  
**Mrs. Rosales – Yes**  
**Mr. Young – Yes**  
**Mr. Tidwell – Yes**  
**Mrs. Bratton – Yes**

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

**11. HUMAN RESOURCES (TAB 4)**

I. Climate Survey of Resilient Schools Grant

**Motion made by Mrs. Maxwell and seconded by Mr. Young, to approve the MOU between the Tennessee Department of Education and Rutherford County Schools to administer the Tennessee School Climate Survey as presented.**

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

II. 2023 - 2024 Tenure Recommendation

The following teacher(s) meet the criteria for tenure in accordance with the tenure law:

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

<b>Elementary Schools:</b>		
Dana Adkins	4th Grade Teacher	Barfield Elementary
Tara Klarer	Spectrum Teacher	Barfield Elementary
Ashley Sanders	5th Grade Teacher	Barfield Elementary
Michele Aprea*	Interventionist	Buchanan Elementary
Sharron Hawks	3rd Grade ELA Teacher	Buchanan Elementary



Sarah Cannington	4th Grade Teacher	Blackman Elementary
Brittany Fankhauser	3rd Grade Teacher	Blackman Elementary
Christa Gordon	Interventionist	Blackman Elementary
Sonja Green	1st Grade Teacher	Blackman Elementary
Anna Harris	ESL Teacher	Blackman Elementary
Jordan Pitts	1st Grade Teacher	Blackman Elementary
Jennifer Dowell	3rd Grade Teacher	Brown's Chapel Elementary
Jaclyn Ellis	ESL Teacher	Brown's Chapel Elementary
Ryleigh Harbin	2nd Grade Teacher	Brown's Chapel Elementary
Darci King	4th Grade Teacher	Brown's Chapel Elementary
Kristen Myers	Kindergarten Teacher	Brown's Chapel Elementary
Julie Wilson	ESL Teacher	Brown's Chapel Elementary
Katherine Beavers	Kindergarten Teacher	Cedar Grove Elementary
Stephanie Belcher	4th Grade Teacher	Cedar Grove Elementary
Karen Hayes	ESL Teacher	Cedar Grove Elementary
Lauren Johnston	1st Grade Teacher	Cedar Grove Elementary
Jessica Koehler	Kindergarten Teacher	Cedar Grove Elementary
Hanna McBroom	3rd Grade Teacher	Cedar Grove Elementary
Nicole Petersen	Special Education CDC Teacher	Cedar Grove Elementary
Alyssa Pitts	Library Media Specialist	Cedar Grove Elementary
Leah Sanchez	Title I Behavior	Cedar Grove

	Interventionist	Elementary
Angela Barnes*	Assistant Principal	Christiana Elementary
Sara Cragg	5th Grade Teacher	Christiana Elementary
Mackenzie Borton	Kindergarten Teacher	Christiana Elementary
Rachel Henderson	1st Grade Teacher	Christiana Elementary
Samantha Lehew	2nd Grade Teacher	Christiana Elementary
Caroline Parker	2nd Grade Teacher	Christiana Elementary
Malorie Prince	1st Grade Teacher	Christiana Elementary
Alexis Saylor	2nd Grade Teacher	Christiana Elementary
Jennifer Thompson	School Counselor	Christiana Elementary
Jennifer Cummins	Kindergarten Teacher	David Youree Elementary
Jodi Del Cid	ESL Teacher	David Youree Elementary
Leticia Downing	School Counselor	David Youree Elementary
Amber Givens	Kindergarten Teacher	David Youree Elementary
Chelsea Hearing	Interventionist	David Youree Elementary
Jessica Ping	Kindergarten Teacher	David Youree Elementary
Karessa Cunningham	4th Grade Teacher	John Colemon Elementary
Myra Elliott	Title I Instructional Coach	John Colemon Elementary
Kayla Millians	Kindergarten Teacher	John Colemon Elementary
Robert Rickert	Academic Interventionist	John Colemon Elementary
Keara Thiele	2nd Grade Teacher	John Colemon Elementary

Alexandria Wilson	Instructional Coach	John Colemon Elementary
Bethany Croslin	2nd Grade Teacher	Kittrell Elementary
Nicole Jordan	Kindergarten Teacher	Lascassas Elementary
Scarlett Mitchell	4th Grade Teacher	Lascassas Elementary
Amy Young	3rd Grade Teacher	Lascassas Elementary
Brian Carlson	Special education Teacher	La Vergne Lake Elementary
Kyna Mayes	Special Education Teacher	La Vergne Lake Elementary
Amee Mirskov	ESL Teacher	La Vergne Lake Elementary
Melissa Natter	Special Education CDC Teacher	La Vergne Lake Elementary
Ophelia Rodriguez	3rd Grade Teacher	La Vergne Lake Elementary
Emily Thompson	2nd Grade Teacher	McFadden School of Excellence
Lisa Bussell	1st Grade Teacher	Plainview Elementary
Katelyn Hand	2nd Grade Teacher	Plainview Elementary
Meghan Hill	2nd Grade Teacher	Plainview Elementary
Elizabeth Lyons	School Counselor	Plainview Elementary
Lori Taylor	1st Grade Teacher	Plainview Elementary
Emily Dailey	1st Grade Teacher	Rockvale Elementary
Amy Dewey	Kindergarten Teacher	Rockvale Elementary
Stephanie Kubeck	Special Education Teacher	Rockvale Elementary
Suzanne Payne	Music Teacher	Rockvale Elementary

McKenzie Rockwell	4th Grade Teacher	Rockvale Elementary
Hannah Vanzandt	Music Teacher	Rockvale Elementary
Emily Africano*	Kindergarten Teacher	Rocky Fork Elementary
Nathaniel Loveday	Physical Education Teacher	Rocky Fork Elementary
Nicole Nightingale	ESL Teacher	Rocky Fork Elementary
Tracy Porter	ESL Teacher	Rocky Fork Elementary
Andrea Spicer	4th Grade Teacher	Rocky Fork Elementary
Tina Yandall	ESL Teacher	Rocky Fork Elementary
Tina Brown	1ST Grade Teacher	Rock Springs Elementary
Jessica Kleeman	Pre-K Teacher	Rock Springs Elementary
Lisa Morgan	5th Grade Teacher	Rock Springs Elementary
Kelli Reagan	3rd Grade Teacher	Rock Springs Elementary
Melissa Ruckart	2nd Grade Teacher	Rock Springs Elementary
Hannah Thompson	School Counselor	Rock Springs Elementary
Kelly Wooters	4th Grade Teacher	Rock Springs Elementary
Amy Fahey	Kindergarten Teacher	Roy Waldron Elementary
Wendy Holt	1st Grade Teacher	Roy Waldron Elementary
Ashley Lavoie	Kindergarten Teacher	Roy Waldron Elementary
Deborah McClendon	Library Media Specialist	Roy Waldron Elementary
Sandra Sanabria	2nd Grade Teacher	Roy Waldron Elementary
Andrea Stafford	3rd Grade Teacher	Roy Waldron

		Elementary
DeJuana Wilbourn	2nd Grade Teacher	Roy Waldron Elementary
Steven Wright*	Assistant Principal	Roy Waldron Elementary
Jessica Aumack-Qadir	ESL Teacher	Smyrna Elementary
Raven Fiquett	3rd Grade Teacher	Smyrna Elementary
Sydney Holder	2nd Grade Teacher	Smyrna Elementary
Andrea Lovvorn	1st Grade Teacher	Smyrna Elementary
Ola Studdard	ESL Teacher	Smyrna Elementary
Gwendolyn Walker	RTI Interventionist	Smyrna Elementary
Michelle Walker	Special Education Teacher	Smyrna Elementary
Heather Blackburn	Music Teacher	Smyrna Primary
Jessica Farris	3rd Grade Teacher	Smyrna Primary
Laura Listovitch	5th Grade Teacher	Smyrna Primary
Alexandria Fifer	4th Grade Teacher	Stewarts Creek Elementary
Chad Hannah	3rd Grade Teacher	Stewarts Creek Elementary
Miranda Hickerson	Physical Education Teacher	Stewarts Creek Elementary
Andrea Smith	1st Grade Teacher	Stewarts Creek Elementary
Laura Thomas	Kindergarten Teacher	Stewarts Creek Elementary
Kara Beveridge	Special Education Teacher	Stewartsboro Elementary
Brittany May	Behavior Intervention Teacher	Stewartsboro Elementary
Chelsea McInturff	4th Grade Teacher	Stewartsboro Elementary
Courtney Miller	ESL Teacher	Stewartsboro Elementary

Kathryn Neal	Kindergarten Teacher	Stewartsboro Elementary
Ashlen Powles	Special Education Interventionist	Stewartsboro Elementary
Tammy Wheeler	Pre-K Teacher	Stewartsboro Elementary
Stefanie Edgell	1st Grade Teacher	Walter Hill Elementary
Amy Grisham	5th Grade Teacher	Walter Hill Elementary
Kaitlyn Leahew	2nd Grade Teacher	Walter Hill Elementary
Katherine Morrison	PreK CDC Teacher	Walter Hill Elementary
Emily Nichols	3rd Grade Teacher	Walter Hill Elementary
Michelle Kingston	Kindergarten Teacher	Wilson Elementary
David Tollett	Physical Education Teacher	Wilson Elementary
<b><i>Middle Schools:</i></b>		
Quentin D. Mastin	7 <sup>th</sup> Grade Social Studies Teacher	Blackman Middle School
Jennifer Marie Polston	6 <sup>th</sup> Grade ELA Teacher	Blackman Middle School
Kristin Marie Poplar	Special Education Teacher	Blackman Middle School
Christy Lynn Rivenbark*	6 <sup>th</sup> Grade Teacher	Blackman Middle School
Wintress Latrece Bennett	Special Education Teacher	Christiana Middle School
Inez M. Giannola	7 <sup>th</sup> Grade Math Teacher	Christiana Middle School
Sean Austin Kirkpatrick	7 <sup>th</sup> & 8 <sup>th</sup> Grade Social Studies Teacher	Christiana Middle School
Alexandra Meagen Koszalka	Gifted Teacher	Christiana Middle School
Rachel Sapp Lee	School Counselor	Christiana Middle School
Stephen Bradley Peden	Physical Education Teacher	Christiana Middle School

Samantha A. Reves	8 <sup>th</sup> Grade Math Teacher	Christiana Middle School
Edward Price Stallard	STEM Teacher	Christiana Middle School
Marci A. Turner	Assistant Principal	Christiana Middle School
Daniel Thomas Hawthorne	History Teacher	Daniel-McKee Alternative
Jeanette Elizabeth Kenyon	Librarian/Media Specialist	Daniel-McKee Alternative
Ryan Jeffrey Glidden	7 <sup>th</sup> Grade Social Studies Teacher	LaVergne Middle School
Colleen Michelle Jablonski	6 <sup>th</sup> Grade Social Studies Teacher	LaVergne Middle School
Melanie Joy Coleman	8 <sup>th</sup> Grade Math Teacher	Oakland Middle School
Katie Dillehay Creasy	Math Interventionist	Oakland Middle School
Teresa Jan Dougan	6 <sup>th</sup> Grade Social Studies Teacher	Oakland Middle School
Angela Renee Hughes	Assistant Principal	Oakland Middle School
Laura Lynne Swan	8 <sup>th</sup> Grade Math Teacher	Oakland Middle School
Brittany Michelle Wilson	Special Education Teacher	Oakland Middle School
Aaron Joshua Bronstein	School Counselor	Rock Springs Middle
Rachel Ann Dufault	Spectrum Teacher	Rock Springs Middle
Jaysen Narvel Gold	6 <sup>th</sup> Grade ELA Teacher	Rock Springs Middle
Sarah Suzanne Chambers	Drama/Theater Teacher	Rockvale Middle
Kyle Thomas Greene	Computer Literacy Teacher	Rockvale Middle
Rebecca Lynn Woods	6 <sup>th</sup> Grade Science Teacher	Rockvale Middle
Emily Kathryn Bird	8 <sup>th</sup> Grade Math Teacher	Rocky Fork Middle
Reginald Raulins Coleman	Band Teacher	Rocky Fork Middle
Sharon R. Cooley	6 <sup>th</sup> Grade Social Studies	Rocky Fork

	Teacher	Middle
Charlotte Joann Chambers	7 <sup>th</sup> Grade Science Teacher	Siegel Middle
Camille Martinique Hester	8 <sup>th</sup> Grade Math Teacher	Siegel Middle
Howon Lee	ESL Teacher	Siegel Middle
Julie Mache Melton	7 <sup>th</sup> Grade Science Teacher	Siegel Middle
Sweetey J. Anand	ESL Teacher	Smyrna Middle
Joseph Matthew Brewer	Assistant Principal	Smyrna Middle
Caylie Rebecca Craig	7 <sup>th</sup> & 8 <sup>th</sup> Grade Science Teacher	Smyrna Middle
Jennifer Danley Ibrahim	6 <sup>th</sup> Grade Science & Math Teacher	Smyrna Middle
Alyssa Mae Porschakin	6 <sup>th</sup> Grade ELA Teacher	Smyrna Middle
Emily Hall Swafford	Band Teacher	Smyrna Middle
Candace D'Shawn Taylor	English Teacher	Smyrna West Alternative
Heather Dawn Wilson	Math Teacher	Smyrna West Alternative
Kristin Mullins Burford	7 <sup>th</sup> Grade ELA Teacher	Stewarts Creek Middle
Robin Wiglesworth Glascock	8 <sup>th</sup> Grade ELA Teacher	Stewarts Creek Middle
Brittany Nicole Belch Jerrell	Band Teacher	Stewarts Creek Middle
Jeffrey E. Priest	Exploratory Teacher	Stewarts Creek Middle
Makenzie Lauren Prince	Physical Education Teacher	Stewarts Creek Middle
Brent M. Shelton	7 <sup>th</sup> Grade Science Teacher	Stewarts Creek Middle
Hanna Mari Spence	Special Education Teacher	Stewarts Creek Middle
Brenda Michelle Duke	Band Teacher	Thurman Francis Arts
Brooke Campbell Feris	2 <sup>nd</sup> Grade Teacher	Thurman Francis Arts
Mark J. Gonyea	Principal	Thurman Francis Arts



Emily Grace Gill	School Counselor	Thurman Francis Arts
Heather Marie Calvert	Math Interventionist	Whitworth-Buchanan Middle
Joshua Caleb Picklesimer	7 <sup>th</sup> Grade Social Studies Teacher	Whitworth-Buchanan Middle
<b><i>High Schools:</i></b>		
Gregory D. Boyce	Chemistry Teacher	Blackman HS
Janet Holly. Cunningham	English Teacher	Blackman HS
Susan Lynn Drescher*	Math Teacher	Blackman HS
Andrew Nolan Feyka	English Teacher	Blackman HS
Robert N. Fortel	CTE - Computer Repair Teacher	Blackman HS
Bradley J. Frasier	Personal Finance Teacher	Blackman HS
LaTonya Maggaleane Jones	Health Science Teacher	Blackman HS
Leslie D. Mertz	CTE - Teach as a Profession Teacher	Blackman HS
Stephen D. Parkhurst	CTE - Criminal Justice Teacher	Blackman HS
Brandi Lee. Parsell	Math Teacher	Blackman HS
Marilyn Elizabeth Roberts	CTE - Marketing Teacher	Blackman HS
Amanda Spence Schneider	School Counselor	Blackman HS
Melinda Ann Fleischer	Math Instruction Specialist	CO – Curriculum & Instruction
Kristian Marie Danko	ESL Specialist	CO - ESL Department
Jody Myers Moore	ESL Title III Facilitator	CO - ESL Department
Ashley H. Toombs*	ESL Data Specialist	CO - ESL Department
Ashley Watts Carlson	Speech Language Pathologist	CO - SPED Department
Madison Elizabeth Clark	Speech Language Pathologist	CO - SPED Department

Tracy Hulse Harris	Speech Language Pathologist	CO - SPED Department
Kerri Handley Harrison	School Psychologist	CO - SPED Department
Kathy A Lindlau*	Compliance Liaison	CO - SPED Department
Lucy Estes Long	Speech Language Pathologist	CO - SPED Department
Jevetta Latrice Mitchell*	Speech Language Pathologist	CO - SPED Department
Rachael Noel Wrye	School Psychologist	CO - SPED Department
Courtney Linea Brown	Gifted Supervisor	CO – SPED Department
Jacob Anthony Harper	History Teacher	Central Magnet School
Laura Lynn Roland	English Teacher	Central Magnet School
Mahsa Marjorie P. Way- Kiani	Music & String Teacher	Central Magnet School
John D. McClaran	Physical Education Teacher	Eagleville School
Jill Greenfield Ethridge	Math Teacher	Holloway HS
Sher Macha Hernandez	Graduation Coach	Holloway HS
Haydee De La Martinez	Spanish Teacher	Holloway HS
Pamela M. Hammond	Math Teacher	LaVergne HS
Andrea Elaine Morris	History Teacher	LaVergne HS
Brooke Nicholson Quadrini	Biology Teacher	LaVergne HS
Rebecca G. Benson*	Special Education Teacher	Oakland HS
Bridget Anne Carlson	English Teacher	Oakland HS
Zoe Isabel Gillespie	Math Teacher	Oakland HS
Carol Elizabeth Keener	Instructional Coach	Oakland HS
Caitlin Faulk Laliberte	CTE - Agriculture Teacher	Oakland HS
Samantha Leigh Morton	Spanish Teacher	Oakland HS
Tiffany Lee Smith	CTE - Health Science Teacher	Oakland HS

Lesley Faye Sweeton	English Teacher	Oakland HS
Eric Juston Vetetoe	Personal Finance Teacher	Oakland HS
Sara Elizabeth Young	Physical Science Teacher	Oakland HS
Susan Louise Campbell	Math Teacher	Riverdale HS
LeBrian McGill	Business/Sociology Teacher	Riverdale HS
Ashley Danielle Coutta	CTE - Agriculture Teacher	Riverdale HS
Candice Marie Walls	ESL Teacher	Riverdale HS
Tia Marie Arceneaux*	English Teacher	Rockvale HS
Ashley Leann Elliott	CTE – Agriculture Teacher	Rockvale HS
David Vefingo Matikke II	Wellness/Physical Ed. Teacher	Rockvale HS
James Joseph Nelson	Drivers Education Teacher	Rockvale HS
Cody Jacob Patterson	English Teacher	Rockvale HS
Gregory E. Rains	Special Education Teacher	Rockvale HS
Kirstie Jones Boutwell	CTE - Health Science Teacher	Siegel HS
April Patrice Brown	Special Education Teacher	Siegel HS
Emily Staats Gullede	CTE - Business Teacher	Siegel HS
Gregory Scott Myers	CTE - Aviation Teacher	Siegel HS
Paul T. Roland	Physics Teacher	Siegel HS
Ann Smythe Winn*	Gifted Teacher	Siegel HS
Jennifer L. Brittain	CTE - Criminal Justice Teacher	Smyrna HS
Christina Neramith Fongnaly	ESL Teacher	Smyrna HS
Caroline Renee Huff*	CTE - Business Teacher	Smyrna HS
Raymond Anthony Minardi	French Teacher	Smyrna HS
Ann Britton Norton	CTE - Fashion Design Teacher	Smyrna HS
Deborah Nichole Bellenfant	English Teacher	Stewarts Creek HS
Casey Ray Lawrence	Assistant Principal	Stewarts Creek HS

William Tucker Webb	Art Teacher	Stewarts Creek HS
Christina L Williams	CTE - Auto/Collision Teacher	Stewarts Creek HS

\*Reinstating tenure

**Prior to voting, Mr. Young disclosed that his daughter is on the tenure list. He will be voting for the good of the school district as a whole.**

**Motion made by Mrs. Maxwell and seconded by Mr. Tidwell, to approve the recommendation of the Director of Schools to award tenure to the teachers who meet the criteria for 2023-2024 as presented.**

**Vote: All yes  
Motion passes.**

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

### **I. Batey Farm Property and the City of Murfreesboro Revised Transportation Plan:**

RCS and the City of Murfreesboro currently have a development agreement for sewer service to property outside the city limits. This agreement has additional language not typically included in this type of agreement, they made very specific request for roadway improvements and other items. Staff has developed plans and has approval for the Rutherford County Engineering Department that we meet the agreement and the traffic impact study for short term development. There are several recommendations for now that the current development traffic requires and for the future as additional development takes place. Staff has met with the city, and they are wanting to amend the agreement. We will be providing information so the Board will understand what is taking place and staff can move the request forward to Health and Education, as we believe this is outside of our ability to negotiate.

City staff intends to brief our City Council at the April 11, 2024, workshop regarding this issue and have a proposal for engineering services to proceed with design improvements at the Blackman Rd., Burnt Knob Rd., and Manson Pike intersection.

**II. Batey Property additional grading requirements:** The Engineering and Construction department is requesting to increase the contract for Phase I for the grading portion of the project. There has been additional work required to obtain subgrade due to unforeseen nonstructural materials and subsurface geographic features. The request is to increase the budget for Phase 1 by \$1,000,000.00. Phase 1 funds are included in the overall project budget and additional funds are not required.

**Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to approve the increase for Phase 1 grading for \$1,000,000.00 as presented.**

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

### **13. FINANCIAL MATTERS**

- I. Presentations by Brian Runion, Chief Finance Officer  
Initial Fund 143 presentation- **Central Cafeteria Funds**  
Initial Fund 177 presentation- **Education Capital Projects**  
Initial Fund 141 presentation- **General Purpose Fund (Incomplete and not presented)**

Final approval of these Funds will be May 9, 2024.

- II. Board recognition of the Rockvale Baseball - Softball Rocket Boosters, Inc. as an RCS School Support Organization (SSO)

Per RCS Board Policy 2.404, only a group or organization that has entered into a written cooperative agreement with the board may use the name, mascot, or logo of a school or the school district to solicit or raise money, materials, property, securities, services, or other things of value. Rockvale High School has provided all information requested from the board's written cooperative agreement and can be recognized as an RCS SSO. It is noted that this SSO has NOT applied and to receive an IRS determination letter to be recognized as a 501(c)3 non-profit entity that is in compliant with the BOE written cooperative agreement. The IRS letter allows the SSO to open and operate out of a checking account that is separate from Rockvale High School student activity funds. Until the determination letter is applied for and received, the booster club will utilize the Rockvale High student activity funds for all its financial activities and be subject to the BOE financial policies and procedures.

**Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve Rockvale Baseball - Softball Rocket Boosters Boosters Inc. as an RCS School Support Organization (SSO).**

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

### **14. TRANSPORTATION (TAB 6)**

- I. Upgrade Bus GPS to Samsara GPS at a cost of \$117,192.00 for installation and hardware.

**Dr. Sullivan made the recommendation to postpone motion until May 9, 2024.**

Reoccurring licensing of \$63,611.00 beginning the second year. Funding is currently available. Samsara GPS is compatible with our current Edulog Routing System.

**Motion made by Mrs. Rosales and seconded by Mrs. Darby, to postpone approval of purchase of the Samsara GPS until May 9, 2024, from the Tennessee State Bid in the amount of \$117,192.00 for installation and hardware. Plus, reoccurring licensing of \$63,611.00 beginning the second year as presented.**

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

II. Due to the increased number of bus routes needed to transport students in our growing district, logistical challenges in filling all routes, and lack of funding for transportation in TISA, RCS is interested in establishing parent responsibility zone (PRZ) of 1 mile similar to other Tennessee districts. The Parent Responsibility Zone would not be used for Title I schools.

**Title I Schools:**

Cedar Grove Elementary  
David Youree Elementary  
John Colemon Elementary  
Kittrell Elementary  
LaVergne High  
LaVergne Lake Elementary  
LaVergne Middle  
Roy Waldron School  
Smyrna Elementary  
Smyrna Middle  
Smyrna Primary  
Whitworth-Buchanan Middle

**Dr. Sullivan made the recommendation to table the motion.**

**Motion made by Mrs. Darby and seconded by Ms. Sharp, to table parent responsibility zone for transportation for the 24-25 SY as presented.**

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

**15. INSURANCE**

**Dr. Sullivan stated that we are expecting to add 1-2% to the insurance cost and do not know what the state rates will be until the budget is passed.**

**16. FINANCIAL REPORT**

**Dr. Sullivan reported that we are running in the positive this year and will have a few clean up amendments.**

**Also indicated that we were notified about a potential loss of up to 155K per day surveyed by TN Pulse for TISA funding for ESL students. Dr. Sullivan stated he has a Superintendent meeting tomorrow with the Mid Cumberland region, and this will be a topic of discussion.**

**17. DIRECTOR'S UPDATE**

**Nothing new to report.**

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

**Nothing new to report.**

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

**Nothing new to report.**

**20. GENERAL DISCUSSION**

**Mr. Young asked that if anyone needs to speak to him, please call him. If he doesn't respond by email right away, he asked to please give him a call.**

**Mrs. Darby thanked all the speakers, bus contractors and stated that it was a beautiful display of what the public should be able to do with your elected officials.**

**Mr. Tidwell asked that Mr. Suvak (Public Comment Speaker) share his (email) suggestions and concerns that Mr. Tidwell received earlier with the rest of the board members. He said it was good and worth looking into the PRZ moving forward.**

**Mrs. Rosales stated that her phone number is on the website and is accessible. She also asked Dr. Sullivan about the timeline to hear back on the books that were challenged to which he responded by mid to end of summer.**

**Ms. Sharp reminded everyone about Jazz Fest is being held on Friday, April 26<sup>th</sup>, 6:00pm-10:00pm and Saturday, April 27<sup>th</sup>, 11:00am-6:00pm.**

**Mrs. Bratton and Ms. Sharp will be delivering cakes from Kroger to all schools in honor of Teacher Appreciation Week on May 6, 2024.**

**21. ADJOURNMENT**

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to adjourn the meeting at 7:41 P.M.

Approval of Agenda Minutes

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

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

**Bid #3745 - CNC Plasma and CNC Router Machines  
(Riverdale High School)**

<b>Item #</b>	<b>Description</b>	<b>Learning Labs</b>	<b>Shop Sabre</b>	<b>Techno CNC Systems</b>
1	CNC Plasma Machine (including delivery)	\$ 24,999.00	\$ 30,985.00	\$ 32,615.00
2	CNC Router Machine (including delivery)	\$ 44,999.00	\$ 51,753.00	\$ 59,986.00

Mailed to 10 vendors  
7 vendors did not respond

Recommend: Motion to award to Learning Labs for overall lowest and best bid.

To be funded through Career and Technical Department.



**Bid #3746 - LIFT Textbooks**

Item #	Description	ISBN #	Textbook Agency	Cengage Learning	Textbook Warehouse	Superior Text
<b>LIFT Welcome 1-year</b>						
1	Bundle: Student's Book + Spark digital platform	9798214104652	\$ 85.75	\$ 65.00	\$ 74.62	<b>\$ 71.07</b>
2	Teacher's Guide (Print Only)	9798214172378	\$ 251.52	\$ 200.00	\$ 229.40	<b>Included</b>
<b>LIFT Intro 1-year</b>						
3	Bundle: Student's Book + Spark digital platform	9798214104669	\$ 126.51	\$ 100.00	\$ 114.70	<b>\$ 108.68</b>
4	Teacher's Guide (Print Only)	9798214172484	\$ 251.52	\$ 200.00	\$ 229.40	<b>Included</b>
<b>LIFT Fundamentals 1-year</b>						
5	Bundle: Student's Book + Spark digital platform	9780357918227	\$ 126.51	\$ 100.00	\$ 114.70	<b>\$ 108.68</b>
6	Teacher's Guide (Print Only)	9780357501245	\$ 251.52	\$ 200.00	\$ 114.70	<b>Included</b>
<b>LIFT Level 1 1-year</b>						
7	Bundle: Student's Book + Spark digital platform	9780357918234	\$ 126.51	\$ 100.00	\$ 114.70	<b>\$ 108.68</b>
8	Teacher's Guide (Print Only)	9780357501252	\$ 251.52	\$ 200.00	\$ 229.40	<b>Included</b>
<b>LIFT Level 2 1-year</b>						
9	Bundle: Student's Book + Spark digital platform	9780357918241	\$ 126.51	\$ 100.00	\$ 114.70	<b>\$ 108.68</b>
10	Teacher's Guide (Print Only)	9780357501269	\$ 251.52	\$ 200.00	\$ 229.40	<b>Included</b>

Mailed to 15 vendors

11 vendors did not respond

Recommend: Motion to approve to Superior Text for overall lowest and best bid.

To be funded from Federal and General Funds

**Bid #3742 - USDA Commodity Processing**

Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	USDA DF COST PER LB	SERVINGS PER CASE	PROCESSING FEE PER CASE	CN EQUIVALENT		DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	DELIVERY COST PER CASE	COST PER SERVING
					1.41				5.67					
1	Hot & Spicy Filet	CHICKEN – HOT & SPICY FILET, Fully Cooked, Whole Grain Breaded, “ALL WHITE MEAT”, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 - 3.75 oz filet must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.83470
			Rich Chicks											1.03000
			Goldcreek											0.83300
2	Chicken Tenders	CHICKEN - Tenders, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 3 (1.41oz) Tenders must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											1.05800
			Tyson											1.04570
			Rich Chicks											1.04000
			Goldcreek											0.88200
3	Mega Minis	CHICKEN – Home-style Chicken Chunks , Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 10 (.43 oz) Home-style Chunks must meet 2 m/ma and 1 grain. Approved				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.08700
4	Chicken Filet	CHICKEN - FILET, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 - 3.75 oz filet must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.91200
			Tyson											0.81180

**Bid #3742 - USDA Commodity Processing**

Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
			Rich Chicks											1.02000
			Goldcreek											0.81900
5	Boneless Wings	CHICKEN - Boneless Chicken Chunks, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 5 (.79 oz) Boneless Wings must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.92100
			Tyson											0.83460
			Rich Chicks											1.10000
			Goldcreek											0.82900
6	Breakfast Filet	BREAKFAST CHICKEN - FILET, Fully Cooked, Whole Grain Breaded, ALL WHITE MEAT, Whole Muscle or Whole Muscle Pieces, CN Label Must conform to USDA Child Nutrition Program specifications. 1 – 2.12 oz filet must meet 1 m/ma and ½ grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.38100
			Tyson											0.45920
			Rich Chicks											0.55000
			Goldcreek											0.41500
7	Fajita Strips	CHICKEN - Fajita Strips, Fully Cooked, "All dark meat option". Unbreaded. Must conform to USDA Child Nutrition Program specifications. 3oz must meet 2 m/ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.72790
			Goldcreek											0.67400
8	Chicken Taco Meat	CHICKEN – Chicken Taco Meat, Fully Cooked, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 3oz = 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.36680

**Bid #3742 - USDA Commodity Processing**

9	Breaded Drumstick	CHICKEN - Drumsticks, Fully Cooked, Whole Grain Breaded, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 1 Drumstick must meet 2 m/ma and .75 grain				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.01240
			Goldcreek											1.05000
10	Buffalo Drumstick	CHICKEN - Drumsticks, Fully Cooked, Buffalo Flavor, "All Dark Meat Option". Must conform to USDA Child Nutrition Program specifications. 1 Drumstick must meet 2 m/ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.01970
11	Chicken Nuggets	CHICKEN – Golden Crispy Nuggets, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. - CRAU 5 (.70 oz) Nuggets must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	0.38100
			Goldkist											0.50700
			Tyson											0.42010
			Rich Chicks											0.68000
			Foster Farms											0.64000
			Goldcreek											0.47800
12	Hot & Spicy Patty	CHICKEN – Hot & Spicy Golden Crispy Patty, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. CRAU 1 (3.53 oz) Patty must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldkist											0.55400
			Tyson											0.40800
			Tyson											0.56420
			Rich Chicks											0.69000
			Foster Farms											0.59000
			Goldcreek											0.48900
Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
13	Chicken Patty	CHICKEN – Golden Crispy Patty, Fully Cooked, Whole Grain Breaded, "Natural Proportion" CN Label Must conform to USDA Child Nutrition Program specifications. Certified Responsible Antibiotic Use Verified - CRAU 1 (3.54 oz) Patty must meet 2 m/ma and 1 grain.				1				0	0.0000	0.0000	5.67	5.67000

**Bid #3742 - USDA Commodity Processing**

			Goldkist											0.51500		
			Tyson											0.42580		
			Rich Chicks											0.68000		
			Foster Farms											0.56000		
			Goldcreek											0.48100		
14	All Natural Low Sodium ½' Diced Chicken	CHICKEN – Fully Cooked, 100% All Natural, Low Sodium, ½ inch diced chicken, 60/40 white/dark meat. Must conform to USDA Child Nutrition Program specifications. 2.3oz must meet 2 m/ma .				1						0	0.0000	0.0000	5.67	5.67000
			Goldkist												0.61400	
			Tyson												0.60070	
15	All Natural Low Sodium Pulled Chicken	CHICKEN – Fully Cooked, 100% All Natural, Low Sodium, Hand appearance pulled reverse blend chicken, 65/35 dark/white meat. Must conform to USDA Child Nutrition Program specifications. 2.2oz must meet 2 m/ma				1						0	0.0000	0.0000	5.67	5.67000
			International Food Solutions												0.65000	
			Tyson												0.52010	
			Goldcreek												0.73900	
16	Chicken Chunks (Smackers)	Whole Grain breaded fully cooked CN labeled popcorn chicken produced from USDA 100103 natural proportion white and dark meat commodity chicken. No added soy protein. Popcorn to be batter breaded with Whole Grain and enriched wheat flour breader. 10 popcorn pieces @ 0.43 oz each guaranteed by CN label to provide 2 ounces meat/meat alternative and 1 grain servings. Product to provide zero grams trans fats.				1						0	0.0000	0.0000	5.67	5.67000
			Goldkist												0.75500	
			Tyson												0.47370	
			Rich Chicks												0.68000	
			Goldcreek												0.80700	
17	Chicken Chunks (Smackers)	Whole Grain breaded fully cooked CN labeled popcorn chicken produced from USDA 100103 dark meat commodity chicken. No added soy protein. Popcorn to be batter breaded with Whole Grain and enriched wheat flour breader. 10 popcorn pieces @ 0.43 oz each guaranteed by CN label to provide 2 ounces meat/meat alternative and 1 grain servings. Product to provide zero grams trans fats.				1						0	0.0000	0.0000	5.67	5.67000
			Goldkist												0.81800	
			Tyson												0.89410	
			Rich Chicks												1.22000	
			Goldcreek												0.98300	

**Bid #3742 - USDA Commodity Processing**

18	Chicken Thighs	Chicken, WG Breaded Tradition Chicken Thigh, utilizes all dark meat, CN Portion 1 thigh = 3.25 M/MA and 1.25 Grain.				1				0	0.0000	0.0000	5.67	5.67000
			Goldcreek											1.05000
			Tyson											1.15770
19	Chicken Wing	Cooked and oven able, utilizes all white meat 4 wings = 2 M/MA				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.45630
20	Chicken Corndog	Chicken – Corn dog with whole Grain Breading, mini, utilizes all dark meat, no added Nitrates or Nitrites, 1 svg (6 Each) to equal 2oz M/MA and 2oz Grains				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.69500
			House of Raeford											0.69250

Line Item No.	ITEM DESCRIPTION	USDA CHICKEN TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
21	GRILLED FILLET	Made with No Artificial Colors or Flavors & No Preservatives, Made with whole muscle. Lightly seasoned grilled flavor fully cooked, glazed, grilled portioned chicken breast filet with rib meat provides 2.00 oz. M/Ma.				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											0.60630
			Rich Chicks											0.75000

USDA DF COST PER LB
2.99

Line Item No.	ITEM DESCRIPTION	USDA BEEF TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
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**Bid #3742 - USDA Commodity Processing**

1	Flame Grilled Beef Pattie	Fully cooked, Flame broiled lightly seasoned beef Pattie. Soy added. Sprocket shape with Char marks. Sleeve pack. CN labeled. .1 – 2.5 oz. Pattie must meet 2 m/ma			17	1				50.83	50.8300	0.0000	56.5	56.50000		
			Don Lee Farms											0.83680		
			Don Lee Farms												0.63000	
			Tyson													0.75820
			JTM													0.68190
			Maid Rite													0.23700
2	Salisbury Steak	Fully cooked Flame broiled Salisbury Steak, seasoned perfectly for a terrific flavor profile. Soy added. Char marked. Oval shape. CN label 3oz must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000		
			Don Lee Farms											0.79750		
			Tyson												0.72290	
			Maid Rite												0.29900	
3	Flame Broiled Beef Pattie "Island Burger"	Fully cooked beef Pattie. Barbeque flavor and soy added. Round shape with char marks. Sleeve pack. CN labeled 1-2.4oz Pattie must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000		
			Don Lee Farms											1.07180		
			Don Lee Farms												0.78010	
			Tyson												0.66110	
4	Beef Crumbles	Fully cooked Beef crumbles. Soy added. CN labeled. 2.5 oz. must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000		
			Don Lee Farms											0.55160		
			Tyson												0.59170	
			Albies												0.94000	
5	Mini Twin Cheeseburger on Whole Grain Buns	Fully cooked, mini beef Pattie with onion and a slice of American cheese on a mini whole grain bun. Soy added. Char marked. Two sandwiches packaged together in Mylar film wrap. CN labeled. 1 package must meet				1				0	0.0000	0.0000	5.67	5.67000		
			Don Lee Farms											1.50230		
			Tyson												1.76930	
			Tyson												1.39380	
Line Item No.	ITEM DESCRIPTION	USDA BEEF TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING		
6	Fully Cooked Beef Steak Fritter for a Biscuit	Fully cooked, chopped beef with a whole grain-rich breading with black pepper. Perfect size for breakfast biscuits. Hourglass shape. CN labeled 1 – 1.97 oz. file must meet 1 m/ma and ½ grain.				1				0	0.0000	0.0000	5.67	5.67000		

**Bid #3742 - USDA Commodity Processing**

			Tyson											0.52250
7	Beef Crumbles Low Sodium	Fully cooked Beef crumbles. Soy added. Reduced sodium CN labeled 2.4 oz = 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Don Lee Farms											0.84720
			Don Lee Farms											0.55160
			Tyson											0.59380
			JTM											0.66260
8	Fully Cooked Sliced "Philly" Beef	Fully Cooked Sliced "Philly" Beef. No Soy Added. 2.82oz must meet 2 m/ma				1				0	0.0000	0.0000	5.67	5.67000
			Tyson											1.19280
			JTM											1.17800
9	Spaghetti Sauce with Beef	Reduced Fat Beef Spaghetti Sauce, CN - #CP5578 – Made with Ground Beef that's no more than 20% fat. Sodium not to be more than 300 mg. Total Fat not to be more than 7 g. Product should be Gluten Free. Each Serving by Weight of Spaghetti Sauce with beef Provides 2.00 oz. Equivalent meat and ½ cup of re/orange vegetable for Child Nutrition Meal Pattern Requirements				1				0	0.0000	0.0000	5.67	5.67000
			JTM											1.12540
10	Rotini with meat sauce	Reduced fat beef with WG rotini pasta				1				0	0.0000	0.0000	5.67	5.67000
			JTM											1.41080
11	Cheeseburger Macaroni	Fully cooked 30 lb. case provides 100 servings 4.80 oz each. Each 4.80 oz serving (by weight) of Cheeseburger Mac provides 2.00 oz equivalent meat/meat alternate and 0.50 oz equivalent grains for Child Nutrition Meal Pattern Requirements.				1				0	0.0000	0.0000	5.67	5.67000
			JTM											0.91420
12	Beef Fingers	Four Fully Cooked Country Fried Breaded Beef Patties Stick Shaped Provide 2.00 oz. Equivalent Meat/Meat Alternate and 1.00 oz. Equivalent Grains for Child Nutrition Meal Pattern Requirements.				1				0	0.0000	0.0000	5.67	5.67000
			Don Lee Farms											1.05640
			Tyson											0.82460



**Bid #3742 - USDA Commodity Processing**

USDA DF COST PER LB.
1.59

Line Item No.	ITEM DESCRIPTION	USDA TURKEY TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
1	Ground Turkey	Precooked Ground Turkey Crumbles, frozen, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2848 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.64510
2	Deli Turkey Breast	Deli Style Turkey Breast, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2364 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.78810
3	Oven Roasted Turkey, Sliced	Oven Roasted Turkey Breast, sliced for deli sandwiches, Low Sodium, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2099-21 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											1.00690
4	Turkey Ham, Sliced	Ham Flavored Dark Meat Turkey, Sliced, Fully Cooked, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2565-21 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Jenni-O											0.77420
5	Turkey Breast Steak, Sliced	Turkey Breast Steak, Sliced, Low Sodium, CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2307-24 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000

**Bid #3742 - USDA Commodity Processing**

			Jenni-O											0.89550
6	Turkey, Taco	Turkey Taco, Precooked and Seasoned Meat. Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2840-28 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O											0.65470
			JTM											0.72960
7	Turkey, Diced Ham	Turkey, Diced Ham Flavor. Made from Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #6409 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O											0.37430
8	Turkey, Canadian Style Ham Sliced	Turkey, Canadian Style Sliced Ham. Made from Dark Turkey Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2031 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O											0.40400
9	Turkey & Gravy, Dark and White Meat	Turkey, Precooked Shredded Turkey and Gravy; Breast and Thigh Meat. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Jennie O #2847 or preapproved equal.			1				0	0.0000	0.0000	5.67	5.67000	
			Jenni-O											0.91400

USDA DF COST PER LB
1.40

**Bid #3742 - USDA Commodity Processing**

Line Item No.	ITEM DESCRIPTION	USDA PORK TO BE PROCESSED INTO THE FOLLOWING PRODUCTS	VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING
1	PULLED PORK *	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12302, Nicks #23453, or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.63650
2	PULLED PORK - red Sauce	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender in Texas (Red) Sauce. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12305, Nicks #23452, or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.62600
3	PULLED PORK LOW SODIUM	Pork, Whole Muscle, Fully Cooked, Pulled, Pure, No Extender in Lower Sodium Texas (Red) Sauce. Hand Pulled from Shoulder Meat and Hams or Boston Butt. Not Chopped or Shredded, Semi-dry. 40# Packs. CN Labeled, One serving must meet minimum of 2 oz. meat/meat alternate for the Child Nutrition Program Meal Pattern Requirement. Brookwood Farms #12307 or preapproved equal.				1				0	0.0000	0.0000	5.67	5.67000
			Nicks											0.62600
					USDA DF COST PER LB									
					0.59									
Line Item No.	ITEM DESCRIPTION		VENDOR NAME	YOUR CODE NO.	LBS OF DF PER FINISHED CASE	SERVINGS PER CASE	PROCESSING FEE PER CASE	M/MA EQUIV (OZ)	BREAD EQUIV SERVING	DF COST PER CASE	DF COST PER SERVING	PROCESSING FEE PER SERVING	COST PER CASE	COST PER SERVING

**Bid #3742 - USDA Commodity Processing**

1	Peanut Butter & Grape Jelly on Whole Grain Bread	Whole Grain Crust less Bread, Square Shape, Peanut Butter and Grape Jelly Sandwich, frozen, individually wrapped. 1 sandwich must provide a minimum of 1 oz meat/meat alternate and 1 eq. grains for the Child Nutrition Meal Pattern. Approved Brand: Advance # 92123				1				0	0.0000	0.0000	5.67	5.67000
			Smuckers											0.59681
2	Peanut Butter & Strawberry Jelly on Whole Grain Bread	Whole Grain Crust less Bread, Square Shape, Peanut Butter and Strawberry Jelly Sandwich, frozen, individually wrapped. 1 sandwich must provide a minimum of 1 oz meat/meat alternate and 1 eq. grains for the Child Nutrition Meal Pattern. Approved Brand: Advance # 92127				1				0	0.0000	0.0000	5.67	5.67000
			Smuckers											0.62472

\*Goldkist was lowest bid on breakfast fillet but eliminated because they only won one product and we would not be able to use dark meat on any winning items.

\*\*Maid Rite did not fill out the forms correctly

Recommend: Motion to award to lowest and best bidder highlighted above.

To be funded through School Nutrition

**Request to Purchase:**

LaVergne High School would like to purchase a used 2006 Toro 3500D mower in the amount of \$5,000.00.

To be funded through LaVergne High School.

**Request to Purchase:**

Curriculum and Instruction recommend renewing the yearly contract with Curriculum Associates, LLC for the Ellevation Platform for 2024-2025 school year.

All to be funded through General Purpose Funding

## MEMORANDUM

DATE: April 16, 2024  
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 remanded to alternative school for fighting.

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.

## MEMORANDUM

DATE: April 25, 2024  
TO: Dr. James Sullivan, Director of Schools  
FROM: Monika B. Ridley, General Counsel  
RE: Transfer Student Under Discipline (2)

---

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC after failing to attend drug intervention program.

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 August</b>	Descriptor Term: <b>Charter School Applications</b>	Descriptor Code: <b>1.901</b>	Issued Date: <b>07/19/23</b>
		Rescinds: <b>1.704</b>	Issued: <b>12/15/22</b>

## 1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to  
3 charter schools converting from existing public schools. Proposals from existing charter school  
4 operators or replicators and applicants proposing to contract with educational service providers shall be  
5 in accordance with state law.<sup>1</sup>

## 6 **APPLICATION PROCESS<sup>2</sup>**

7 A prospective charter school sponsor shall send notice to the Director of Schools of its intent sixty (60)  
8 calendar days prior to February 1<sup>st</sup> of the year preceding the year in which the proposed charter school  
9 plans to begin operation as a charter school.

10 A sponsor seeking board approval of an initial charter school application shall complete the forms  
11 provided by the Department of Education. The application shall provide all the information required by  
12 state law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed  
13 by state law for the formation of a charter school, and the proposed charter school will be able to  
14 implement a viable program of quality education for its students.<sup>3</sup>

15 Applications shall be submitted to the Board and Department of Education on or before 11:59 p.m. on  
16 February 1<sup>st</sup> of the year preceding the year in which the proposed charter school plans to begin  
17 operation as a charter school. If the 1<sup>st</sup> of February falls on a Saturday, Sunday, or holiday on which  
18 the school district offices are closed, applications will be accepted on the next business day on or  
19 before 11:59 p.m. Late applications will not be accepted, without exception. The sponsor shall pay an  
20 application fee of \$2,500.00.<sup>2</sup>

21  
22 The Director of Schools or his/her designee shall determine whether an application is complete within  
23 ten (10) business days of receiving the application and shall notify the sponsor within five (5) business  
24 days of the determination if the application is determined to be incomplete.

## 25 **REVIEW TEAM<sup>1</sup>**

26 If necessary, the Board shall appoint a review team to assist in reviewing and evaluating charter school  
27 applications. The team shall be comprised of members of the administrative staff for the district,  
28 community members, and a member of the Board with relevant educational, organizational, financial,  
29 and legal experience. At the board meeting in ~~December~~ **January** of each year, the Director of Schools  
30 shall make a recommendation to the Board on which members of his/her administrative staff should be  
31 appointed to the team. The Board shall name the members of the team at ~~it's~~ **a** meeting in January of  
32 each year. The Board shall designate a Chair of the review team as the contact person for answering

1 questions about the application process and receiving applications. The Director of Schools shall  
2 develop an orientation for the team to ensure consistent evaluation standards and the elimination of  
3 real or perceived conflicts of interest.

4 The Board shall require the Director of Schools to develop a procedure for receiving, reviewing, and  
5 ruling on applications for the establishment of charter schools by the review team. The procedure shall  
6 include a timeline for the application and review process. A copy of the procedure, including the  
7 review criteria, shall be available to any interested party upon request.

8 The review team shall:

- 9 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 10 11 2. Recommend one of the following options to the Board for each application: approve, reject, or  
12 reject with stipulations for reconsideration; and
- 13 14 3. Make recommendations for revocation, renewal, or non-renewal of charter school contracts.

#### 15 **APPROVAL/DENIAL OF APPLICATION<sup>4</sup>**

16 After presentation of the review committee's findings to the Board, the Board shall rule by resolution  
17 on the approval or denial of a charter school application within ninety (90) calendar days of receipt of  
18 the completed application, or the application shall be deemed approved by state law. The Director of  
19 Schools shall report the action taken by the Board to the Department of Education.

#### 20 *Approval*

21 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with  
22 the Board which shall be binding on the charter school's governing body. The charter school agreement  
23 shall be in writing and signed by the sponsor and the Board.

24 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state  
25 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.<sup>5</sup>

26 Charter schools approved by the Board are expected to implement the application as submitted and  
27 approved. Material variations in operations from the approved application require amendment pursuant  
28 to state law and the charter school agreement.<sup>6</sup>

29 The Board shall not provide services to charter schools that are not requested during the application  
30 process except for those services that are required under state or federal law. Services agreed to be  
31 provided to the charter school by the Board shall be provided at board actual cost. The Board and  
32 charter school shall execute a service contract for any additional services.

33 New charter school agreements are approved for a ten (10) year period.<sup>7</sup> The Board may revoke or  
34 deny renewal of a charter school agreement for any of the reasons enumerated in state law.<sup>8</sup>  
35

1 *Denial*

2 Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days within  
3 which to submit an amended application to correct the deficiencies. The Board shall have sixty (60)  
4 calendar days either to deny or to approve the amended application, or the application shall be deemed  
5 approved by state law.<sup>4</sup>

6 Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter  
7 School Commission.<sup>9</sup>

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Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TRR/MS 0520-14-01-06; TCA 49-13-110
7. TCA 49-13-110
8. TCA 49-13-122
9. TCA 49-13-108(b)(5)

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Emergency Preparedness Plan</b>	Descriptor Code: <b>3.202</b>	Issued Date: <b>07/19/23</b>
		Rescinds: <b>3.202</b>	Issued: <b>07/27/22</b>

1 *General*

2 The Director of Schools shall be responsible for developing, maintaining, and acquiring board  
3 approval of the district Emergency Preparedness Plan<sup>1</sup> which shall include procedures for bomb  
4 threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and  
5 medical emergencies.

6 The principal of each school shall develop and implement emergency preparedness drills which shall  
7 be approved by the Director of Schools. When appropriate, such drills shall be held in conjunction with  
8 emergency response agencies.

9 **FIRE AND SAFETY DRILLS**

10 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)  
11 school days, with two (2) fire drills occurring during the first thirty (30) full days of the school year.  
12 Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted  
13 throughout the year.<sup>2</sup>

14 The principal shall ensure that three (3) additional safety drills are given during the school year.<sup>3</sup> These  
15 drills may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not  
16 require full evacuation. A record of all fire or safety drills, including the time and date, shall be kept in  
17 each school's office.<sup>3</sup>

18 The principal shall regularly check the quantity, locations, and conditions of fire extinguishers and  
19 shall give all school personnel instructions on how to properly use fire extinguishers.

20 **ANNUAL DRILLS<sup>4</sup>**

21 The principal shall ensure that the school safety team conducts each of the following type of drills  
22 annually:

- 23 1. An armed intruder drill in coordination with local law enforcement;
- 24 2. An incident command drill; and
- 25 3. An emergency safety bus drill.
- 26
- 27
- 28

**1 AED DRILLS<sup>5</sup>**

2 All schools shall conduct a CPR and AED drill to ensure awareness of the steps that shall be taken in  
3 the event of a medical emergency. The principal shall ensure that the drill occurs.

4 The Director of Schools or his/her designee shall develop the necessary administrative procedures on  
5 AED and CPR training, planning, notification, and maintenance to comply with state law.

**6 MEDICAL EMERGENCIES/PANDEMIC FLU<sup>6</sup>**

7 In the event of medical emergencies such as a pandemic flu outbreak, school officials shall cooperate  
8 and consult with the local and state health departments and other local emergency or healthcare  
9 providers in protecting students and the community from further infection. The Director of Schools  
10 shall develop procedures for health emergencies in accordance with state law and regulations.

**11 REMOTE LEARNING DRILLS<sup>7</sup>**

12 At least once each school year, a remote learning drill shall be conducted. The drill shall accurately  
13 reflect how students will transition to remote learning in the event of a disruption to school operations.  
14 Students shall not be asked or required to transition to remote learning at any time during the drill.

**15 TRAINING FOR SUBSTITUTE TEACHERS**

16 New substitute teachers shall receive lockdown and school security training within sixty (60) days of  
17 start date with the substitute vendor.

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**Legal References**

1. TRR/MS 0520-01-02-.30(2); TCA 49-6-804; TCA 49-6-805(8)
2. TCA 68-102-137(b)
3. TCA 68-102-137(f)
4. TCA 49-6-807; Public Acts of 2023, Chapter No. 367
5. TCA 49-2-122; TCA 49-6-1208
6. TCA 49-6-3004(a), (e); TCA 49-5-404
7. TCA 49-2-139

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**Cross References**

Emergency Closings 1.8011  
Safety 3.201  
Community Use of School Facilities 3.206

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Use of the Internet</b>	Descriptor Code: <b>4.406</b>	Issued Date: <b>07/27/22</b>
		Rescinds: <b>4.406</b>	Issued: <b>08/12/21</b>

1 The Board supports the right of staff and students to have reasonable access to various information  
2 formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate  
3 and responsible manner.

## 4 **Employees**

5 Before any employee is allowed use of the District's internet or intranet access, the employee shall sign  
6 a written agreement, developed by the Director of Schools/designee that sets out the terms and conditions  
7 of such use. Any employee who accesses the district's computer system for any purpose agrees to be  
8 bound by the terms of that agreement, even if no signed written agreement is on file.

9 The Director of Schools shall develop and implement procedures for appropriate internet use which shall  
10 address the following:

- 11 1. Development of the Network and Internet Use Agreement.
- 12 2. General rules and ethics of internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student internet use.
- 14 4. Prohibited and illegal activities, including but not limited to the following:<sup>1</sup>
  - 15 • **Accessing**, sending or displaying offensive messages or pictures
  - 16 • Using obscene language
  - 17 • Harassing, insulting, defaming, or attacking others
  - 18 • Damaging computers, computer systems or computer networks
  - 19 • Hacking or attempting unauthorized access to any computer
  - 20 • Violation of copyright laws
  - 21 • Trespassing in another's folders, work, or files
  - 22 • Intentional misuse of resources
  - 23 • Using another's password or other identifier (impersonation)
  - 24 • Use of the network for commercial purposes
  - 25 • Buying or selling on the internet
  - 26 • **Bypassing or attempting to bypass any security mechanism or network filters**

## 27 **Students**

28 The Director of Schools shall develop and implement procedures for appropriate internet use by students.  
29 Procedures shall address the following:

- 30 1. General rules and ethics of internet use; and
- 31 2. Prohibited or illegal activities, including, but not limited to:<sup>1</sup>
  - 32 • **Accessing**, sending or displaying offensive messages or pictures

- 1 • Using obscene language
- 2 • Harassing, insulting, defaming, or attacking others
- 3 • Damaging computers, computer systems or computer networks
- 4 • Hacking or attempting unauthorized access
- 5 • Violation of copyright laws
- 6 • Trespassing in another's folders, work, or files
- 7 • Intentional misuse of resources
- 8 • Using another's password or other identifier (impersonation)
- 9 • Use of the network for commercial purposes
- 10 • Buying or selling on the internet
- 11 • Bypassing or attempting to bypass any security mechanism or network filters

## 12 INTERNET SAFETY MEASURES<sup>2</sup>

13 Internet safety measures shall be implemented that effectively address the following on District  
14 supported devices:

- 15 • Controlling access by students to inappropriate matter on the internet
- 16 • Safety and security of students when they are using electronic mail, chat rooms, and other  
17 forms of direct electronic communications
- 18 • Preventing unauthorized access, including "hacking" and other unlawful activities by  
19 students online
- 20 • Unauthorized disclosure, use, and dissemination of personal information regarding  
21 students
- 22 • Restricting students' access to materials harmful to them

23 The Director of Schools/designee shall establish a process to ensure the District's education technology  
24 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process shall  
25 include, but not be limited to:

- 26 • Utilizing technology that blocks or filters internet access (for both students and adults) to  
27 material that is obscene or pornographic<sup>3</sup>
- 28 • Prohibiting and preventing a user from sending, receiving, viewing, or downloading  
29 materials that are deemed to be harmful to minors<sup>4</sup>
- 30 • Maintaining and securing a usage log
- 31 • Monitoring online activities of students<sup>2</sup>

32 The Board shall provide reasonable public notice of and at least one (1) public hearing or meeting to  
33 address and communicate its internet safety measures.<sup>2</sup>

34 Annually, a notification about the use of the internet and technology will be provided to  
35 parents/guardians and students. Parents/guardians may choose to opt-out and disallow their student from  
36 accessing the internet or technology by opting out on the provided form and confirming the request with  
37 the District Office of Instructional Technology.

38 Complaints alleging a violation of the internet safety measures shall be submitted to ~~Assistant~~  
39 ~~Superintendent for Curriculum and Instruction~~ Chief Academic Officer. All complaints shall be  
40 reviewed to determine how to appropriately respond.

## 1 E-MAIL

2 Users with network access shall not utilize district resources to establish electronic mail accounts through  
3 third-party providers or any other nonstandard electronic mail system. All data including e-mail  
4 communications stored or transmitted on school system computers shall be monitored.  
5 Employees/students have no expectation of privacy with regard to such data. E-mail correspondence  
6 may be a public record under the public records law and may be subject to public inspection.<sup>5</sup>

## 7 INTERNET SAFETY INSTRUCTION<sup>6</sup>

8 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing  
9 computer resources. The Director of Schools shall provide adequate in-service instruction on internet  
10 safety. Parents/guardians and students will be provided with material to raise awareness of the dangers  
11 posed by the internet and ways in which the internet may be used safely.

12 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance  
13 with the existing disciplinary procedures of this District.

## 14 VENDOR CONTRACTS<sup>3</sup>

15 Prior to entering into any contract for the provision of digital or online materials created or marketed for  
16 pre-kindergarten through grade twelve (PK-12), the district shall obtain an assurance that the vendor  
17 shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or  
18 otherwise prevents access to pornography or obscenity and verifying that the technology prevents a user  
19 from sending, receiving, viewing, or downloading materials that are harmful to minors.

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### Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131
3. Public Acts of 2022, Chapter No. 1002
4. TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221

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### Cross References

- Use of Email 1.805
- School and System Websites 4.407
- Controversial Materials 4.801
- Student Publications 6.704



# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Application and Employment</b>	Descriptor Code: <b>5.106</b>	Issued Date: <b>07/19/23</b>
		Rescinds: <b>5.106</b>	Issued: <b>07/22/21</b>

## 1 APPLICATION

2 An individual desiring a position shall make application to the Director of Schools on forms developed  
3 by his/her office. To ensure the safety and welfare of students and staff, the District shall require criminal  
4 history background checks and fingerprinting of applicants for teaching positions and any other positions  
5 that require proximity to children.<sup>1</sup> If applying for a teaching position, the Director of Schools shall also  
6 check the applicant's license status in the State Board of Education's database to determine if there is a  
7 hold on that applicant's license, and if so, the reasoning behind the hold.<sup>2</sup>

8 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall  
9 also constitute a Class A misdemeanor which must be reported to the District Attorney General for  
10 prosecution.<sup>3</sup>

11 Any costs incurred to perform these background checks and fingerprinting shall be paid by the Board  
12 the first time such applicant applies for a position with the Board. If a successful applicant does not  
13 remain employed with the Board for a period of six (6) months, then the costs of the background check  
14 will be withheld from his/her last regular paycheck. All applicants shall be advised that all hiring  
15 decisions are contingent upon satisfactory background check results.

### 16 *Professional Employees*

17 The application shall include a transcript of credits earned at the colleges or universities attended along  
18 with references from persons such as previous employers, college professors, and supervisors of student  
19 teachers. Other information shall include whether such applicant has been dismissed for cause from a  
20 school system.<sup>5</sup> If previously employed by a local board of education, the applicant shall provide  
21 evidence of acceptable resignation.

22 No person shall be employed:

- 23 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board  
24 of Education;<sup>6</sup>
- 25 2. Who has been identified by the Department of Children's Services, or on a similar registry in  
26 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or  
27 child neglect, or who poses an immediate threat to the health, safety, or welfare of children;<sup>7</sup>
- 28 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department  
29 of Health, or on a similar registry in another jurisdiction;<sup>7</sup>
- 30 4. ~~Who does not present a certificate from a licensed health care provider showing a satisfactory~~  
31 ~~physical examination or who has a contagious or communicable disease in such form that might~~

1 ~~endanger the health of school children, subject to the provisions of the Americans with~~  
2 ~~Disabilities Act and the associated regulations;~~<sup>8</sup>

- 3 5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee  
4 and of the United States of America;<sup>9</sup>
- 5 6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from  
6 employment for cause; or
- 7 7. Who does not receive a satisfactory background check.<sup>10</sup>

### 8 *Support Employees*

9 The application process shall be in accordance with procedures approved by the Director of Schools.  
10 Procedures for screening, interviewing, and employment shall be defined or approved by the Director of  
11 Schools. All employment shall be done in a fair and equitable manner. There shall be no discrimination  
12 on the basis of sex, race, national origin, religion, age or disabilities.

13 No person shall be employed:

- 14 1. Who has any contagious or communicable disease in such form that might endanger the health  
15 of the children, subject to the provisions of the Americans with Disabilities Act and the associated  
16 regulations;<sup>8</sup>
- 17 2. Who has been identified by the Department of Children's Services, or on a similar registry in  
18 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or  
19 child neglect, or who poses an immediate threat to the health, safety, or welfare of children;<sup>7</sup>
- 20 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department  
21 of Health, or on a similar registry in another jurisdiction;<sup>7</sup>
- 22 4. Who has not complied with the Immigration Reform and Control Act of 1986;<sup>11</sup>
- 23 5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from  
24 employment for cause; or
- 25 6. Who does not receive a satisfactory background check.<sup>10</sup>

## 26 **EMPLOYMENT**

27 After checking references and receiving written recommendations, the Director of Schools shall hire  
28 and assign qualified applicants.

29 No person who has any contagious or communicable disease in a form that might endanger the health  
30 of school children shall teach in any school, and any teacher must submit to a physical examination by  
31 a competent physician when so required by the Board.

### 32 *Initial Employment for Professional Employees*

33 Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and  
34 conditions of employment. Upon receipt of employment notification, such person shall respond within  
35 the timeline established by state law. From the date of the written acceptance, such person is considered  
36 to be under employment with the system and is subject to all rights, privileges, and duties.

### 37 *Support Employees*

1 Each person hired in a regular non-certified position shall be required to successfully complete a  
2 probationary period of six (6) months.<sup>12</sup> The probationary period shall be an essential part of the  
3 employment process, and shall be utilized for the most effective adjustment of a new employee. This  
4 probationary period may preclude the permanent hiring or promotion of any employee whose  
5 performance does not meet the required standard of work.

6

7

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**Legal References**

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406 (a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e); Public Acts of 2023, Chapter No. 222
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413(a), (f)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*
12. TCA 49-5-406(b)

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**Cross References**

**Orientation and Probation 5.107**  
**Compensation Guides & Contracts 5.110**  
**Background Investigations 5.118**  
**Recommendations and File Transfers 5.203**  
**Qualifications and Duties of the Director of Schools 5.802**

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Personal and Professional Leave</b>	Descriptor Code: <b>5.303</b>	Issued Date: <b>09/18/19</b>
		Rescinds: <b>5.303</b>	Issued: <b>11/20/14</b>

1 Personal and professional leave shall be granted in accordance with the laws of the State of Tennessee  
2 and the rules and regulations of the State Board of Education.

3 The Director of Schools shall develop procedures for granting personal leave to employees.

4  
5 ~~Any personal leave remaining unused at the end of a year shall be credited to sick leave except in the~~  
6 ~~case of the following circumstances:<sup>1</sup>~~

- 7 ~~1. Certified personnel with ten (10) to fifteen (15) years of experience shall be able to retain~~  
8 ~~up to three (3) earned personal days. One (1) of those days, if available, will roll over from~~  
9 ~~the previous year.~~
- 10 ~~2. Certified personnel with sixteen (16) to twenty five (25) years of experience shall be able to~~  
11 ~~retain up to four (4) earned personal days. Two (2) of those days, if available, will roll over~~  
12 ~~from the previous year.~~
- 13 ~~3. Certified personnel with twenty six (26) or more years of experience shall be able to retain~~  
14 ~~five (5) earned personal days. Three (3) of those days, if available, will roll over from the~~  
15 ~~previous two (2) years.~~

16 All certified personnel shall be able to retain up to five (5) earned personal days. Any personal leave  
17 days beyond the five (5) shall be credited as sick leave.

18 If, at the termination of services, any employee has been absent for more days than leave has been earned,  
19 an amount sufficient to cover the excess days used shall be deducted from the employee's final salary  
20 payment.<sup>2</sup>

21 Subject to the following conditions, personal leave may be taken at the discretion of the employee:

- 22 1. Except in emergency, each employee shall give the principal/supervisor at least one day's notice  
23 in writing of intent to take leave;
- 24 2. The approval of the principal of the school shall be required:<sup>3</sup>
  - 25 a. If more than ten percent (10%) of the teachers in any given school request its use on the  
26 same day;
  - 27 b. If requested during any prior established student examination period;
  - 28 c. If requested on the day immediately preceding or following a holiday or vacation period;

- 1           d. If personal leave is requested for days scheduled for professional development or in-  
2           service training, according to a school calendar adopted by the local board of education  
3           prior to the commencement of the school year; or
- 4           e. If personal leave is requested for days scheduled for parent-teacher conferences,  
5           according to a school calendar adopted by the local board of education prior to the  
6           commencement of the school year.
- 7 Professional leave is a short, temporary absence for the purpose of attending workshops and other  
8 meetings relating to school business or serving on boards and commissions which meet during daytime  
9 hours when appointed by a mayor, city council, county executive or county commission.<sup>3</sup>
- 10 Requests shall be submitted to the principal at least five (5) days prior to requested leave of absence.

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#### Legal References

1. TCA 49-5-711; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711 (c)(1)
3. TCA 49-5-205

# Rutherford County Board of Education

Monitoring:  <b>Review: Annually, in March</b>	Descriptor Term:  <b>Sabbatical Leave</b>	Descriptor Code: <b>5.308</b>	Issued Date: <b>09/18/19</b>
		Rescinds:	Issued:

1 Certified and classified employees shall be entitled to a leave of absence without pay not exceeding one  
 2 (1) year to further education on a full-time basis, provided such academic work entails a minimum of  
 3 nine (9) hours per semester. No certified and classified employees shall be eligible for more than one (1)  
 4 sabbatical leave every seven (7) years of consecutive service with the school district. **Certified employees**  
 5 **must have five (5) years or more of service to be entitled to qualify for sabbatical leave.**

6 Additionally, certified employees must apply **in writing to the Human Resources Department** no later  
 7 than **April 1<sup>st</sup> May 31<sup>st</sup>** for leave during the next fiscal school year. Proof of enrollment and completion  
 8 of courses must be provided each semester, and the program of study must be an advanced study in  
 9 education beyond the employee's current degree attained. Employee must return and work for the  
 10 district for a minimum of one (1) year after sabbatical has ended. Educational leave is not automatically  
 11 granted **by the Director of Schools**. Factors to be considered are: current position, availability of an  
 12 interim replacements, budget, school needs, and other factors that impact student achievement.

13 **Certified and classified employees shall have the opportunity to continue participation, at their own**  
 14 **expense, in group insurance plans subject to the restrictions of the insurance carrier. Arrangements for**  
 15 **direct payment shall be made by the employee in writing to Human Resources.**

16 **This leave shall in no way change a certified employee's status for reduction-in-force procedures.**

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Cross References

Long-Term Leaves of Absence for Professional Personnel  
 5.304

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Title IX &amp; Sexual Harassment</b>	Descriptor Code: <b>6.3041</b>	Issued Date: <b>02/18/21</b>
		Rescinds: <b>6.3041</b>	Issued: <b>07/28/20</b>

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment  
3 and discrimination on the basis of sex are prohibited.<sup>1</sup> This policy shall cover employees, employees'  
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,  
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with  
6 federal law. This policy shall be disseminated annually to all school staff, students, and  
7 parent(s)/guardian(s).<sup>2</sup> The Title IX Coordinator as well as any personnel chosen to facilitate the  
8 grievance process shall not have a conflict of interest against any party of the complaint.<sup>3</sup> These  
9 individuals shall receive training as to how to promptly and equitably resolve student and employee  
10 complaints.<sup>3</sup>

11 All employees shall receive training on complying with this policy and federal law.<sup>4</sup>

12 **TITLE IX COORDINATOR<sup>5</sup>**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of  
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and  
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

17 **Title:** Pierrecia Lyons

18 **Mailing address:** 2240 Southpark Drive, Murfreesboro, Tennessee 37128

19 **Phone number:** 615-893-5812

20 **Email:** lyonsp@rcschools.net

21 **DEFINITIONS<sup>4</sup>**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual  
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute  
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:<sup>3</sup>

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or  
2 activity on an individual's participation in unwelcome sexual conduct;  
3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and  
5 objectively offensive that it effectively denies a person equal access to the education program  
6 or activity; or
- 7 3. Sexual assault,<sup>6</sup> dating violence,<sup>7</sup> domestic violence,<sup>8</sup> or stalking<sup>9</sup> as defined in state and federal  
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;  
11
- 12 2. Verbal harassment or abuse;  
13
- 14 3. Sexually suggestive pictures;  
15
- 16 4. Sexually suggestive gesturing;  
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;  
19
- 20 6. Subtle or direct propositions for sexual favors; and  
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the  
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered  
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited  
27 to, the following:

- 28 1. Counseling;  
29
- 30 2. Course modifications;  
31
- 32 3. Schedule changes; and  
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that  
36 maintaining such confidentiality would not impair the ability of the school district to provide the  
37 supportive measures.



## 1 **GRIEVANCE PROCESS**

2 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the  
3 Title IX Coordinator shall:

- 4 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 5
- 6 2. Consider the complainant's wishes with respect to supportive measures;
- 7
- 8 3. Inform the complainant of the availability of supportive measures; and
- 9
- 10 4. Explain the process for filing a formal complaint.<sup>10</sup>

11 While the school district will respect the confidentiality of the complainant and the respondent as much  
12 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall  
13 be consistent with the school district's legal obligations and the necessity to investigate allegations of  
14 harassment and take disciplinary action.

15 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance  
16 process has been completed. Unless there is an immediate threat to the physical health or safety of any  
17 student arising from the allegation of sexual harassment that justifies removal, the respondent's  
18 placement shall not be changed.<sup>11</sup> If the respondent is an employee, he/she may be placed on  
19 administrative leave during the pendency of the grievance process.<sup>12</sup> The Title IX Coordinator shall  
20 keep the Director of Schools informed of any employee respondents so that he/she can make any  
21 necessary reports to the State Board of Education in compliance with state law.<sup>13</sup>

## 22 **Complaints**

23 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
24 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires  
25 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint  
26 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

27 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate  
28 notification shall be made per the board policy on reporting child abuse.

29 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:<sup>14</sup>

- 30 1. Provide written notice of the allegations, and the grievance process to all known parties to give  
31 the respondent time to prepare a response before an initial interview;
- 32
- 33 2. Inform the parties of the prohibition against making false statement or knowingly submitting  
34 false information;
- 35
- 36 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 37
- 38 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,  
2 shall be provided to both parties simultaneously.<sup>15</sup>

### 3 **Investigations**<sup>16</sup>

4 The Title IX Coordinator, and as needed, principals, shall serve as the investigator/s and be responsible  
5 for investigating complaints in an equitable manner that involves an objective evaluation of all relevant  
6 evidence. The burden for obtaining evidence sufficient to reach a determination regarding responsibility  
7 rests on the school district and not the complainant or respondent.

8 ~~Once a complaint is received~~ Timely investigation shall commence upon written notice from the Title  
9 IX Coordinator to the respondent. The investigator shall initiate an investigation ~~within forty-eight (48)~~  
10 ~~hours in a timely manner~~ after receipt of the complaint. If an investigation is not initiated ~~within forty-~~  
11 ~~eight (48) hours in a timely manner~~, the investigator shall provide the Title IX Coordinator, or, if the  
12 Title IX Coordinator is the investigator, the Director of Schools, with appropriate documentation  
13 detailing the reasons why the investigation was not initiated within the required timeframe.

14 All investigations shall be completed within ~~twenty (20)~~ ninety (90) calendar days from the receipt of  
15 the initial complaint. If the investigation is not complete within ~~twenty (20)~~ ninety (90) calendar days,  
16 the investigator shall provide the Title IX Coordinator with appropriate documentation detailing the  
17 reasons why the investigation has not been completed.

18 All investigations shall:

- 19 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 20 21 2. Not restrict the ability of either party to discuss the allegations under investigation or gather  
22 and present relevant evidence;
- 23 24 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that  
25 seek disclosure of information protected under a legally recognized privilege unless such  
26 privilege has been waived;<sup>17</sup>
- 27 28 4. Provide the parties with the same opportunities to have others present during any grievance  
29 proceeding;
- 30 31 5. Provide to parties whose participation is requested written notice of the date, time, location,  
32 participants, and purpose of all investigative interviews, or other meetings, with sufficient time  
33 for the party to prepare to participate;
- 34 35 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to  
36 the allegations in the formal complaint; and
- 37 38 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.  
39 a. Prior to the completion of the investigative report, the investigator shall send to each  
40 party the evidence subject to inspection and review. All parties shall have at least ten  
41

1 (10) days to submit a written response which shall be taken into consideration in  
2 creating the final report.

3 Within the parameters of the federal Family Educational Rights and Privacy Act,<sup>18</sup> the Title IX  
4 Coordinator shall keep the complainant and the respondent informed of the status of the investigation  
5 process. At the close of the investigation, a written final report on the investigation will be delivered to  
6 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the  
7 Director of Schools.

### 8 **Determination of Responsibility<sup>19</sup>**

9 The respondent is presumed not responsible for the alleged conduct until a determination regarding  
10 responsibility is made at the conclusion of the grievance process.<sup>20</sup> The preponderance of the evidence  
11 standard shall be used in making this determination.<sup>21</sup>

12 The Assistant Superintendent of Human Resources and Support Services and/or his/her designee shall  
13 act as the decision-maker. He/she shall receive the final report of the investigation and allow each party  
14 the opportunity to submit written questions that he/she wants asked of any party or witness prior to the  
15 determining responsibility.

16 The decision-maker shall make a determination regarding responsibility and provide the written  
17 determination to the parties simultaneously along with information about how to file an appeal.

18 A substantiated charge against a student may result in corrective or disciplinary action up to and  
19 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to  
20 and including termination.

21 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant  
22 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine  
23 whether any other actions are necessary to prevent reoccurrence of the harassment.

### 24 **APPEALS<sup>22</sup>**

25 Either party may appeal from a determination of responsibility based on a procedural irregularity that  
26 affected the outcome, new evidence that was not reasonably available at the time of the determination  
27 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or  
28 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX  
29 Coordinator within ten (10) days of a determination of responsibility.

30 Upon receipt of an appeal, the Title IX Coordinator shall:

- 31 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 32 32
- 33 2. Notify the parties in writing.

34 During the appeal process, the parties shall have a reasonable, equal opportunity **ten (10) calendar days**  
35 **from the date of written notice of the appointment letter of the hearing officer** to submit written  
36 statements. ~~Within ten (10) calendar days;~~ The hearing officer shall issue a written decision describing

1 the result of the appeal and the rationale for the result. The written decision shall be provided  
 2 simultaneously to both parties.

### 3 RETALIATION<sup>23</sup>

4 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to  
 5 participate in any investigation of an act alleged in this policy is prohibited.

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#### Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

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#### Cross References

Section 504 and ADA Grievance Procedures 1.802  
 Discrimination/Harassment of Employees (Sexual, Racial,  
 Ethnic, Religious) 5.500  
 Staff-Student Relations 5.610  
 Code of Conduct 6.300  
 Student Discrimination, Harassment, Bullying, Cyber-  
 bullying, and Intimidation 6.304  
 Child Abuse and Neglect 6.409

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Physical Examinations and Immunizations</b>	Descriptor Code: <b>6.402</b>	Issued Date: <b>07/19/23</b>
		Rescinds: <b>6.402</b>	Issued: <b>07/22/21</b>

## PHYSICAL EXAMINATIONS<sup>1</sup>

The principal shall ensure that there is a complete physical examination of each student prior to:<sup>2</sup>

1. Entering school for the first time. This applies to kindergarten, first grade and other students for whom there is no health record. However, the enrollment of any student deemed to be homeless may not be denied or delayed because of the student's lack of a medical examination or immunization records.
2. Participation as a member of any athletic team or in any other strenuous physical activity program. A physical shall be required prior to any level of participation on athletic teams including, but not limited to, on- or off-season conditioning, practices, and/or games.
3. Physical examinations are required for students participating in any club that involves physical exertion or athletic activity, including but not limited to, rugby, ultimate frisbee, dance/half-timers, walking clubs, archery, performance band, etc.

Cost of the examination shall be borne by the parent or guardian of the student and the exam must have been completed within one year prior to the enrollment or participation. These records shall be on file in the principal's office.

Screening tests as required by the Tennessee Department of Education and the Department of Health will be conducted. Parent(s)/guardian(s) will receive written notice of any screening result that indicates a condition that might interfere with the student's progress. Parents will receive notification prior to any health screening. Parent(s)/guardian(s) may excuse their student from participating in health screenings that are part of a coordinated school health program by submitting a request in writing to the school nurse, instructor, school counselor, or principal.<sup>3</sup>

## IMMUNIZATIONS

No students entering school, including those entering kindergarten or first grade, those from out-of-state and those from nonpublic schools, will be permitted to enroll (or attend) without proof of immunization, as determined by the Commissioner of Health unless circumstances outlined in state or federal law prevent a student from producing such records. It is the responsibility of the parents or guardians to have their children immunized and to provide such proof to the principal of the school which the student is to attend.<sup>4</sup>

1 Exceptions-will be granted to any child whose parent or guardian shall file with school authorities a  
2 signed, written statement that such measures conflict with one of the following:

- 3 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an  
4 epidemic\*; or
- 5  
6 2. Due to medical reasons if such child has a written statement from his/her doctor excusing him  
7 from such immunization.<sup>6</sup>
- 8

9 Furthermore, the enrollment of any student deemed homeless may not be denied or delayed because of  
10 the student's lack of a medical examination or immunization records.

11 Proof of exceptions will be in writing and filed in the same manner as other immunization records.

12 A list of transfer students shall be kept at each school throughout the school year in order that their  
13 records can be monitored by the Department of Health.

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#### Legal References

1. 20 USCA § 1232h(c)
2. TRR/MS 0520-1-13-.01(1)(a)
3. Public Acts of 2023, Chapter No. 353; Tennessee School Health Screening Guidelines,  
[https://www.tn.gov/content/dam/tn/education/csh/csh\\_school\\_health\\_screening\\_guidelines.pdf](https://www.tn.gov/content/dam/tn/education/csh/csh_school_health_screening_guidelines.pdf)  
; 20 USCA § 1232h(c)(2)(C)
4. TCA 49-6-5001(a),(c)
5. TCA 49-6-5001(b)(2), Public Acts of 2021, Chapter No. 513
6. TCA 49-6-5001(c)(2)

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Prevention and Treatment of Sports Related Concussions</b>	Descriptor Code: <b>6.413</b>	Issued Date: <b>03/08/23</b>
		Rescinds: <b>6.413</b>	Issued: <b>11/15/16</b>

1 A concussion is a traumatic brain injury caused by a direct or indirect blow to the head or body. In order  
2 to ensure the safety of students that participate in interscholastic athletics, it is imperative that student  
3 athletes, coaches, and parents are educated about the nature and treatment of sports related concussions.  
4 The board recognizes that concussions can be a serious health issue and should be treated as such.

5 The board adopts the guidelines and other pertinent information and forms developed by the Tennessee  
6 Department of Health to inform and educate coaches, school administrators, student athletes, and  
7 parent(s) / guardian(s) of the nature, risk and symptoms of concussions and head injuries. These  
8 guidelines and materials may be viewed on the Department of Health's website and shall be made  
9 available to interested parties through the Central Office.

10 This policy shall govern all activities and those individuals involved in those activities which constitute  
11 an organized athletic game or competition against another team or in practice or preparation for an  
12 organized game or competition. It does not govern those activities or individuals involved in those  
13 activities which are entered into for instructional purposes only or those that are incidental to a  
14 nonathletic program or lesson.

## 15 **REQUIRED TRAINING** <sup>1</sup>

16 The director of schools shall ensure that each school's athletic director and coaches, employed or  
17 volunteer, annually complete the *Concussion in Sports – What You Need to Know* online course. This  
18 course may be accessed online at [www.nfhslearn.com](http://www.nfhslearn.com).

19 Prior to the annual initiation of practice or competition, the following persons must review and sign a  
20 concussion and head injury information sheet approved by the Tennessee Department of Health: the  
21 director of schools, licensed healthcare professionals (if appointed), each school athletic director, and  
22 each coach, employed or volunteer.

23 In addition, prior to the annual initiation of practice or competition, all student athletes and their parent(s)  
24 / guardian(s) shall review the concussion and head injury information sheet approved by the Tennessee  
25 Department of Health. A form confirming this review shall be signed and returned by the student athlete,  
26 if the athlete is eighteen (18) years of age or older; or by the student athlete's parent(s) / guardian(s), for  
27 athletes younger than eighteen (18) years of age.

28 All documentation of the completion of a concussion recognition and head injury safety education course  
29 program and signed concussion and head injury information sheets shall be maintained by the director  
30 of schools or his/her designee for a period of three (3) years.

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1 **Removal from Athletics<sup>2</sup>**

2 ~~Any student athlete who shows signs, symptoms and/or behaviors consistent with a concussion during~~  
3 ~~an athletic activity or competition shall be immediately removed for evaluation by a licensed healthcare~~  
4 ~~professional, if available, and if not, by the coach or other designated individuals.~~

5 ~~No student athlete who has been removed from an athletic activity or competition due to a concussion~~  
6 ~~or suspected concussion shall be allowed to return to any supervised team activities involving physical~~  
7 ~~exertion, including games, competitions, or practices, until the student athlete has been evaluated by and~~  
8 ~~received written clearance on forms approved by the Department of Health from a licensed health care~~  
9 ~~provider for a full or graduated return. "Health care provider" means a Tennessee licensed medical~~  
10 ~~doctor (M.D.), osteopathic physician (D.O.), a clinical neuropsychologist with concussion training.<sup>3</sup>~~

11  
12 Any student who shows signs, symptoms, and/or behaviors consistent with a concussion during an  
13 athletic activity or competition shall be immediately removed. The school shall have the player examined  
14 by the school's designated healthcare provider. If the designated healthcare provider determines that the  
15 student has not sustained a concussion, the player may return to the activity or competition. Designated  
16 Healthcare Providers: Certified Athletic Trainer, Certified Nurse Practitioner, Physician Assistant,  
17 Doctor of Medicine, or Osteopathic Physician

18  
19 If the school does not have immediate access to a designated healthcare provider, or if the school's  
20 designated healthcare provider suspects the athlete may have a concussion, the athlete shall be removed  
21 from the athletic activity or competition. If the athlete is removed from the athletic activity or  
22 competition, the only means for an athlete to return to practice or play is for the student to be evaluated  
23 and receive written clearance by a licensed medical doctor (M.D.), Osteopathic Physician (D.O.), or a  
24 Clinical Neuropsychologist with Concussion Training on forms approved by the Department of Health  
25 for a full or graduated return. Until this form is received, no student-athlete who has been removed from  
26 athletic activity or competition due to a concussion or suspected concussion shall be allowed to return  
27 to any supervised team activities involving physical exertion, including games, competitions, or  
28 practices. Schools must keep this form on file.

29 This requirement for clearance prior to a student athlete returning to an athletic activity shall not apply  
30 if there is a legitimate explanation other than a concussion for the signs, symptoms, and/or behaviors  
31 observed.

32 The Director of schools or his/her designee shall ensure that all protocols approved by the Tennessee  
33 Department of Health or required by law relative to the provisions of this policy are followed and  
34 implemented within each school.

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Legal References

1. TCA 68-55-502(b)(1)(B)
2. TCA 68-55-502(b)(1)(F)
3. TCA 68-55-501



# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Site Selection and Acquisition</b>	Descriptor Code: <b>2.9002</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 School facilities occupy a prominent place in the community. The selection of a school site or other  
2 property for school system use should meet the educational needs of the system. Size, location, health  
3 and safety issues, topography and population needs will be considered to ensure proper location of  
4 facilities.

5 The purpose of this policy is to direct the process of obtaining property for school system use.

## 6 I. STANDARDS

### 7 A. Determination of Need

8 The need for a site is determined by numerous factors, including, but not limited to, overcrowding  
9 of existing buildings, projected enrollment, observed and anticipated increase in development, census  
10 data relating to size of families, and changes in facility needs to keep pace with program or system  
11 requirements. Trends in present and future availability and price of land and infrastructure will be used  
12 to determine the optimum time for acquiring sites at the least cost to the taxpayers.

### 13 B. Considerations for School Sites

14 The process for selecting new school sites should consider the following:

- 15 1. Sufficient and appropriate acreage to provide the anticipated educational program as well  
16 as parking, playing fields, and accommodations for community use. The Director of  
17 Schools will recommend guidelines for the acreage of school sites of each organizational  
18 level.
- 19 2. Restrictions on the location of school service areas such as neighborhood boundaries and  
20 the presence of reasonably well-defined geographic barriers which constitute impractical  
21 or hazardous crossing conditions, such as major highways, railroad tracks, large bodies  
22 of water, etc.
- 23 3. The prescribed limits which a child is expected to walk to school, if walking is desirable,  
24 beyond which transportation must be provided.

- 1 4. The desirability of maintaining sufficient flexibility in site location to allow for  
2 population migration and/or possible changes in future educational programs for staffing  
3 requirements.
- 4 5. Economic considerations in developing a pattern for school facilities which will result in  
5 the greatest degree of facility utilization while providing optimum learning environments.

#### 6 C. Location of Sites

- 7 1. Selection of proposed sites is to be based upon relevant regulations to ensure proper  
8 location and maximum utilization of the facility. Applicable guidance and regulations  
9 include, but are not limited to, the School System's master plans as well as regulations  
10 pertaining to subdivision, roads, wetlands, and stormwater management.
- 11 2. School sites should be as central as possible to the ultimate area to be served by the school  
12 in order to minimize long-range transportation requirements, reduce the need for some  
13 children to walk disproportionate or long distances, and enhance the ability of the greatest  
14 number of children to participate in after-school activities.
- 15 3. Location of school sites near industrial or employment complexes should be avoided in  
16 order to minimize traffic hazards, disturbing noises, odors, smoke and fumes. School sites  
17 planned for a part of a mixed use community may be considered.
- 18 4. All school sites should have frontage on or egress to a public road or street to obtain a  
19 reasonable means of vehicular egress.
- 20 5. Consideration of property for acquisitions must be in designated growth areas.

#### 21 D. Physical Properties of Sites

22 The site must be suitable for the economical construction of the proposed facility.

- 23 1. Generally, a Phase 1 Environmental Site Assessment should be conducted prior to  
24 acquisition to determine suitability.
- 25 2. Safe pedestrian and vehicular access should be reasonably attainable.
- 26 3. The shape of a school site should be suitable for school construction and use. Elongated  
27 and extreme shapes should be avoided.
- 28 4. The topography of the site should facilitate property drainage and allow for economical  
29 grading costs at the time the site is developed.
- 30 5. Consideration should be given as to whether public water and sewer are available, and if  
31 not, whether onsite water and sewer service meeting regulatory requirements are  
32 reasonably attainable.

1 E. Approval of Sites

2 1. Procedures for the identification and acquisition of sites must comply with state and local  
3 laws and regulations and include the following:

4 a. Preliminary consultation with school staff.

5 b. Consideration and recommendations by the Director of Schools.

6 2. To purchase property, the school system should only deal with the owner of the property,  
7 the owner's licensed realtor, or the owner's attorney. Proof of ownership is required. If  
8 dealing with owner's licensed realtor, proof of seller agency agreement is also required.

9 3. When authorized by the Board, the site may be acquired.

10 **II. COMPLIANCE**

11 A. The Director of Schools is responsible for recommending property for acquisition to the  
12 Board. Any parcels of land must be vetted by Director's designee before presenting the land  
13 before the Board on whether to proceed.

14 B. The Director or his/her designee is responsible for directing staff on all matters relating to  
15 site acquisition.

16 **III. DELEGATION OF AUTHORITY**

17 The Director of Schools is authorized to develop procedures to implement this policy.

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Legal References

1. TCA 39-13-609(b)
2. FAA Modernization and Reform Act of 2012, Public Law 112-95 § 336 (112<sup>th</sup> Congress, 2d session).
3. FAA Modernization and Reform Act of 2012, Public Law 112-95 § 333 (112<sup>th</sup> Congress, 2d session); 14 CFR § 21
4. TCA 39-13-903(a)(3)

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Cross References

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>School Resource Officers (SROs) and Nursing Staff Participation in Safety Days</b>	Descriptor Code: <b>3.2052</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 The participation of School Resource Officers (SROs) and nursing staff in Safety Days for Rutherford  
2 County Schools is mandated to include a dedicated block of time, lasting one and a half to two hours,  
3 with 45 minutes earmarked for nursing staff and the remaining time dedicated to SROs. During this  
4 allocated time, the SROs will comprehensively address safety protocols and guidelines, encompassing  
5 procedures for emergency scenarios like active shooter situations, while allowing the nursing staff to  
6 focus on medical emergencies, student referrals to the nurse, and conducting demonstrations of first aid  
7 techniques, including tourniquet procedures.

- 8 1. Enhanced Preparedness: By actively incorporating both School Resource Officers (SROs) and  
9 nursing staff into Safety Days, ensures comprehensive preparedness, ensuring that staff are  
10 well-versed in emergency procedures, evacuations, as well as protocols for seeking medical  
11 attention, including the process for sending children to nurses' office and addressing minor  
12 emergencies effectively.
- 13 2. Expert Guidance: SROs and nurses possess specialized training and expertise in emergency  
14 response, making them valuable resources for educating school communities on safety  
15 protocols.
- 16 3. Proactive Approach: Regular review of safety procedures promotes a proactive approach to  
17 school safety, empowering individuals within the school community to recognize and respond  
18 to potential threats and emergencies.
- 19 4. Community Engagement: Involving SROs and nurses in Safety Days fosters positive  
20 relationships between law enforcement and medical staff and the school community, enhancing  
21 trust and collaboration in matters of safety, emergencies, and security.

## 22 Implementation:

- 24 1. Two safety days are scheduled annually in January and August during the academic year, with  
25 coordination between the Safety Director, Health Services Coordinator, school administration,  
26 and law enforcement to ensure the availability of School Resource Officers and nursing staff  
27 for comprehensive safety preparedness.
- 28 2. During Safety Days, a dedicated block of time, lasting one and a half to two hours, will be  
29 allocated for SRO-led sessions covering safety procedures and guidelines and 45 minutes  
30 designated for nurse-led session.
- 31 3. Safety Days for SROs:
  - 32 a. For August Safety, SROs will deliver comprehensive presentations that include  
33 information on emergency response protocols, evacuation procedures, lockdown drills,  
34 and specific actions to take in the event of an active shooter incident.

- 1           b. For January Safety Day, SROs will facilitate a table talk session with the crisis team,  
2           including the relocation, crisis, and evacuation teams.
- 3       4. Safety Days for Nurses:
  - 4           a. For August safety day, nurses will deliver a 45-minute PowerPoint presentation  
5           outlining emergency protocols, procedures for sending students to the nurse,  
6           administering epinephrine pens, and conducting first aid demonstrations, including  
7           tourniquet application.
- 8       5. Interactive elements, such as scenario-based exercises and Q&A sessions, may be incorporated  
9       to facilitate active engagement and reinforce learning.
- 10      6. Documentation of SRO participation and nursing staff in Safety Days, including session  
11      content and attendee feedback, will be maintained for review and continuous improvement  
12      purposes.
- 13      7. In the event of a district-wide safety meeting, the time allocated for SROs and nurses may be  
14      subject to change to accommodate the obligations and priorities established by the Director and  
15      Board.

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#### Legal References

- 1.

Rutherford County, Tennessee

2024 - 2025

Proposed Budget

Index

<b>Fund Number</b>	<b>Fund Description</b>	<b>Fund Total Proposed Budget</b>	
141	General Fund Revenues	\$	538,434,765.00
141	General Fund Expenditures	\$	543,812,949.00
	<b>Total Budget Surplus/(deficit)</b>	<b>\$</b>	<b>(5,378,184.00)</b>
143	Central Cafeteria Fund Revenues	\$	28,823,550.00
143	Central Cafeteria Fund Expenditures	\$	33,448,756.00
	<b>Total Budget Surplus/(deficit)</b>	<b>\$</b>	<b>(4,625,206.00)</b>
177	Education Capital Projects Revenues	\$	19,748,339.00
177	Education Capital Projects Expenditures	\$	19,748,339.00
	<b>Total Budget Surplus/(deficit)</b>	<b>\$</b>	<b>-</b>



**Rutherford County, Tennessee**  
**General Purpose School Fund 141**







Fund : 141 General Purpose School Fund

Monthly Comparative:

83.33%

Account Number	Account Description	Prior Year Year End Actual	Original Budget	Amended Budget	Actual April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
43513- - ONL	Tuition - Summer School - Boe Online Courses	18,405.00	0.00	0.00	0.00	0.00	0.00	0.00
43513- - RH1	Tuition - Summer School - Riverdale High School	303,839.53	0.00	0.00	(100.00)	0.00	0.00	0.00
43517	Tuition - Other	0.00	25,000.00	25,000.00	625.00	0.00	25,000.00	0.00
43517- - ONL	Tuition - Other - Boe Online Courses	20,425.00	0.00	0.00	18,375.00	0.00	0.00	0.00
43541	Contract Adm Svcs/Other Lea's	0.00	15,000.00	15,000.00	0.00	0.00	15,000.00	0.00
43548	Charter Authorizer Fee	2,500.00	2,500.00	2,500.00	2,500.00	0.00	2,500.00	0.00
43990	Other Charges For Services	429,906.94	50,000.00	50,000.00	78,970.00	0.00	50,000.00	0.00
43990- - MCT	Other Charges For Services - Murfreesboro City Transportation	34,954.44	0.00	0.00	3,935.50	0.00	0.00	0.00
	<b>Total Education Charges</b>	<b>808,325.91</b>	<b>162,500.00</b>	<b>162,500.00</b>	<b>104,305.50</b>	<b>0.00</b>	<b>162,500.00</b>	<b>0.00</b>
	<b>Total Charges For Current Serv -</b>	<b>808,325.91</b>	<b>162,500.00</b>	<b>162,500.00</b>	<b>104,305.50</b>	<b>0.00</b>	<b>162,500.00</b>	<b>0.00</b>
<b>Other Local Revenues</b>								
<b>Recurring Items</b>								
44110	Investment Income	3,467,117.53	1,250,000.00	1,250,000.00	4,133,042.87	0.00	1,350,000.00	0.00
44120	Lease/Rentals/PPP	41,355.46	35,000.00	35,000.00	20,947.27	0.00	35,000.00	0.00
44130	Sale Of Materials And Supplies	5,960.48	10,000.00	10,000.00	2,871.50	0.00	10,000.00	0.00
44146	Erate Funding	497,642.10	0.00	0.00	0.00	0.00	0.00	0.00
44170	Miscellaneous Refunds	67,885.45	15,000.00	15,000.00	46,764.62	0.00	15,000.00	0.00
	<b>Total Recurring Items</b>	<b>4,079,961.02</b>	<b>1,310,000.00</b>	<b>1,310,000.00</b>	<b>4,203,626.26</b>	<b>0.00</b>	<b>1,410,000.00</b>	<b>0.00</b>
<b>Nonrecurring Items</b>								
44530	Sale Of Equipment	94,845.97	15,000.00	15,000.00	28,963.23	0.00	15,000.00	0.00
44540	Sale Of Property	346,000.00	0.00	0.00	0.00	0.00	0.00	0.00
44570	Contributions & Gifts	69,510.35	60,000.00	61,100.00	54,152.23	0.00	60,000.00	0.00
44570- - -NTI	Contributions & Gifts - New Teacher Initiative	0.00	0.00	0.00	24,391.00	0.00	0.00	0.00
44570- - UW	Contributions & Gifts - United Way	2,545.27	0.00	0.00	815.02	0.00	0.00	0.00
44570- - CCF	Contributions & Gifts - Children's Clothing Fund	11,068.93	0.00	0.00	6,675.31	0.00	0.00	0.00



Fund : **141**    **General Purpose School Fund**    Monthly Comparative:    83.33%

Account Number	Account Description	Prior Year Year End Actual	Original Budget	Amended Budget	Actual April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
46610	Career Ladder Program	331,015.92	500,000.00	500,000.00	282,434.31	0.00	500,000.00	0.00
46790	Other Vocational	97,728.31	64,000.00	17,064,000.00	1,111,741.86	0.00	64,000.00	0.00
	<b>Total State Education Funds</b>	<b>273,230,606.12</b>	<b>323,714,000.00</b>	<b>344,872,535.</b>	<b>304,133,782.</b>	<b>0.00</b>	<b>343,297,308.00</b>	<b>0.00</b>
	<b>Other State Revenues</b>							
46851	State Revenue Sharing - T.V.A.	3,108,581.25	2,500,000.00	2,500,000.00	2,376,011.67	0.00	2,750,000.00	0.00
46980	Other State Grants	13,394.05	20,000.00	20,000.00	17,284.10	0.00	20,000.00	0.00
46981	Safe Schools	722,717.31	0.00	2,361,940.00	1,369,854.46	0.00	0.00	0.00
	<b>Total Other State Revenues</b>	<b>3,844,692.61</b>	<b>2,520,000.00</b>	<b>4,881,940.00</b>	<b>3,763,150.23</b>	<b>0.00</b>	<b>2,770,000.00</b>	<b>0.00</b>
	<b>Total State Of Tennessee -</b>	<b>277,075,298.73</b>	<b>326,234,000.00</b>	<b>349,754,475.</b>	<b>307,896,932.</b>	<b>0.00</b>	<b>346,067,308.00</b>	<b>0.00</b>
	<b>Federal Government</b>							
	<b>Federal Through State</b>							
47143	Special Education - Grants	487,133.04	500,000.00	500,000.00	411,584.75	0.00	500,000.00	0.00
47145	Special Ed Preschool Grants	46,924.44	0.00	0.00	0.00	0.00	0.00	0.00
	<b>Total Federal Through State</b>	<b>534,057.48</b>	<b>500,000.00</b>	<b>500,000.00</b>	<b>411,584.75</b>	<b>0.00</b>	<b>500,000.00</b>	<b>0.00</b>
	<b>Direct Federal Revenue</b>							
47640	Rotc Reimbursement	756,525.31	850,000.00	850,000.00	500,012.74	0.00	850,000.00	0.00
	<b>Total Direct Federal Revenue</b>	<b>756,525.31</b>	<b>850,000.00</b>	<b>850,000.00</b>	<b>500,012.74</b>	<b>0.00</b>	<b>850,000.00</b>	<b>0.00</b>
	<b>Total Federal Government -</b>	<b>1,290,582.79</b>	<b>1,350,000.00</b>	<b>1,350,000.00</b>	<b>911,597.49</b>	<b>0.00</b>	<b>1,350,000.00</b>	<b>0.00</b>
	<b>Other Sources (Non-Revenue)</b>							
49700	Insurance Recovery	22,200.00	50,000.00	50,000.00	4,825.00	0.00	50,000.00	0.00
49800	Transfers In	963,945.62	1,600,000.00	1,600,000.00	41,823.52	0.00	1,600,000.00	0.00
49800- DIS	- ADM- Transfers In - Administration - Discipline Disproportionality	1,999,498.49	0.00	0.00	1,116,647.46	0.00	0.00	0.00

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Rutherford County Government  
Budget Worksheet Report  
April 2024

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Page 5 of 5

Fund : 141 General Purpose School Fund

Monthly Comparative: 83.33%

Account Number	Account Description	Prior Year Year End Actual	Original Budget	Amended Budget	Actual April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
49800- - ARP- DIS	Transfers In - ARP Disproportionality - Discipline Disproportionality	14,966.67	0.00	0.00	105,176.97	0.00	0.00	0.00
	<b>Total Other Sources (Non-Rev)</b>	<b>3,000,610.78</b>	<b>1,650,000.00</b>	<b>1,650,000.00</b>	<b>1,268,472.95</b>	<b>0.00</b>	<b>1,650,000.00</b>	<b>0.00</b>
	<b>Total Other Sources (Non-Rev) -</b>	<b>3,000,610.78</b>	<b>1,650,000.00</b>	<b>1,650,000.00</b>	<b>1,268,472.95</b>	<b>0.00</b>	<b>1,650,000.00</b>	<b>0.00</b>
<b>Total Revenues</b>		<b>488,806,202.69</b>	<b>518,420,946.00</b>	<b>541,942,521.00</b>	<b>476,956,660.19</b>	<b>0.00</b>	<b>538,434,765.00</b>	<b>0.00</b>
<b>Total For Fund: 141</b>		<b>488,806,202.69</b>	<b>518,420,946.00</b>	<b>541,942,521.00</b>	<b>476,956,660.19</b>	<b>0.00</b>	<b>538,434,765.00</b>	<b>0.00</b>

Rutherford County Government  
 Budget Report 7 Column by Fund-Summarized (Expense  
 For Fiscal Year Ending JUNE 30,2025

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm	
<b>Estimated/Appropriated/Actual</b>								
Expenditures								
<b>71100</b>	<b>Reg Education Prg - Elem/Sec</b>							
71100 116	Teachers	174,017,836	186,443,867	187,769,919	127,394,826	0	197,790,145	0
71100 117	Career Ladder Program	185,602	300,000	300,000	132,427	0	300,000	0
71100 163	Educational Assistants	6,044,948	6,374,200	6,876,401	5,842,990	0	7,531,787	0
71100 189	Other Salaries & Wages	1,625,461	1,710,333	1,710,333	1,398,053	0	1,902,350	0
71100 201	Social Security	10,693,342	12,079,361	12,192,712	7,908,459	0	12,866,505	0
71100 204	Pensions	14,391,997	17,084,844	17,255,872	10,037,566	0	13,614,299	0
71100 206	Life Insurance	65,639	80,000	80,000	54,207	0	90,000	0
71100 207	Medical Insurance	27,844,230	27,000,000	27,000,000	23,436,329	0	28,000,000	0
71100 210	Unemployment Compensation	7,697	50,000	50,000	1,997	0	25,000	0
71100 212	Employer Medicare	2,509,592	2,825,012	2,851,521	1,865,247	0	3,009,102	0
71100 217	Retirement - Hybrid Stabilization	849,707	980,000	980,000	629,104	0	980,000	0
71100 299	Other Fringe Benefits	265,980	269,924	269,924	232,171	0	300,000	0
71100 312	Contracts W/Private Agencies	216,311	85,000	385,000	300,059	0	385,000	0
71100 336	Maint. & Repair Serv. - Equip.	0	74,500	74,500	6,900	0	25,000	0
71100 369	Contract For Sub Teachers-Cert	1,167,793	821,601	821,601	775,026	0	850,000	0
71100 370	Contract For Subteacher-Noncer	2,352,971	2,513,952	2,513,952	2,479,139	0	2,600,000	0
71100 399	Other Contracted Services	1,590,586	565,350	615,350	623,360	0	2,922,327	0
71100 429	Instructional Supp & Mat	3,041,166	3,277,800	3,277,800	2,864,305	0	3,050,000	0
71100 449	Textbooks	5,257,048	2,000,000	2,000,000	1,587,346	0	1,500,000	0
71100 471	Software	2,151,048	2,306,977	2,306,977	1,818,886	0	0	0
71100 499	Other Supplies And Materials	76,362	30,600	30,600	8,814	0	50,000	0
71100 535	Fee Waivers	72,696	80,000	80,000	19,792	0	40,000	0
71100 599	Other Charges	27,096	366,000	166,000	16,100	0	50,000	0
71100 722	Regular Instruction Equipment	3,082,370	4,032,630	4,232,630	4,107,742	0	200,000	0
<b>Total</b>	<b>Reg Education Prg - Elem/Sec</b>	<b>257,537,478</b>	<b>271,351,951</b>	<b>273,841,092</b>	<b>193,540,845</b>	<b>0</b>	<b>278,081,515</b>	<b>0</b>

71150 Alternative Instruction

Rutherford County Government  
 Budget Report 7 Column by Fund-Summarized (Expense)  
 For Fiscal Year Ending JUNE 30,2025

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
71150	116	Teachers	1,761,858	2,110,779	2,110,779	1,381,484	0	2,525,308	0
71150	117	Career Ladder Program	4,350	7,000	7,000	2,800	0	7,000	0
71150	163	Educational Assistants	170,928	210,220	210,220	200,394	0	247,207	0
71150	201	Social Security	109,120	144,336	144,336	93,213	0	172,330	0
71150	204	Pensions	155,007	232,800	232,800	121,265	0	190,423	0
71150	206	Life Insurance	763	811	811	668	0	900	0
71150	207	Medical Insurance	279,595	316,000	316,000	234,249	0	316,000	0
71150	210	Unemployment Compensation	0	4,000	4,000	0	0	2,000	0
71150	212	Employer Medicare	26,859	33,756	33,756	21,899	0	40,303	0
71150	217	Retirement - Hybrid Stabilization	6,188	7,000	7,000	5,055	0	7,000	0
71150	299	Other Fringe Benefits	3,003	3,044	3,044	2,670	0	3,100	0
71150	370	Contract For Subteacher-Noncer Daniel Mck	4,833	0	0	0	0	0	0
71150	399	Other Contracted Services	3,786	1,290	1,790	1,773	0	1,990	0
71150	429	Instructional Supp & Mat	5,497	20,000	20,000	8,734	0	20,000	0
71150	790	Other Equipment	9,811	50,000	45,000	1,339	0	40,000	0
<b>Total</b>	<b>Alternative Instruction</b>		<b>2,548,598</b>	<b>3,141,036</b>	<b>3,136,536</b>	<b>2,075,543</b>	<b>0</b>	<b>3,573,561</b>	<b>0</b>
<b>71200</b>	<b>Special Education Program</b>								
71200	116	Teachers	16,639,067	18,910,908	18,622,632	12,453,995	0	20,289,212	0
71200	117	Career Ladder Program	16,665	43,000	43,000	11,906	0	43,000	0
71200	163	Educational Assistants	7,457,623	9,031,365	8,852,450	7,662,254	0	9,987,541	0
71200	171	Speech Pathologist	2,301,090	2,587,391	2,587,391	1,932,849	0	2,870,157	0
71200	189	Other Salaries & Wages	351,883	548,866	548,866	283,658	0	420,037	0
71200	201	Social Security	1,558,624	1,929,535	1,925,989	1,294,793	0	1,925,989	0
71200	204	Pensions	2,319,948	2,923,020	2,912,504	1,911,025	0	2,688,905	0
71200	206	Life Insurance	13,552	11,537	11,937	12,108	0	13,000	0
71200	207	Medical Insurance	5,359,949	5,103,275	5,167,275	4,602,445	0	5,167,275	0
71200	210	Unemployment Compensation	7,772	17,000	17,000	16,456	0	17,000	0
71200	212	Employer Medicare	368,174	451,262	450,233	306,640	0	450,233	0
71200	217	Retirement - Hybrid Stabilization	94,348	130,000	129,650	72,669	0	130,000	0
71200	299	Other Fringe Benefits	40,916	43,264	44,544	36,795	0	46,000	0

**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
71200	312	Contracts W/Private Agencies	1,017,109	2,000,000	2,000,000	1,601,746	0	1,500,000	0
71200	322	Evaluation And Testing	93,264	117,785	117,785	110,565	0	110,000	0
71200	336	Maint. & Repair Serv. - Equip.	3,344	5,000	5,000	0	0	5,000	0
71200	369	Contract For Sub Teachers-Cert	88,543	71,408	121,408	132,619	0	150,000	0
71200	370	Contract For Subteacher-Noncer	149,774	150,000	390,000	425,274	0	400,000	0
71200	399	Other Contracted Services	21,671	30,000	30,000	23,495	0	30,000	0
71200	429	Instructional Supp & Mat	130,676	200,000	200,000	153,172	0	150,000	0
71200	449	Textbooks	17,086	40,000	40,000	5,556	0	25,000	0
71200	499	Other Supplies And Materials	68,451	200,000	200,000	99,867	0	120,000	0
71200	599	Other Charges	0	16,000	16,000	2,709	0	10,000	0
71200	725	Special Education Equipment	29,049	90,000	90,000	5,684	0	50,000	0
<b>Total</b>	<b>Special Education Program</b>		<b>38,148,578</b>	<b>44,650,616</b>	<b>44,523,664</b>	<b>33,158,280</b>	<b>0</b>	<b>46,598,349</b>	<b>0</b>
<b>71300</b>	<b>Career and Technical Education Program</b>								
71300	116	Teachers	11,418,035	13,533,174	13,533,174	9,890,614	0	14,721,720	0
71300	117	Career Ladder Program	5,000	13,000	13,000	4,700	0	13,000	0
71300	162	Clerical Personnel	255,150	307,877	307,877	254,792	0	321,905	0
71300	163	Educational Assistants	25,077	27,984	27,984	25,318	0	27,332	0
71300	189	Other Salaries & Wages	0	0	1,253,077	398,064	0	664,005	0
71300	201	Social Security	696,153	860,686	940,314	622,002	0	976,374	0
71300	204	Pensions	955,594	1,214,477	1,321,855	795,305	0	1,020,848	0
71300	206	Life Insurance	4,074	4,724	5,525	3,837	0	6,500	0
71300	207	Medical Insurance	1,830,280	1,650,283	1,854,553	1,816,718	0	2,000,000	0
71300	210	Unemployment Compensation	97	10,000	10,000	0	0	10,000	0
71300	212	Employer Medicare	162,806	201,290	219,911	146,197	0	228,345	0
71300	217	Retirement - Hybrid Stabilization	68,483	65,000	65,000	59,852	0	75,000	0
71300	299	Other Fringe Benefits	17,179	17,715	19,540	17,824	0	23,000	0
71300	336	Maint. & Repair Serv. - Equip.	32,909	88,350	88,350	49,168	0	70,500	0
71300	369	Contract For Sub Teachers-Cert Blackman	162,830	0	0	0	0	0	0
71300	370	Contract For Subteacher-Noncer Blackman	166,805	0	0	0	0	0	0
71300	399	Other Contracted Services	49,289	45,520	65,520	57,921	0	75,000	0

Rutherford County Government  
 Budget Report 7 Column by Fund-Summarized (Expense)  
 For Fiscal Year Ending JUNE 30,2025

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
71300	429	Instructional Supp & Mat	295,927	586,850	496,850	356,671	0	590,000	0
71300	448	T&I Construction Materials	57,272	120,000	120,000	77,163	0	120,000	0
71300	449	Textbooks - Bound	313,534	304,000	314,000	302,541	0	334,000	0
71300	499	Other Supplies And Materials	340,328	379,960	5,086,710	673,914	0	500,000	0
71300	730	Vocational Instruction Equipment	270,760	722,870	1,957,120	1,411,857	0	725,000	0
<b>Total</b>	<b>Career and Technical Education Program</b>		<b>17,057,582</b>	<b>20,153,760</b>	<b>27,700,360</b>	<b>16,964,458</b>	<b>0</b>	<b>22,502,529</b>	<b>0</b>
<b>72110 Attendance</b>									
72110	105	Supervisor/Director	120,485	123,625	123,625	55,965	0	193,848	0
72110	117	Career Ladder Program	3,100	4,500	4,500	2,400	0	4,500	0
72110	130	Social Workers	264,553	363,070	363,070	272,389	0	554,395	0
72110	162	Clerical Personnel	162,469	273,479	273,479	213,261	0	275,912	0
72110	189	Other Salaries & Wages	78,066	136,904	136,904	75,200	0	94,008	0
72110	201	Social Security	36,279	55,898	55,898	33,923	0	69,605	0
72110	204	Pensions	55,859	76,467	76,147	52,647	0	91,821	0
72110	206	Life Insurance	189	316	316	148	0	400	0
72110	207	Medical Insurance	108,074	98,630	98,630	93,065	0	100,000	0
72110	212	Employer Medicare	8,668	13,073	13,073	8,595	0	16,279	0
72110	217	Retirement - Hybrid Stabilization	315	0	320	238	0	320	0
72110	299	Other Fringe Benefits	961	964	1,109	766	0	1,200	0
72110	355	Travel	3,624	8,190	8,190	3,293	0	5,000	0
72110	399	Other Contracted Services	269,913	350,000	348,000	275,427	0	460,000	0
72110	499	Other Supplies And Materials	5,343	11,000	10,855	3,114	0	10,000	0
72110	524	In Service/Staff Development	1,200	4,000	8,000	2,500	0	12,000	0
72110	599	Other Charges	0	2,000	0	0	0	0	0
72110	704	Attendance And Health Equipment	0	4,075	4,075	2,859	0	4,075	0
<b>Total</b>	<b>Attendance</b>		<b>1,119,098</b>	<b>1,526,191</b>	<b>1,526,191</b>	<b>1,095,790</b>	<b>0</b>	<b>1,893,363</b>	<b>0</b>
<b>72120 Health Services</b>									
72120	105	Supervisor/Director	178,082	200,169	201,345	160,906	0	208,889	0



**Rutherford County Government**  
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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
72120	131	Medical Personnel	3,373,468	3,798,099	3,852,548	2,731,370	0	4,333,705	0
72120	189	Other Salaries & Wages	44,100	47,367	47,367	35,525	0	49,880	0
72120	201	Social Security	214,392	250,829	254,278	173,715	0	284,733	0
72120	204	Pensions	310,752	404,564	410,126	263,473	0	436,285	0
72120	206	Life Insurance	1,145	1,470	1,470	1,009	0	1,550	0
72120	207	Medical Insurance	430,761	540,115	540,115	408,033	0	540,115	0
72120	210	Unemployment Compensation Nurse - GP Sch	0	0	0	(275)	0	0	0
72120	212	Employer Medicare	50,139	58,662	59,468	40,646	0	66,591	0
72120	217	Retirement - Hybrid Stabilization	19,352	38,500	38,500	17,846	0	30,000	0
72120	299	Other Fringe Benefits	4,680	5,513	5,513	4,730	0	6,000	0
72120	355	Travel	11,296	17,200	17,200	9,433	0	17,200	0
72120	399	Other Contracted Services	138,459	150,000	225,000	208,139	0	225,000	0
72120	413	Drugs And Medical Supplies	13,707	15,000	15,000	6,536	0	15,000	0
72120	499	Other Supplies And Materials	36,432	71,287	71,287	60,260	0	94,000	0
72120	524	In Service/Staff Development	6,075	9,000	9,000	10,288	0	15,000	0
72120	599	Other Charges	0	3,750	2,750	0	0	2,750	0
72120	735	Health Equipment	16,229	52,000	53,000	52,038	0	91,000	0
<b>Total</b>	<b>Health Services</b>		<b>4,849,069</b>	<b>5,663,525</b>	<b>5,803,967</b>	<b>4,183,672</b>	<b>0</b>	<b>6,417,698</b>	<b>0</b>
<b>72130</b>	<b>Other Student Support</b>								
72130	117	Career Ladder Program	13,000	21,000	21,000	10,500	0	21,000	0
72130	123	Guidance Personnel	6,920,180	8,132,501	8,132,501	5,381,325	0	8,467,651	0
72130	124	Psychological Personnel	373,758	275,139	367,469	277,519	0	0	0
72130	130	Social Workers	165,966	1,048,612	1,048,612	707,851	0	1,309,685	0
72130	162	Clerical Personnel	396,146	424,753	424,753	366,901	0	480,235	0
72130	163	Educational Assistants	615,689	50,000	50,000	335,631	0	0	0
72130	171	Speech Pathologist	52,574	120,247	120,247	0	0	63,716	0
72130	189	Other Salaries & Wages	2,364,079	3,146,651	3,146,651	2,453,575	0	3,619,969	0
72130	201	Social Security	648,025	819,572	825,296	562,095	0	865,660	0
72130	204	Pensions	927,892	1,160,212	1,168,235	761,861	0	1,028,175	0
72130	206	Life Insurance	4,084	4,069	4,069	3,545	0	5,000	0

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			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
72130	207	Medical Insurance	1,646,002	1,533,906	1,533,906	1,606,938	0	1,700,000	0
72130	210	Unemployment Compensation	(937)	3,000	3,000	33	0	2,000	0
72130	212	Employer Medicare	151,870	191,674	193,013	131,679	0	202,453	0
72130	217	Retirement - Hybrid Stabilization	42,980	50,000	50,000	35,430	0	50,000	0
72130	299	Other Fringe Benefits	15,763	15,147	15,147	15,890	0	17,000	0
72130	309	Contracts W/Government Agencies	427,438	250,000	450,000	748,019	0	320,000	0
72130	322	Evaluation And Testing	184,025	295,477	195,477	0	0	200,000	0
72130	355	Travel	20,697	26,224	26,224	13,148	0	26,244	0
72130	369	Contract For Sub Teachers-Cert Brown's Chap	10,917	0	0	0	0	0	0
72130	370	Contract For Subteacher-Noncer Brown's Chap	20,310	0	0	0	0	0	0
72130	399	Other Contracted Services	35,388	75,400	575,400	167,999	0	80,000	0
72130	499	Other Supplies And Materials	40,562	9,800	54,765	58,226	0	55,000	0
72130	524	In Service/Staff Development	14,262	11,960	17,027	29,280	0	25,000	0
72130	790	Other Equipment	36,018	5,000	55,000	59,083	0	60,000	0
<b>Total</b>	<b>Other Student Support</b>		<b>15,135,688</b>	<b>17,670,344</b>	<b>18,477,792</b>	<b>13,726,528</b>	<b>0</b>	<b>18,598,788</b>	<b>0</b>
<b>72210</b>	<b>Regular Instruction Program</b>								
72210	105	Supervisor/Director	1,115,348	1,157,483	1,054,483	998,620	0	1,221,608	0
72210	117	Career Ladder Program	18,288	43,000	43,000	15,640	0	43,000	0
72210	129	Librarians	3,461,992	4,255,676	4,262,811	2,823,106	0	4,359,070	0
72210	132	Materials Supervisor	58,188	74,410	74,410	62,008	0	77,516	0
72210	138	Instructional Computer Personnel	363,485	434,114	377,114	338,778	0	541,455	0
72210	161	Secretary(S)	44,931	100,132	100,132	74,741	0	102,727	0
72210	162	Clerical Personnel	106,564	116,392	116,392	98,124	0	115,519	0
72210	163	Educational Assistants	739,351	815,789	815,789	697,166	0	839,620	0
72210	189	Other Salaries & Wages	2,420,593	2,851,938	2,860,986	2,373,822	0	4,077,025	0
72210	196	In-Service Training	12,344	0	15,000	4,200	0	10,000	0
72210	201	Social Security	493,576	610,634	601,717	447,309	0	706,028	0
72210	204	Pensions	717,515	984,893	970,512	560,093	0	914,303	0
72210	206	Life Insurance	2,780	3,326	3,326	2,268	0	3,400	0
72210	207	Medical Insurance	1,281,279	1,364,304	1,364,304	1,047,562	0	1,400,000	0

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**Rutherford County Government**  
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Fund 141 General Purpose School Fund

Statement of Proposed Operations  
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			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
72210	210	Unemployment Compensation	0	1,000	1,000	(100)	0	1,000	0
72210	212	Employer Medicare	116,105	142,810	140,724	104,748	0	164,974	0
72210	217	Retirement - Hybrid Stabilization	6,934	15,000	15,000	5,363	0	15,000	0
72210	299	Other Fringe Benefits	12,801	12,473	12,473	10,951	0	13,000	0
72210	336	Maint. & Repair Serv. - Equip.	0	1,500	1,500	0	0	2,000	0
72210	355	Travel	77,937	72,000	73,900	65,785	0	75,000	0
72210	369	Contract For Sub Teachers-Cert Barfield Ele	16,873	0	0	0	0	0	0
72210	370	Contract For Subteacher-Noncer Brown's Ch	24,450	0	0	0	0	0	0
72210	399	Other Contracted Services	246,258	271,647	271,647	247,954	0	272,000	0
72210	432	Library Books	233,503	239,200	239,200	249,133	0	245,000	0
72210	471	Software Administration	0	0	0	95,900	0	0	0
72210	499	Other Supplies And Materials	334,948	238,758	245,158	75,113	0	200,000	0
72210	524	In Service/Staff Development	225,301	242,000	242,000	220,562	0	250,000	0
72210	790	Other Equipment	489,231	577,500	577,500	23,635	0	100,000	0
<b>Total</b>	<b>Regular Instruction Program</b>		<b>12,620,575</b>	<b>14,625,979</b>	<b>14,480,078</b>	<b>10,642,481</b>	<b>0</b>	<b>15,749,245</b>	<b>0</b>
<b>72215</b>	<b>Alternative Instruction Prg</b>								
72215	105	Supervisor/Director	229,497	249,385	249,385	194,258	0	464,638	0
72215	117	Career Ladder Program	2,968	6,000	6,000	1,200	0	6,000	0
72215	123	Guidance Personnel	140,938	152,368	152,368	112,616	0	333,377	0
72215	129	Librarians	56,352	67,564	67,564	44,885	0	70,384	0
72215	130	Social Workers	0	0	0	0	0	60,990	0
72215	162	Clerical Personnel	66,676	109,674	109,674	60,641	0	79,272	0
72215	189	Other Salaries & Wages	405,639	459,567	459,567	233,234	0	525,793	0
72215	201	Social Security	53,966	64,763	64,763	38,618	0	95,508	0
72215	204	Pensions	78,583	104,456	104,456	49,783	0	118,859	0
72215	206	Life Insurance	269	264	264	184	0	300	0
72215	207	Medical Insurance	102,645	100,034	100,034	88,088	0	10,100	0
72215	212	Employer Medicare	12,621	15,146	15,146	9,032	0	22,337	0
72215	217	Retirement - Hybrid Stabilization	228	0	350	200	0	350	0
72215	299	Other Fringe Benefits	1,219	1,109	1,109	975	0	1,200	0

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			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
72215	370	Contract For Subteacher-Noncer Christiana El	2,207	0	0	0	0	0	0
72215	399	Other Contracted Services	0	0	4,500	3,099	0	4,500	0
72215	432	Library Books	0	2,709	2,709	2,451	0	10,000	0
72215	499	Other Supplies And Materials	26,757	25,000	25,000	27,051	0	30,000	0
72215	524	In Service/Staff Development	2,771	4,000	4,000	2,320	0	6,000	0
72215	790	Other Equipment	6,461	8,000	8,000	1,506	0	10,000	0
<b>Total</b>	<b>Alternative Instruction Prg</b>		<b>1,190,797</b>	<b>1,370,039</b>	<b>1,374,889</b>	<b>870,141</b>	<b>0</b>	<b>1,849,608</b>	<b>0</b>
<b>72220</b>	<b>Special Education Program</b>								
72220	105	Supervisor/Director	111,556	140,672	140,672	117,226	0	145,630	0
72220	117	Career Ladder Program	4,418	9,000	9,000	3,200	0	9,000	0
72220	124	Psychological Personnel Administration	466,221	0	0	0	0	0	0
72220	131	Medical Personnel	703,808	1,168,321	1,168,321	931,313	0	1,364,625	0
72220	162	Clerical Personnel	169,803	197,517	197,517	159,527	0	205,774	0
72220	189	Other Salaries & Wages	523,497	750,352	831,242	492,130	0	816,721	0
72220	196	In-Service Training Administration	750	0	0	0	0	0	0
72220	201	Social Security	118,755	140,483	145,499	100,269	0	157,589	0
72220	204	Pensions	176,902	226,586	234,675	139,401	0	173,014	0
72220	206	Life Insurance	665	821	821	475	0	821	0
72220	207	Medical Insurance	272,434	285,841	285,841	185,473	0	285,000	0
72220	212	Employer Medicare	27,773	32,855	34,028	23,940	0	36,855	0
72220	217	Retirement - Hybrid Stabilization	4,777	6,000	6,000	5,080	0	6,000	0
72220	299	Other Fringe Benefits	3,153	3,080	3,080	2,438	0	3,080	0
72220	336	Maint. & Repair Serv. - Equip.	175	5,000	5,000	0	0	5,000	0
72220	355	Travel	93,526	103,000	103,000	79,909	0	110,000	0
72220	399	Other Contracted Services	17,079	34,950	34,950	25,609	0	20,000	0
72220	499	Other Supplies And Materials	70,131	100,000	100,000	42,072	0	60,000	0
72220	524	In Service/Staff Development	33,116	30,000	42,768	24,237	0	35,000	0
72220	599	Other Charges	10,357	11,500	11,500	4,623	0	75,000	0
72220	790	Other Equipment	13,897	30,000	30,000	1,690	0	25,000	0
<b>Total</b>	<b>Special Education Program</b>		<b>2,822,793</b>	<b>3,275,978</b>	<b>3,383,914</b>	<b>2,338,612</b>	<b>0</b>	<b>3,534,109</b>	<b>0</b>

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Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>72230 Career and Technical Education Program</b>							
72230 105 Supervisor/Director	109,756	120,861	131,135	109,278	0	135,420	0
72230 162 Clerical Personnel	46,634	53,852	53,852	43,495	0	56,118	0
72230 189 Other Salaries & Wages	102,253	115,163	223,352	186,127	0	230,930	0
72230 201 Social Security	15,327	17,972	25,317	20,443	0	26,193	0
72230 204 Pensions	23,179	28,988	40,834	24,950	0	29,967	0
72230 206 Life Insurance	63	125	125	67	0	135	0
72230 207 Medical Insurance	40,336	45,026	45,026	36,204	0	47,000	0
72230 212 Employer Medicare	3,585	4,203	5,921	4,781	0	6,126	0
72230 299 Other Fringe Benefits	384	507	507	453	0	600	0
72230 355 Travel	37,931	70,000	70,000	62,190	0	60,000	0
72230 499 Other Supplies And Materials	10,574	40,000	40,000	17,865	0	40,000	0
72230 524 In Service/Staff Development	12,033	50,000	78,050	95,775	0	40,000	0
72230 790 Other Equipment	2,800	50,000	50,000	19,389	0	40,000	0
<b>Total Career and Technical Education Program</b>	<b>404,855</b>	<b>596,697</b>	<b>764,119</b>	<b>621,017</b>	<b>0</b>	<b>712,489</b>	<b>0</b>
<b>72250 Technology</b>							
72250 105 Supervisor/Director	112,445	117,694	117,694	98,078	0	122,609	0
72250 120 Computer Programmer(S)	1,761,909	1,907,698	1,907,698	1,516,209	0	2,041,860	0
72250 189 Other Salaries & Wages	140,860	154,898	154,898	82,955	0	213,949	0
72250 201 Social Security	121,089	135,178	135,178	101,754	0	147,462	0
72250 204 Pensions	202,857	218,029	218,029	186,641	0	282,556	0
72250 206 Life Insurance	594	840	840	466	0	840	0
72250 207 Medical Insurance	273,942	248,224	248,224	235,042	0	260,000	0
72250 212 Employer Medicare	28,319	31,614	31,614	23,797	0	34,487	0
72250 217 Retirement - Hybrid Stabilization	444	0	0	221	0	300	0
72250 299 Other Fringe Benefits	2,926	3,152	3,152	2,404	0	3,300	0
72250 336 Maint. & Repair Serv. - Equip.	0	13,000	13,000	0	0	5,000	0
72250 350 Internet Connectivity	466,790	530,000	530,000	324,732	0	530,000	0

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			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
72250	355	Travel	10,250	13,000	13,000	7,068	0	15,000	0
72250	399	Other Contracted Services	486,142	300,000	395,000	713,973	0	1,000,000	0
72250	470	Cabling	6,384	150,000	130,000	12,353	0	100,000	0
72250	471	Software	13,869	150,000	150,000	249,192	0	0	0
72250	499	Other Supplies And Materials	468,984	500,000	520,000	494,146	0	350,000	0
72250	524	In Service/Staff Development	6,176	13,500	13,500	1,499	0	15,000	0
72250	790	Other Equipment	986,728	1,095,000	1,000,000	886,790	0	1,300,000	0
<b>Total</b>	<b>Technology</b>		<b>5,090,708</b>	<b>5,581,827</b>	<b>5,581,827</b>	<b>4,937,320</b>	<b>0</b>	<b>6,422,363</b>	<b>0</b>
<b>72260</b>	<b>Adult Program</b>								
72260	162	Clerical Personnel Administration	38,784	0	0	0	0	0	0
72260	201	Social Security Administration	2,331	0	0	0	0	0	0
72260	204	Pensions Administration	3,956	0	0	0	0	0	0
72260	206	Life Insurance Administration	21	0	0	0	0	0	0
72260	207	Medical Insurance Administration	8,080	0	0	0	0	0	0
72260	212	Employer Medicare Administration	545	0	0	0	0	0	0
72260	299	Other Fringe Benefits Administration	64	0	0	0	0	0	0
<b>Total</b>	<b>Adult Program</b>		<b>53,781</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>72310</b>	<b>Board Of Education</b>								
72310	118	Secretary To Board	113,758	123,705	123,705	99,107	0	131,574	0
72310	191	Board & Committee Members Fees	122,564	150,200	150,200	94,384	0	130,000	0
72310	201	Social Security	14,482	16,982	16,982	11,465	0	16,218	0
72310	204	Pensions	11,085	27,391	27,391	10,980	0	31,075	0
72310	206	Life Insurance	36	106	106	34	0	106	0
72310	207	Medical Insurance	2,509,818	3,620,307	3,620,307	956,186	0	2,500,000	0
72310	210	Unemployment Compensation Administration	0	0	0	711	0	0	0
72310	212	Employer Medicare	3,387	3,972	3,972	2,681	0	3,793	0
72310	299	Other Fringe Benefits	147	397	397	118	0	397	0
72310	305	Audit Services	56,374	63,000	123,000	57,000	0	63,000	0

**Rutherford County Government**  
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**For Fiscal Year Ending JUNE 30,2025**

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
72310	320	Dues And Memberships	1,050	11,000	11,000	10,193	0	12,000	0
72310	331	Legal Services	246,206	300,000	400,000	324,373	0	400,000	0
72310	355	Travel Administration	0	0	0	91	0	0	0
72310	399	Other Contracted Services	14,502	10,000	10,000	8,068	0	10,000	0
72310	499	Other Supplies And Materials	1,558	15,000	15,000	236	0	5,000	0
72310	506	Liability Insurance	789,262	850,000	850,000	838,880	0	850,000	0
72310	508	Premiums On Corporate Surety Bonds	0	4,033	4,033	0	0	4,033	0
72310	510	Trustee's Commission	3,229,187	3,000,000	3,000,000	2,874,713	0	3,561,202	0
72310	513	Worker's Compensation Insurance	526,382	526,381	526,381	263,192	0	526,381	0
72310	524	In Service/Staff Development	42,300	35,000	35,000	16,176	0	35,000	0
72310	533	Criminal Investigation Of Applicants-Tbi	85,570	100,000	100,000	86,880	0	100,000	0
<b>Total Board Of Education</b>			<b>7,767,668</b>	<b>8,857,474</b>	<b>9,017,474</b>	<b>5,655,468</b>	<b>0</b>	<b>8,379,779</b>	<b>0</b>
<b>72320 Director Of Schools</b>									
72320	101	County Official/Administrative	406,054	399,715	399,715	283,734	0	414,708	0
72320	117	Career Ladder Program Administration	1,000	0	0	0	0	0	0
72320	161	Secretary(S)	45,609	52,125	97,125	93,859	0	132,995	0
72320	189	Other Salaries & Wages	465,891	589,425	589,425	454,684	0	591,759	0
72320	201	Social Security	51,332	64,558	67,348	46,359	0	70,647	0
72320	204	Pensions	70,012	102,932	107,716	80,038	0	112,476	0
72320	206	Life Insurance	206	347	347	192	0	347	0
72320	207	Medical Insurance	102,371	57,204	57,204	93,879	0	115,000	0
72320	212	Employer Medicare	12,951	15,098	15,751	11,688	0	16,522	0
72320	299	Other Fringe Benefits	1,074	1,303	1,303	1,022	0	1,500	0
72320	307	Communication	106,102	100,000	100,000	66,060	0	100,000	0
72320	320	Dues And Memberships	14,897	15,700	15,700	14,660	0	15,700	0
72320	348	Postal Charges	22,868	25,000	25,000	24,243	0	30,000	0
72320	355	Travel	3,372	6,000	6,000	5,199	0	8,000	0
72320	399	Other Contracted Services	89,200	50,000	140,000	134,382	0	100,000	0
72320	499	Other Supplies And Materials	19,150	25,000	35,000	26,323	0	30,000	0
72320	524	In Service/Staff Development	14,691	25,000	25,000	22,214	0	25,000	0

**Rutherford County Government**  
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Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
72320	599	Other Charges	53,371	55,000	55,000	58,350	0	75,000	0
72320	701	Administration Equipment	2,238	10,000	10,000	5,832	0	10,000	0
<b>Total</b>	<b>Director Of Schools</b>		<b>1,482,389</b>	<b>1,594,407</b>	<b>1,747,634</b>	<b>1,422,718</b>	<b>0</b>	<b>1,849,654</b>	<b>0</b>
<b>72410</b>	<b>Office Of The Principal</b>								
72410	104	Principals	5,843,786	6,193,502	6,589,531	4,665,984	0	6,403,683	0
72410	117	Career Ladder Program	26,000	55,000	55,000	17,870	0	55,000	0
72410	119	Accountants/Bookkeepers	1,702,388	1,888,723	1,888,723	1,548,956	0	1,930,818	0
72410	139	Assistant Principals	8,778,851	10,294,876	10,987,905	8,110,388	0	11,222,992	0
72410	161	Secretary(S)	1,609,304	1,833,108	1,833,108	1,482,325	0	1,927,289	0
72410	162	Clerical Personnel	2,274,848	2,564,100	2,565,950	2,104,925	0	2,631,686	0
72410	201	Social Security	1,204,690	1,415,417	1,483,053	1,067,634	0	1,498,631	0
72410	204	Pensions	1,808,660	2,135,987	2,230,831	1,444,930	0	1,895,542	0
72410	206	Life Insurance	6,662	8,206	8,206	5,549	0	8,300	0
72410	207	Medical Insurance	3,154,955	3,251,743	3,251,743	2,694,588	0	3,500,000	0
72410	210	Unemployment Compensation	197	5,000	5,000	170	0	5,000	0
72410	212	Employer Medicare	281,741	331,025	346,843	249,690	0	350,486	0
72410	217	Retirement - Hybrid Stabilization	5,938	4,000	10,430	7,948	0	10,500	0
72410	299	Other Fringe Benefits	28,613	30,775	30,775	25,915	0	35,000	0
72410	307	Communication	157,916	175,000	175,000	119,781	0	175,000	0
72410	320	Dues And Memberships	22,100	50,000	50,000	29,191	0	50,000	0
72410	369	Contract For Sub Teachers-Cert Blackman Mid	271	0	0	0	0	0	0
72410	370	Contract For Subteacher-Noncer Blackman Hi	6,778	0	0	0	0	0	0
72410	399	Other Contracted Services	201,252	250,000	400,000	382,228	0	250,000	0
72410	435	Office Supplies	6,092	15,000	15,000	649	0	15,000	0
72410	499	Other Supplies And Materials	1,458	5,000	5,000	415	0	5,000	0
72410	524	In Service/Staff Development	0	10,000	10,000	910	0	10,000	0
72410	599	Other Charges	224,792	350,000	315,000	288,958	0	350,000	0
72410	701	Administration Equipment	99,314	70,000	40,000	5,840	0	20,000	0
<b>Total</b>	<b>Office Of The Principal</b>		<b>27,450,606</b>	<b>30,936,462</b>	<b>32,297,098</b>	<b>24,254,844</b>	<b>0</b>	<b>32,349,927</b>	<b>0</b>



**Rutherford County Government**  
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**For Fiscal Year Ending JUNE 30,2025**

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>72510</b>	<b>Fiscal Services</b>								
72510	105	Supervisor/Director	398,038	423,242	271,812	226,509	0	384,221	0
72510	119	Accountants/Bookkeepers	470,478	637,207	769,338	552,457	0	862,639	0
72510	122	Purchasing Personnel	139,779	170,629	170,629	142,190	0	187,754	0
72510	201	Social Security	59,489	74,470	75,130	54,480	0	88,946	0
72510	204	Pensions	100,507	133,446	134,629	102,298	0	170,432	0
72510	206	Life Insurance	317	474	474	254	0	474	0
72510	207	Medical Insurance	174,675	186,929	186,929	148,148	0	190,000	0
72510	212	Employer Medicare	13,913	17,416	17,571	12,741	0	20,802	0
72510	299	Other Fringe Benefits	1,384	1,778	1,778	1,262	0	1,778	0
72510	355	Travel	627	2,000	2,000	631	0	2,000	0
72510	399	Other Contracted Services	85,981	150,000	150,000	55,854	0	175,000	0
72510	435	Office Supplies	15,129	30,000	30,000	12,304	0	30,000	0
72510	499	Other Supplies And Materials	797	3,000	3,000	652	0	3,000	0
72510	524	In Service/Staff Development	16,464	17,500	17,500	6,900	0	17,500	0
72510	701	Administration Equipment	3,949	15,000	15,000	6,046	0	15,000	0
<b>Total</b>	<b>Fiscal Services</b>		<b>1,481,527</b>	<b>1,863,091</b>	<b>1,845,790</b>	<b>1,322,726</b>	<b>0</b>	<b>2,149,546</b>	<b>0</b>
<b>72520</b>	<b>Human Resources/Personnel</b>								
72520	105	Supervisor/Director	142,592	393,032	393,032	301,402	0	516,471	0
72520	117	Career Ladder Program	1,500	2,000	2,000	1,350	0	2,000	0
72520	162	Clerical Personnel	246,557	304,346	323,296	262,775	0	343,127	0
72520	189	Other Salaries & Wages	321,367	264,455	321,455	264,973	0	449,031	0
72520	201	Social Security	41,639	59,758	59,758	48,842	0	81,259	0
72520	204	Pensions	67,574	96,383	96,383	79,331	0	132,724	0
72520	206	Life Insurance	255	271	271	240	0	300	0
72520	207	Medical Insurance	111,130	109,064	109,064	111,862	0	120,000	0
72520	212	Employer Medicare	9,993	10,112	10,112	11,627	0	19,004	0
72520	217	Retirement - Hybrid Stabilization	0	0	1,170	972	0	2,000	0
72520	299	Other Fringe Benefits	1,034	1,017	1,017	1,130	0	1,500	0

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Fund 141 General Purpose School Fund

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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
72520	355	Travel	368	1,500	1,500	1,638	0	2,000	0
72520	399	Other Contracted Services	239,503	285,840	266,890	208,387	0	267,000	0
72520	499	Other Supplies And Materials	5,430	15,000	20,000	10,416	0	20,000	0
72520	524	In Service/Staff Development	1,315	20,000	20,000	1,700	0	10,000	0
72520	701	Administration Equipment	4,971	25,000	25,000	3,528	0	20,000	0
<b>Total</b>	<b>Human Resources/Personnel</b>		<b>1,195,228</b>	<b>1,587,778</b>	<b>1,650,948</b>	<b>1,310,173</b>	<b>0</b>	<b>1,986,416</b>	<b>0</b>
<b>72610</b>	<b>Operation Of Plant</b>								
72610	166	Custodial Personnel	8,029,686	9,929,447	9,929,447	7,836,653	0	10,109,000	0
72610	189	Other Salaries & Wages	116,086	122,959	122,959	99,480	0	195,021	0
72610	201	Social Security	479,650	623,249	623,249	468,822	0	638,849	0
72610	204	Pensions	783,913	1,116,822	1,116,822	832,854	0	1,224,118	0
72610	206	Life Insurance	4,472	3,700	3,700	4,002	0	5,000	0
72610	207	Medical Insurance	1,531,329	1,776,765	1,776,765	1,333,534	0	1,800,000	0
72610	210	Unemployment Compensation	1	18,000	18,000	0	0	15,000	0
72610	212	Employer Medicare	113,833	145,760	145,760	111,193	0	149,408	0
72610	299	Other Fringe Benefits	11,023	13,878	13,878	11,376	0	15,000	0
72610	336	Maint. & Repair Serv. - Equip.	6,463	100,000	0	0	0	0	0
72610	399	Other Contracted Services	1,207,706	1,250,000	1,350,000	1,144,390	0	1,500,000	0
72610	410	Custodial Supplies	1,903,696	2,300,000	2,200,000	1,651,273	0	1,780,000	0
72610	415	Electricity	11,214,688	12,060,337	12,060,337	8,323,056	0	12,422,147	0
72610	434	Natural Gas	1,400,039	1,503,022	1,503,022	806,517	0	1,578,173	0
72610	454	Water And Sewer	1,653,523	1,844,731	1,844,731	1,185,711	0	1,900,073	0
72610	499	Other Supplies And Materials	141,323	275,000	175,000	225,816	0	175,000	0
72610	502	Building And Contents Insurance	897,059	2,000,000	2,000,000	1,952,723	0	2,700,000	0
72610	524	In Service/Staff Development	0	5,000	5,000	0	0	5,000	0
72610	599	Other Charges	14,274	55,000	100,000	88,624	0	150,000	0
72610	720	Plant Operation Equipment	894,274	1,750,000	1,705,000	807,500	0	1,000,000	0
<b>Total</b>	<b>Operation Of Plant</b>		<b>30,403,038</b>	<b>36,893,670</b>	<b>36,693,670</b>	<b>26,883,524</b>	<b>0</b>	<b>37,361,789</b>	<b>0</b>

**72620 Maintenance Of Plant**

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Fund 141 General Purpose School Fund

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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
72620	105	Supervisor/Director	570,839	663,619	663,619	552,877	0	691,157	0
72620	161	Secretary(S)	142,272	159,162	159,162	125,871	0	0	0
72620	162	Clerical Personnel	0	0	0	0	0	163,114	0
72620	167	Maintenance Personnel	3,432,084	4,024,557	4,029,632	3,204,240	0	4,401,946	0
72620	201	Social Security	245,047	300,535	300,850	230,604	0	325,885	0
72620	204	Pensions	420,986	538,539	539,103	429,047	0	624,439	0
72620	206	Life Insurance	1,608	1,752	1,752	1,828	0	2,000	0
72620	207	Medical Insurance	809,035	806,719	806,719	686,635	0	850,000	0
72620	210	Unemployment Compensation	0	1,000	1,000	0	0	1,000	0
72620	212	Employer Medicare	57,309	70,286	70,360	53,931	0	76,215	0
72620	299	Other Fringe Benefits	6,142	6,570	6,570	5,705	0	7,000	0
72620	329	Laundry Service	30,498	30,000	30,000	26,589	0	35,000	0
72620	335	Maint. & Repair Serv. - Bldgs.	504,727	900,000	900,000	886,106	0	900,000	0
72620	336	Maint. & Repair Serv. - Equip.	112,189	910,000	210,000	25,074	0	150,000	0
72620	355	Travel	955	2,500	2,500	1,140	0	2,500	0
72620	399	Other Contracted Services	1,610,092	2,250,000	2,250,000	1,773,899	0	1,478,000	0
72620	499	Other Supplies And Materials	1,913,704	1,200,000	1,800,000	1,837,586	0	1,800,000	0
72620	511	Vehicle And Equipment Insurance	48,962	71,000	71,000	51,188	0	71,000	0
72620	524	In Service/Staff Development	13,792	16,000	16,000	11,330	0	25,000	0
72620	599	Other Charges	729	10,000	10,000	1,591	0	10,000	0
72620	701	Administration Equipment	69,605	150,000	2,000,008	1,555,758	0	150,000	0
72620	717	Maintenance Equipment	172,232	100,000	200,000	112,942	0	200,000	0
<b>Total</b>	<b>Maintenance Of Plant</b>		<b>10,162,807</b>	<b>12,212,239</b>	<b>14,068,275</b>	<b>11,573,941</b>	<b>0</b>	<b>11,964,256</b>	<b>0</b>
<b>72710</b>	<b>Transportation</b>								
72710	105	Supervisor/Director	95,219	98,594	210,935	159,277	0	217,070	0
72710	162	Clerical Personnel	212,570	365,644	0	0	0	0	0
72710	164	Attendants	495,688	659,405	659,405	496,728	0	687,851	0
72710	189	Other Salaries & Wages	174,446	203,197	477,953	406,374	0	609,363	0
72710	201	Social Security	56,829	82,264	83,594	62,342	0	83,594	0

**Rutherford County Government**  
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Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
72710	204	Pensions	80,511	147,412	149,795	102,245	0	179,897	0
72710	206	Life Insurance	482	818	818	980	0	1,500	0
72710	207	Medical Insurance	181,131	302,523	302,523	156,929	0	350,000	0
72710	210	Unemployment Compensation	4,132	2,000	2,000	(27)	0	2,000	0
72710	212	Employer Medicare	13,555	19,239	19,550	14,853	0	21,957	0
72710	299	Other Fringe Benefits	1,286	2,520	2,520	1,475	0	3,000	0
72710	312	Contracts W/Private Agencies	150	300,000	200,000	0	0	200,000	0
72710	313	Contracts W/Parents	0	4,000	4,000	0	0	2,000	0
72710	315	Contracts W/Vehicle Owners	24,466,895	25,533,402	25,533,402	22,203,061	0	27,169,404	0
72710	355	Travel	0	12,000	7,000	2,478	0	8,000	0
72710	399	Other Contracted Services	989,547	350,000	450,000	293,054	0	450,000	0
72710	499	Other Supplies And Materials	57,062	70,000	70,000	13,450	0	50,000	0
72710	511	Vehicle And Equipment Insurance	70,820	87,000	87,000	70,820	0	87,000	0
72710	524	In Service/Staff Development	5,241	20,000	20,000	9,476	0	20,000	0
72710	599	Other Charges	31,795	40,000	40,000	33,500	0	40,000	0
72710	701	Administration Equipment	4,310	40,000	40,000	8,039	0	30,000	0
72710	729	Transportation Equipment	0	40,400	621,750	582,637	0	50,000	0
<b>Total Transportation</b>			<b>26,941,669</b>	<b>28,380,418</b>	<b>28,982,245</b>	<b>24,617,691</b>	<b>0</b>	<b>30,262,636</b>	<b>0</b>
<b>73300 Community Services</b>									
73300	599	Other Charges	8,917	10,000	10,000	9,943	0	10,000	0
<b>Total Community Services</b>			<b>8,917</b>	<b>10,000</b>	<b>10,000</b>	<b>9,943</b>	<b>0</b>	<b>10,000</b>	<b>0</b>
<b>73400 Early Childhood Education</b>									
73400	116	Teachers	1,881,401	2,475,640	2,475,640	1,744,332	0	2,795,177	0
73400	117	Career Ladder Program	4,000	4,000	4,000	800	0	4,000	0
73400	163	Educational Assistants	1,054,080	1,269,246	1,269,246	1,089,483	0	1,374,449	0
73400	201	Social Security	171,480	232,431	232,431	166,668	0	258,765	0
73400	204	Pensions	259,994	354,262	346,287	245,930	0	341,312	0
73400	206	Life Insurance	1,858	1,081	1,556	1,554	0	2,000	0

**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
Account Number					April 2024	April 2024			
73400	207	Medical Insurance	663,823	663,612	663,612	562,689	0	690,000	0
73400	212	Employer Medicare	40,217	54,359	54,359	38,977	0	60,518	0
73400	217	Retirement - Hybrid Stabilization	7,350	0	7,500	5,705	0	0	0
73400	299	Other Fringe Benefits	5,319	4,054	4,054	4,683	0	0	0
73400	355	Travel	858	650	3,300	1,095	0	1,500	0
73400	369	Contract For Sub Teachers-Cert Brown's Chap	3,339	0	0	0	0	0	0
73400	370	Contract For Subteacher-Noncer Brown's Chap	40,978	0	0	0	0	0	0
73400	399	Other Contracted Services	2,701	20,000	20,000	365	0	10,000	0
73400	422	Food Supplies	0	6,500	6,500	0	0	3,000	0
73400	429	Instructional Supp & Mat	100,409	35,492	40,492	28,909	0	45,000	0
73400	499	Other Supplies And Materials	9,849	10,200	5,200	0	0	5,200	0
73400	524	In Service/Staff Development	3,912	18,260	15,610	3,556	0	15,000	0
73400	790	Other Equipment	5,675	8,000	8,000	2,572	0	8,000	0
<b>Total</b>	<b>Early Childhood Education</b>		<b>4,267,243</b>	<b>5,157,787</b>	<b>5,157,787</b>	<b>3,897,318</b>	<b>0</b>	<b>5,613,921</b>	<b>0</b>
<b>76100</b>	<b>Regular Capital Outlay</b>								
76100	399	Other Contracted Services	0	25,000	25,000	18,995	0	25,000	0
76100	706	Building Construction	0	0	8,727,000	49,286	0	0	0
76100	707	Building Improvements	0	0	117,000	73,385	0	0	0
76100	799	Other Capital Outlay	234,408	923,612	642,406	233,989	0	311,397	0
<b>Total</b>	<b>Regular Capital Outlay</b>		<b>234,408</b>	<b>948,612</b>	<b>9,511,406</b>	<b>375,655</b>	<b>0</b>	<b>336,397</b>	<b>0</b>
<b>82130</b>	<b>Education</b>								
82130	612	Principal on Other Loans	638,208	366,943	366,943	314,997	0	235,857	0
<b>Total</b>	<b>Education</b>		<b>638,208</b>	<b>366,943</b>	<b>366,943</b>	<b>314,997</b>	<b>0</b>	<b>235,857</b>	<b>0</b>
<b>82230</b>	<b>Education</b>								
82230	613	Interest on Other Loans	9,492	4,122	4,122	3,448	0	975	0
<b>Total</b>	<b>Education</b>		<b>9,492</b>	<b>4,122</b>	<b>4,122</b>	<b>3,448</b>	<b>0</b>	<b>975</b>	<b>0</b>

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**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

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Fund 141 General Purpose School Fund

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru April 2024	Est & Bgt Thru April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>99100 Operating Transfers</b>							
99100 590 Transfers To Other Funds	3,000,000	0	34,840,600	34,840,600	0	5,378,179	0
<b>Total Operating Transfers</b>	<b>3,000,000</b>	<b>0</b>	<b>34,840,600</b>	<b>34,840,600</b>	<b>0</b>	<b>5,378,179</b>	<b>0</b>
<b>Total Expenditures</b>	<b>473,622,800</b>	<b>518,420,946</b>	<b>576,788,421</b>	<b>420,637,733</b>	<b>0</b>	<b>543,812,949</b>	<b>0</b>
<b>Total Expenditures</b>	<b>473,622,800</b>	<b>518,420,946</b>	<b>576,788,421</b>	<b>420,637,733</b>	<b>0</b>	<b>543,812,949</b>	<b>0</b>



**Rutherford County, Tennessee**  
**Central Cafeteria Fund 143**



Fund 143 Central Cafeteria

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number		Actual 2023	Original Budget 2024	Amended Budget 2024	Est & Bgt Current Year 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>Estimated/Appropriated/Actual</b>		<b>Revenues</b>						
43521	Lunch Payments - Children	7,636,741	6,500,000	6,500,000	5,160,745	0	6,305,000	0
43522	Lunch Payments - Adults	85,565	210,000	210,000	57,152	0	203,700	0
43523	Income From Breakfast	409,881	600,000	600,000	224,470	0	582,000	0
43525	A La Carte Sales	547,802	500,000	500,000	491,724	0	485,000	0
44110	Investment Income	614,387	25,000	25,000	635,218	0	24,250	0
44170	Miscellaneous Refunds	0	0	0	23,920	0	0	0
46520	School Food Service	218,827	190,000	190,000	180,297	0	184,300	0
47111	Usda School Lunch Program	11,960,837	15,000,000	15,000,000	7,960,536	0	14,550,000	0
47112	Usda - Commodities	750,983	2,000,000	2,000,000	0	0	1,940,000	0
47113	Breakfast	3,304,824	3,000,000	3,000,000	2,558,824	0	2,910,000	0
47114	Usda - Other Fresh Fruit & Veg	1,812,858	1,690,000	1,690,000	1,307,981	0	1,639,300	0
<b>Total</b>	<b>Revenues</b>	<b>27,342,705</b>	<b>29,715,000</b>	<b>29,715,000</b>	<b>18,600,867</b>	<b>0</b>	<b>28,823,550</b>	<b>0</b>
<b>Total</b>	<b>Revenues</b>	<b>27,342,705</b>	<b>29,715,000</b>	<b>29,715,000</b>	<b>18,600,867</b>	<b>0</b>	<b>28,823,550</b>	<b>0</b>



Fund 143 Central Cafeteria

Statement of Proposed Operations  
Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget 2024	Est & Bgt Current Year 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>Excess of Estimated Revenue Over Under Estimated Expenditures</b>	<b>27,342,705</b>	29,715,000	29,715,000	<b>18,600,867</b>	<b>0</b>	<b>28,823,550</b>	<b>0</b>
<b>Estimated Beg Fund Bal JULY 01</b>	<b>0</b>	<b>4,745,215</b>	<b>4,745,215</b>	<b>4,745,215</b>	<b>23,346,082</b>	<b>52,169,632</b>	<b>23,346,082</b>
<b>Prior Prior Year Ending Encumbered Fund Balance</b>	0						
<b>Excess/Deficit Revenues/Expenditures</b>	4,745,215						
<b>Adjustments</b>	0						
<b>Prior Year Ending Fund Bal</b>	4,745,215						
<b>Adjustment</b>	0						
<b>Estimated End Fund Bal JUNE 30</b>	<b>4,745,215</b>	<b>34,460,215</b>	<b>34,460,215</b>	<b>23,346,082</b>	<b>23,346,082</b>	<b>52,169,632</b>	<b>23,346,082</b>

**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

Fund 143 Central Cafeteria

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>Estimated/Appropriated/Actual</b>							
Expenditures							
<b>72310 Board Of Education</b>							
72310 305 Audit Services	12,844	16,000	16,000	0	0	16,000	0
72310 513 Worker's Compensation Insuranc	56,000	56,000	56,000	28,000	0	56,000	0
<b>Total Board Of Education</b>	<b>68,844</b>	<b>72,000</b>	<b>72,000</b>	<b>28,000</b>	<b>0</b>	<b>72,000</b>	<b>0</b>
<b>73100 Food Service</b>							
73100 105 Supervisor/Director	177,438	195,465	195,465	142,678	0	198,182	0
73100 119 Accountants/Bookkeepers	94,965	108,667	108,667	81,983	0	120,973	0
73100 165 Cafeteria Personnel	7,576,061	9,392,768	9,392,768	6,553,375	0	9,581,849	0
73100 189 Other Salaries & Wages	259,765	333,237	333,237	213,074	0	303,764	0
73100 201 Social Security	487,722	621,868	621,868	421,511	0	632,696	0
73100 204 Pensions	420,377	1,114,348	1,114,348	372,800	0	649,023	0
73100 206 Life Insurance	2,764	5,000	5,000	1,993	0	5,000	0
73100 207 Medical Insurance	1,008,184	1,200,000	1,200,000	743,963	0	1,236,000	0
73100 210 Unemployment Compensation	916	15,100	15,100	1,416	0	15,100	0
73100 212 Employer Medicare	114,142	145,437	145,437	98,738	0	147,969	0
73100 299 Other Fringe Benefits	6,431	7,700	7,700	5,273	0	7,700	0
73100 307 Communication Rock Springs Elementary	0	0	0	48	0	0	0
73100 336 Maint. & Repair Serv. - Equip.	13	50,000	50,000	0	0	50,000	0
73100 348 Postal Charges	305	2,500	2,500	0	0	2,500	0
73100 354 Transp. Other Than Students	154,381	185,000	185,000	205,293	0	310,000	0
73100 355 Travel	22,812	36,000	36,000	16,046	0	52,000	0
73100 399 Other Contracted Services	562,346	750,000	750,000	520,884	0	800,000	0
73100 421 Food Preparation Supplies	839,051	1,365,000	1,365,000	972,172	0	1,400,000	0
73100 422 Food Supplies	8,300,851	13,245,000	13,245,000	9,370,250	0	14,000,000	0
73100 435 Office Supplies	16,150	25,000	25,000	17,223	0	25,000	0
73100 451 Uniforms	1,912	20,000	20,000	6,529	0	16,000	0
73100 469 Usda-Commodities	750,983	2,000,000	2,000,000	0	0	1,552,000	0

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**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

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Fund 143 Central Cafeteria			Statement of Proposed Operations Fiscal Year Ending June 30, 2025						
Account Number			Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
73100	499	Other Supplies And Materials	284,418	225,000	225,000	333,943	0	325,000	0
73100	524	In Service/Staff Development	38,297	70,000	70,000	35,495	0	75,000	0
73100	599	Other Charges	18,637	21,000	21,000	0	0	21,000	0
73100	710	Food Service Equipment	739,690	3,000,000	3,000,000	1,792,396	0	1,850,000	0
<b>Total Food Service</b>			<b>21,878,611</b>	<b>34,134,090</b>	<b>34,134,090</b>	<b>21,907,083</b>	<b>0</b>	<b>33,376,756</b>	<b>0</b>
<b>99100 Transfers Out</b>									
99100	590	Transfers To Other Funds Brown's Chapel El	29,302	0	0	30,281	0	0	0
<b>Total Transfers Out</b>			<b>29,302</b>	<b>0</b>	<b>0</b>	<b>30,281</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Expenditures</b>			<b>21,976,757</b>	<b>34,206,090</b>	<b>34,206,090</b>	<b>21,965,364</b>	<b>0</b>	<b>33,448,756</b>	<b>0</b>
<b>Total Expenditures</b>			<b>21,976,757</b>	<b>34,206,090</b>	<b>34,206,090</b>	<b>21,965,364</b>	<b>0</b>	<b>33,448,756</b>	<b>0</b>

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**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense**  
**For Fiscal Year Ending JUNE 30,2025**

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Fund 143 Central Cafeteria

Statement of Proposed Operations  
 Fiscal Year Ending June 30, 2025

Account Number	Actual 2023	Original Budget 2024	Amended Budget Thru March 2024	Est & Bgt Thru March 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>Excess of Estimated Revenue Over</b>							
<b>Under Estimated Expenditures</b>	<b>(21,976,757)</b>	(34,206,090)	(34,206,090)	<b>(21,965,364)</b>	<b>0</b>	<b>(33,448,756)</b>	<b>0</b>
<b>Estimated Beg Fund Bal JULY 01</b>	<b>0</b>	<b>4,745,215</b>	<b>4,745,215</b>	<b>4,745,215</b>	<b>(17,220,149)</b>	<b>(50,668,905)</b>	<b>(17,220,149)</b>
<b>Undesignated Fund Bal</b>		UndesignatedBalance					
<b>Reserves</b>		Reserves					
<b>Designated Fund Bal</b>		DesignatedFundBalan ce					
<b>Beginning Fund Bal</b>		0					
<b>Excess (Diff) in Rev/Exp</b>		<b>4,745,215</b>					
<b>Unadjusted Fund Bal</b>		UnadjustedFundBalan ce					
<b>Adjustment</b>		0					
<b>Total Ending Fund Bal</b>		4,745,215					
<b>Adjustment</b>	<b>0</b>						
<b>Estimated End Fund Bal JUNE 30</b>	<b>4,745,215</b>	<b>(29,460,875)</b>	<b>(29,460,875)</b>	<b>(17,220,149)</b>	<b>(17,220,149)</b>	<b>(50,668,905)</b>	<b>(17,220,149)</b>



**Rutherford County, Tennessee  
Education Capital Projects Fund 177**



Fund : 177 Education Capital Projects

Monthly Comparative: 83.33%

Account Number	Account Description	Prior Year Year End Actual	Original Budget	Amended Budget	Actual April 2024	Department Request	Mayor/Board Recomm	Budget Comm Recomm
<b>Revenue</b>								
<b>Local Taxes</b>								
40110	Current Property Tax	16,430,188.16	14,961,206.00	14,961,206.00	15,417,753.41	0.00	18,345,383.00	0.00
40120	Trustee's Collect. - Prior Yr.	79,903.93	117,560.00	117,560.00	33,960.12	0.00	63,430.00	0.00
40130	Circuit Clerk/Clerk & Mast. Co	71,306.86	64,970.00	64,970.00	30,138.06	0.00	47,570.00	0.00
40140	Interest And Penalty	32,947.10	27,220.00	27,220.00	15,653.19	0.00	25,370.00	0.00
40150	Pick-Up Taxes	28,930.22	21,656.00	21,656.00	18,150.82	0.00	20,613.00	0.00
40161	Payments In Lieu Of Taxes-Tva	1,037.40	959.00	959.00	676.46	0.00	983.00	0.00
	<b>Total County Property Taxes</b>	<b>16,644,313.67</b>	<b>15,193,571.00</b>	<b>15,193,571.00</b>	<b>15,516,332.06</b>	<b>0.00</b>	<b>18,503,349.00</b>	<b>0.00</b>
40270	Business Tax	634,478.45	494,990.00	494,990.00	139,461.39	0.00	494,990.00	0.00
40285	School Facilities/Development Tax	2,975,463.25	2,400,000.00	2,400,000.00	2,807,739.75	0.00	750,000.00	0.00
	<b>Total County Local Option Tax</b>	<b>3,609,941.70</b>	<b>2,894,990.00</b>	<b>2,894,990.00</b>	<b>2,947,201.14</b>	<b>0.00</b>	<b>1,244,990.00</b>	<b>0.00</b>
	<b>Total Local Taxes -</b>	<b>20,254,255.37</b>	<b>18,088,561.00</b>	<b>18,088,561.00</b>	<b>18,463,533.20</b>	<b>0.00</b>	<b>19,748,339.00</b>	<b>0.00</b>
<b>Total Revenues</b>		<b>20,254,255.37</b>	<b>18,088,561.00</b>	<b>18,088,561.00</b>	<b>18,463,533.20</b>	<b>0.00</b>	<b>19,748,339.00</b>	<b>0.00</b>
<b>Total For Fund: 177</b>		<b>20,254,255.37</b>	<b>18,088,561.00</b>	<b>18,088,561.00</b>	<b>18,463,533.20</b>	<b>0.00</b>	<b>19,748,339.00</b>	<b>0.00</b>

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**Rutherford County Government**  
**Budget Report 7 Column by Fund-Summarized (Expense)**  
**For Fiscal Year Ending JUNE 30,2025**

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Fund 177 Education Capital Projects

Statement of Proposed Operations  
 Fiscal Year Ending June 30,2025

Account Number

Estimated/Appropriated/Actual

Expenditures

			Actual	Original Budget	Amended Budget	Est & Bgt Thru	Department	Mayor/Board	Budget Comm
			2023	2024	Thru	April 2024	Request	Recomm	Recomm
					April 2024				
<b>72310</b>	<b>Board Of Education</b>								
72310	510	Trustee's Commission	368,501	575,000	575,000	340,471	0	425,000	0
<b>Total</b>	<b>Board Of Education</b>		<b>368,501</b>	<b>575,000</b>	<b>575,000</b>	<b>340,471</b>	<b>0</b>	<b>425,000</b>	<b>0</b>
<b>91300</b>	<b>Education Capital Projects</b>								
91300	304	Architects Holloway High School	12,395	0	0	62,576	0	0	0
91300	335	Maint. & Repair Serv. - Bldgs.	10,004,005	17,513,561	29,421,982	12,841,920	0	19,323,339	0
91300	399	Other Contracted Services	687,638	0	167,108	0	0	0	0
91300	732	Building Purchases	48,467	0	1,502,369	19,453	0	0	0
<b>Total</b>	<b>Education Capital Projects</b>		<b>10,752,505</b>	<b>17,513,561</b>	<b>31,091,459</b>	<b>12,923,949</b>	<b>0</b>	<b>19,323,339</b>	<b>0</b>
<b>Total</b>	<b>Expenditures</b>		<b>11,121,006</b>	<b>18,088,561</b>	<b>31,666,459</b>	<b>13,264,420</b>	<b>0</b>	<b>19,748,339</b>	<b>0</b>
<b>Total</b>	<b>Expenditures</b>		<b>11,121,006</b>	<b>18,088,561</b>	<b>31,666,459</b>	<b>13,264,420</b>	<b>0</b>	<b>19,748,339</b>	<b>0</b>

Fund 141 - General Purpose School

Budget Amendment #9

Function	Object	Description	2024 Budget	Summer Camp Amendment		Amended Budget
				Decreases	Increases	
40110		Current Property Tax	75,852,655.00			75,852,655
40120		Trustee's Collect. - Prior Yr.	596,020.00			596,020
40130		Clerk & Master Collections	329,380.00			329,380
40140		Interest And Penalty	138,030.00			138,030
40150		Pick-Up Taxes	109,794.00			109,794
40161		Pay In Lieu Of Taxes - Tva	6,247.00			6,247
40162		Pmnts In Lieu Of Taxes - Local	145,000.00			145,000
40210		Local Option Sales Tax	101,250,000.00			101,250,000
40240		Wheel Tax	4,961,320.00			4,961,320
40270		Business Tax	2,850,000.00			2,850,000
40275		Mixed Drink Tax	620,000.00			620,000
41110		Marriage Licenses	13,000.00			13,000
43513		Tuition - Summer School	70,000.00			70,000
43517		Tuition - Other	25,000.00			25,000
43541		Contract Adm Svcs/Other Lea's	15,000.00			15,000
43990		Other Charges For Services	2,500.00			2,500
44110		Investment Income	50,000.00			50,000
44120		Lease/Rentals	1,250,000.00			1,250,000
44130		Sale Of Materials And Supplies	35,000.00			35,000
44146		Erate Funding	10,000.00			10,000
44170		Miscellaneous Refunds	15,000.00			15,000
44530		Sale Of Equipment	15,000.00			15,000
44570		Contributions & Gifts	61,100.00			61,100
44990		Other Local Revenues	768,000.00			768,000
46510		Basic Education Program	324,257,546.00			324,257,546
46515		Early Childhood Education	1,971,821.00			1,971,821
46550		Driver Education	250,000.00			250,000
46590		Other State Education Funds	829,168.00		5,556,938	6,386,106
46592		Internet Connectivity	0			0
46610		Career Ladder Program	500,000			500,000
46790		Other Vocational	17,064,000			17,064,000
46851		State Revenue Sharing - T.V.A.	2,500,000.00			2,500,000
46980		Other State Grants	20,000.00			20,000
46981		Safe Schools	2,361,940.00			2,361,940
47143		Special Education - Grants	500,000.00			500,000
47640		Rotc Reimbursement	850,000.00			850,000
49700		Insurance Recovery	50,000.00			50,000
49800		Transfers In	1,600,000.00			1,600,000
<b>Total Revenue &amp; Operating Transfers</b>			<b>541,942,521</b>	0	5,556,938	<b>547,499,459</b>

Function	Object	Description	2023 Budget	Increases	Decreases	Amended Budget
71100	163	Reg Education Prg - Elem/Sec - Educational Assistants	6,876,401	225,000		7,101,401
71100	201	Reg Education Prg - Elem/Sec - Social Security	12,192,712	153,450		12,346,162
71100	204	Reg Education Prg - Elem/Sec - Pensions	17,255,872	254,925		17,510,797
71100	212	Reg Education Prg - Elem/Sec - Employer Medicare	2,851,521	35,888		2,887,409
71100	429	Reg Education Prg - Elem/Sec - Instructional Supp & Mat	3,277,800	1,000,000		4,277,800
71100	499	Reg Education Prg - Elem/Sec - Other Supplies And Materials	30,600	419,148		449,748
<b>71100 Total</b>			<b>273,841,092</b>	4,338,411	0	<b>278,179,503</b>
72120	131	Health Services - Medical Personnel	3,852,548	70,000		3,922,548
72120	201	Health Services - Social Security	254,278	4,340		258,618
72120	204	Health Services - Pensions	410,126	7,210		417,336
72120	212	Health Services - Employer Medicare	59,468	1,015		60,483
<b>72120 Total</b>			<b>5,803,967</b>	82,565	0	<b>5,886,532</b>
72130	399	Other Student Support - Other Contracted Services	575,400	100,000		675,400
<b>72130 Total</b>			<b>18,477,792</b>	100,000	0	<b>18,577,792</b>
72410	104	Office Of The Principal - Principals	6,589,531	85,000		6,674,531
72410	161	Office Of The Principal - Secretary(S)	1,833,108	70,000		1,903,108
72410	201	Office Of The Principal - Social Security	1,483,053	9,610		1,492,663
72410	204	Office Of The Principal - Pensions	2,230,831	15,965		2,246,796
72410	212	Office Of The Principal - Employer Medicare	346,843	2,248		349,091
<b>72410 Total</b>			<b>32,297,098</b>	182,823	0	<b>32,479,921</b>
72710	312	Transportation - Contracts W/Private Agencies	200,000	40,000		240,000
72710	315	Transportation - Contracts W/Vehicle Owners	25,533,402	813,140		26,346,542
<b>72710 Total</b>			<b>28,982,245</b>	853,140	0	<b>29,835,385</b>
<b>Fund 141 Total</b>			<b>576,788,421</b>	5,556,938	0	<b>582,345,359</b>

This amendment is to increase Fund 141 budgeted revenues and expenditures in the amount of \$5,556,938 to recognize the awarded Summer Camp Grant for FY23-24. On January 22, 2021, the Tennessee General Assembly enacted the Tennessee Learning Loss Remediation and Student Acceleration Act to address the learning loss of students due to COVID-19 related school closures. Through this law, all Tennessee school districts were required to



offer learning loss remediation summer programs for students in rising grades K - 8, starting in summer 2021. Provisions of this law that were set to expire in summer 2023 included Summer Learning Camps for rising grades 1 - 3 and After School Summer Learning Mini Camps (STREAM camps). However, in the 2023 Legislative Session, the Tennessee General Assembly amended the Act to continue summer programming(Summer Learning Camps, After School Summer Learning Mini Camps (STREAM”), and Learning Loss Bridge Camps) for rising grades K-9 annually.The funds will be used fund summer work for principals, teachers, education assistants & secretaries. There is no local match required for this grant.

**Recommended Motion:**

To amend budgeted revenues & expenditures in Fund 141 General Purpose in the amount of \$5,556,938 as presented.

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Dr. James Sullivan, Director of Schools

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Date

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Shelia Bratton, Chairman of the Board

Rutherford County Schools  
 2023/24 Fund 177 Budget  
 Major Capital Projects  
 Budget Amendment

Object	Description	Amendment #2 <i>Capital Projects</i>			
		Original	Decrease	Increase	Amended
34685	Comm for Capital Proj.	5,877,298		13,577,898	19,455,196

Object	Description	Original Budget	Increase	Decrease	Amended Budget
91300	Education Capital Projects				
335	Maint. & Repair Serv. - Bldgs.	29,421,982		11,908,421	17,513,561
399	Other Contracted Services	167,108		167,108	-
732	Building Purchases	1,502,369		1,502,369	-
	Total Education Capital Projects	31,091,459	-	13,577,898	17,513,561
	Total Expenditures	31,666,459	-	13,577,898	18,088,561

(13,577,898)

Each July 1 outstanding purchase orders in this fund are liquidated. The funds go to fund balance which in this fund is 34685, Committed for Capital Projects. These purchase orders are for projects that were not finished by June 30. Amendment #1 took those funds out of 34685, Committed for Capital Projects, and re-budgeted the expenditures for the carry over projects that were approved in the previous year, but haven't been completed. Due to accounting procedures set forth by Tn Comptrollers Office, this amendment reverses Amendment #1 to bring the budgeted amounts in balance and not over budget.

**Recommended motion** – to reverse the 2023/24 Capital Projects Budget, Fund 177, by increasing account 34685, Committed for Capital Projects by \$13,577,898 and by decreasing Maintenance and Repair Services – Buildings, account 91300-335, Other Contracted Services, account 91300-399, and Building Purchases, account 91300-732 for a combined total of the same \$13,577,898 as presented.

\_\_\_\_\_  
 Director of Schools

\_\_\_\_\_  
 Chairman of the Board

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

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**Job Title:**                      **Accounting Supervisor**

**Terms of Employment:** **12 Month Classified Exempt**

**Reports To:**                      **CFO and Finance Director**

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### **POSITION DESCRIPTION:**

The Accounting Supervisor is responsible for daily supervision of the payroll and accounting staff and the payroll and accounting functions. This staff member trains staff and uses his/her knowledge to assist and support staff in the more complex accounting and payroll issues that arise. He/She assists Finance Director and CFO as needed with special projects, reports, and analyses.

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### **ESSENTIAL DUTIES:**

1. Supervisory
  - a. Support and supervision of department staff
  - b. Review financial reports to ensure reasonableness, accuracy, and compliance with governmental requirements
  - c. Assists interviews of prospective employees to assess their abilities for the posted position
  - d. Advise and train new employees
  
2. Accounting
  - a. Evaluate and analyze financial data to maintain accurate accounting records
  - b. Work with School Finance Directo to ensure that the system's reporting is in accordance with the policies, procedures, and reporting requirements of various federal, state and private agencies

Essential Duties: (Continued)

- c. Assist Finance Director and CFO as needed
- d. Assist in the preparation and modification of the fiscal budget
- e. Approve expenditures and requisitions to ensure compliance with purchasing and accounting procedures
- f. Assist and advise requestors and departments of financial accuracy and availability of funds
- g. Assist fiscal year-end closing with accounting, other departments, and the Rutherford County Finance Department
- h. Other duties as required

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**QUALIFICATIONS:**

BS in Accounting

Five years of general accounting experience

AS in Accounting

Twelve years of general accounting experience

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**Demonstrated knowledge and Abilities**

- Good communication skills
- Experience in supervising staff
- Ability to handle multiple tasks under pressure and meet deadlines
- Computer skill and ability to use Microsoft Excel or a similar spreadsheet program

**Rutherford County Schools Proposed Certified Pay Schedule 2024-2025**

Grade/Step	BA	MA	MA+45	EDS	DR		
0	\$48,355.91	\$52,466.16	\$56,925.79	\$59,772.08	\$62,760.68	200 day certified teacher	
1	\$49,202.14	\$53,384.33	\$57,921.99	\$60,818.09	\$63,859.00	<i>Placement on New Scale</i>	
2	\$50,063.18	\$54,318.55	\$58,935.62	\$61,882.41	\$64,976.52		Years 22 Step 22
3	\$50,939.28	\$55,269.13	\$59,967.00	\$62,965.35	\$66,113.62		Years 26 Step 23
4	\$51,830.72	\$56,236.33	\$61,016.43	\$64,067.25	\$67,270.61		Years 30 Step 24
5	\$53,385.64	\$57,923.43	\$62,846.91	\$65,989.26	\$69,288.72		Years 35 Step 25
6	\$55,254.14	\$59,950.74	\$65,046.55	\$68,298.89	\$71,713.83		
7	\$56,635.49	\$61,449.51	\$66,672.72	\$70,006.35	\$73,506.68		
8	\$58,051.38	\$62,985.75	\$68,339.54	\$71,756.52	\$75,344.34		
9	\$59,502.66	\$64,560.39	\$70,048.03	\$73,550.42	\$77,227.95		
10	\$60,990.24	\$66,174.40	\$71,799.23	\$75,389.19	\$79,158.65		
11	\$62,210.04	\$67,497.89	\$73,235.21	\$76,896.98	\$80,741.82		
12	\$63,143.19	\$68,510.35	\$74,333.74	\$78,050.43	\$81,952.95		
13	\$64,090.34	\$69,538.02	\$75,448.74	\$79,221.18	\$83,182.25		
14	\$65,051.69	\$70,581.08	\$76,580.48	\$80,409.50	\$84,429.98		
15	\$65,864.84	\$71,463.35	\$77,537.73	\$81,414.62	\$85,485.35		
16	\$66,688.15	\$72,356.64	\$78,506.95	\$82,432.30	\$86,553.92		
17	\$67,521.75	\$73,261.10	\$79,488.29	\$83,462.71	\$87,635.84		
18	\$68,365.77	\$74,176.86	\$80,481.89	\$84,505.99	\$88,731.29		
19	\$69,049.43	\$74,918.63	\$81,286.71	\$85,351.05	\$89,618.60		
20	\$69,739.92	\$75,667.82	\$82,099.58	\$86,204.56	\$90,514.79		
21	\$70,262.97	\$76,235.33	\$82,715.33	\$86,851.09	\$91,193.65		
22	\$70,789.94	\$76,807.09	\$83,335.69	\$87,502.48	\$91,877.60		
23	\$71,320.87	\$77,383.14	\$83,960.71	\$88,158.74	\$92,566.68		
24	\$71,677.47	\$77,770.06	\$84,380.51	\$88,599.54	\$93,029.51		
25	\$72,035.86	\$78,158.90	\$84,802.42	\$89,042.54	\$93,494.67		

*This is a new pay scale for the 23-24 school year. This scale increases the number of steps from 21 to 26 5% increase to the base teacher salary of Bachelors with 0 years experience from 22-23 SY. (Percentage increase varies based on years and degree with new scale) Employees will be assigned a step based on years of total certified teaching experience (or recognized equivalent such as military, etc) Certified employees with more than 21 years experience (the current end of the scale) will be placed on a new step based on range of recognized experience years.*

<b>Rutherford County Schools Proposed Administrative Pay Scale</b>	
1. Find Teacher Salary for individual employee on Certified Pay Schedule (years experience + degree)	
2. Teacher Salary / 200 = Daily Rate	
3. Daily Rate X Number of days in contract = Salary	
4. Salary X Index for position = FY 23-24 Salary	
<b>Assistant Principal:</b>	
Grades K-8, Alternative Schools, Virtual Schools	1.15
High School	1.18
<b>Staff Supplement: more than 60 certified staff members</b>	<b>\$2,500.00</b>
<b>Principal:</b>	
Grades K-5, Alternative Schools, Virtual School	1.25
Grades K-8	1.30
Grades 6-8	1.30
Grades 9-12 under 1500 and Eagleville	1.35
Grades 9-12 over 1500 students	1.40
<b>Staff Supplement more than 60 certified staff member</b>	<b>\$2,500.00</b>
<b>Student Supplement- ES more than 800 students</b>	<b>\$2,500.00</b>
<b>Student Supplement- MS more than 1100 students</b>	<b>\$2,500.00</b>
<b>Student Supplement- HS more than 2000 students</b>	<b>\$2,500.00</b>
<b>Administrative</b>	
Specialists (SPED, Non- Supervisory)	1.10
Specialists	1.15
Supervisor	1.20
Coordinator	1.25
Director Tier I	1.30
Deputy Director	1.35
Assistant Superintendent	1.41
Deputy Superintendent	1.45

**Rutherford County Schools Classified Pay Schedule 2024-2025**

**Institutions:**

For Prospective Employees/New Hires in FY23-25

1. First pay grade position (in grey on hourly or salary pay schedule)
2. First pay grade for New Hires (in grey on hourly or salary pay schedule)
3. Move to the right along "Hourly or Salary Classified Pay Schedule" by the years of experience
4. Check to see certain "Experiences or Employer Steps" for New Employees.

\* Example: If a new employee is a **Classified**, the green chart shows they are in pay grade **R01B** with 10 years experience in FY24-25, then moving across the "Hourly Classified Pay Schedule 2024-2025" to the grey inside pay grade **R01B** to 10 years in grey across the top, the employee will make **\$18,487 per year**

For Current Employees after 1st year of Salary Conversion (Per FY24-25)

1. First pay grade position (in green on hourly or salary pay schedule)
2. Go to Pay Grade on green on the "Hourly or Salary Classified Pay Schedule" and find step employee was in FY23-24.
3. Move to the right along scale and move to next step.

\* Example: If an employee was at pay grade **R01B** with 10 years experience in FY23-24, then they would of been at Step 9 on the **Classified Hourly Pay scale**, in FY24-25 they would find **R01B** in light green on the hourly pay scale and move to Step 9 and receive **\$18,186 per year**.

\* If employee does not know what Step they are in FY23-24, then they can refer back to the FY23-24 Classified Pay Schedule and find what they were earning by referencing their Pay Grade and Experience in grey on the scale. Then move up to the same Pay Grade above to the position they were in based on their years of experience. Then go back to the grey above the position they were in.

Pay Grade	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Current Employees	R01A	\$10,000	\$10,200	\$10,400	\$10,600	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800
New Hires Employees	R01B	\$10,000	\$10,200	\$10,400	\$10,600	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800
Current Employees	R02A	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800	\$15,000	\$15,200	\$15,400	\$15,600
New Hires Employees	R02B	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800	\$15,000	\$15,200	\$15,400	\$15,600

**Rutherford County Schools Classified Hourly Pay Schedule 2024-2025**

Current Status	Pay Grade	Experience																								
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Current Employees	R01A	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60	\$11.80	\$12.00	\$12.20	\$12.40	\$12.60	\$12.80	\$13.00	\$13.20	\$13.40	\$13.60	\$13.80	\$14.00	\$14.20	\$14.40	\$14.60	\$14.80
New Hires Employees	R01B	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60	\$11.80	\$12.00	\$12.20	\$12.40	\$12.60	\$12.80	\$13.00	\$13.20	\$13.40	\$13.60	\$13.80	\$14.00	\$14.20	\$14.40	\$14.60	\$14.80
Current Employees	R02A	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60	\$11.80	\$12.00	\$12.20	\$12.40	\$12.60	\$12.80	\$13.00	\$13.20	\$13.40	\$13.60	\$13.80	\$14.00	\$14.20	\$14.40	\$14.60	\$14.80	\$15.00	\$15.20	\$15.40	\$15.60
New Hires Employees	R02B	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60	\$11.80	\$12.00	\$12.20	\$12.40	\$12.60	\$12.80	\$13.00	\$13.20	\$13.40	\$13.60	\$13.80	\$14.00	\$14.20	\$14.40	\$14.60	\$14.80	\$15.00	\$15.20	\$15.40	\$15.60

**Rutherford County Schools Classified Salary Pay Schedule 2024-2025**

Pay Grade	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Current Employees	R01A	\$10,000	\$10,200	\$10,400	\$10,600	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800
New Hires Employees	R01B	\$10,000	\$10,200	\$10,400	\$10,600	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800
Current Employees	R02A	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800	\$15,000	\$15,200	\$15,400	\$15,600
New Hires Employees	R02B	\$10,800	\$11,000	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000	\$13,200	\$13,400	\$13,600	\$13,800	\$14,000	\$14,200	\$14,400	\$14,600	\$14,800	\$15,000	\$15,200	\$15,400	\$15,600

**Rutherford County Schools Classified Salary Pay Schedule 2024-2025**

Current Status	Pay Grade	Experience																								
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Current Employees	R01A	\$50,000	\$50,200	\$50,400	\$50,600	\$50,800	\$51,000	\$51,200	\$51,400	\$51,600	\$51,800	\$52,000	\$52,200	\$52,400	\$52,600	\$52,800	\$53,000	\$53,200	\$53,400	\$53,600	\$53,800	\$54,000	\$54,200	\$54,400	\$54,600	\$54,800
New Hires Employees	R01B	\$50,000	\$50,200	\$50,400	\$50,600	\$50,800	\$51,000	\$51,200	\$51,400	\$51,600	\$51,800	\$52,000	\$52,200	\$52,400	\$52,600	\$52,800	\$53,000	\$53,200	\$53,400	\$53,600	\$53,800	\$54,000	\$54,200	\$54,400	\$54,600	\$54,800
Current Employees	R02A	\$50,800	\$51,000	\$51,200	\$51,400	\$51,600	\$51,800	\$52,000	\$52,200	\$52,400	\$52,600	\$52,800	\$53,000	\$53,200	\$53,400	\$53,600	\$53,800	\$54,000	\$54,200	\$54,400	\$54,600	\$54,800	\$55,000	\$55,200	\$55,400	\$55,600
New Hires Employees	R02B	\$50,800	\$51,000	\$51,200	\$51,400	\$51,600	\$51,800	\$52,000	\$52,200	\$52,400	\$52,600	\$52,800	\$53,000	\$53,200	\$53,400	\$53,600	\$53,800	\$54,000	\$54,200	\$54,400	\$54,600	\$54,800	\$55,000	\$55,200	\$55,400	\$55,600

School Enrollment with Special Education Breakdown for SCHOOL

200 Stewartsboro Elementary School

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hispanic/Lat Eth		Multi-Race		Total		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	1	0	1	1	4	5	1	0	18	33	20	31	1	3	46	73	119	
02	0	0	3	0	4	4	0	0	33	32	18	20	3	5	61	61	122	
03	0	1	0	1	3	5	0	0	31	26	19	17	2	3	55	53	108	
04	0	0	1	0	7	5	0	0	24	29	13	18	2	2	47	54	101	
05	0	0	2	2	9	7	0	0	30	33	12	18	1	8	54	68	122	
K	1	1	5	2	9	8	0	0	25	35	17	24	2	6	59	76	135	
P3	0	0	0	0	1	0	0	0	2	3	3	1	0	0	6	4	10	
P4	0	0	1	4	5	3	0	0	10	13	4	3	2	3	22	26	48	
TOTAL	2	2	13	10	42	37	1	0	173	204	106	132	13	30	350	415	765	

Total Special Education Students:

01	0	0	0	0	0	0	0	0	2	1	2	0	0	0	4	1	5	
02	0	0	0	0	1	0	0	0	7	2	6	1	0	0	14	3	17	
03	0	0	0	0	1	0	0	0	7	4	1	2	3	0	12	6	18	
04	0	0	1	0	1	2	0	0	5	2	3	0	0	2	10	6	16	
05	0	0	1	0	2	0	0	0	10	5	3	1	3	1	19	7	26	
K	0	0	0	0	0	0	0	0	6	1	1	1	2	0	9	2	11	
P3	0	0	1	0	6	4	0	1	7	3	4	1	0	0	18	9	27	
P4	0	0	0	0	6	1	0	0	8	3	6	1	0	0	20	5	25	
TOTAL	0	0	3	0	17	7	0	1	52	21	26	7	8	3	106	39	145	

\*\*\*\*\* End of report \*\*\*\*\*

School Enrollment with Special Education Breakdown for SCHOOL

039 Browns Chapel Elementary

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hispanic/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	0	0	4	5	12	13	0	0	49	33	15	9	4	1	84	61	145
02	0	0	2	2	8	8	0	1	39	34	11	5	4	7	64	57	121
03	0	1	0	1	9	12	0	0	31	43	12	14	4	3	56	74	130
04	0	0	4	1	7	15	0	0	38	28	22	13	5	2	76	59	135
05	0	0	1	3	9	8	0	0	25	31	14	12	4	5	53	59	112
K	0	0	5	1	8	5	0	0	26	27	13	10	4	3	56	46	102
P3	0	0	0	0	0	1	0	0	3	0	2	1	0	0	5	2	7
P4	0	0	0	0	0	0	0	0	2	5	0	0	0	0	2	5	7
TOTAL	0	1	16	13	53	62	0	1	213	201	89	64	25	21	396	363	759

Total Special Education Students:

01	0	0	1	0	1	2	0	0	4	2	3	1	0	0	9	5	14
02	0	0	1	0	1	3	0	0	6	0	0	0	0	0	8	3	11
03	0	0	0	1	3	1	0	0	7	3	1	1	1	0	12	6	18
04	0	0	1	1	3	1	0	0	11	3	5	0	0	0	20	5	25
05	0	0	0	0	2	2	0	0	7	7	0	1	0	0	9	10	19
K	0	0	0	0	2	1	0	0	5	1	0	0	0	1	7	3	10
P3	0	0	0	0	2	0	0	0	6	1	1	2	0	0	9	3	12
P4	0	0	0	1	2	0	0	0	2	0	3	0	0	0	7	1	8
TOTAL	0	0	3	3	16	10	0	0	48	17	13	5	1	1	81	36	117

\*\*\*\*\* End of report \*\*\*\*\*



**AGREEMENT FOR SPONSORSHIP AND ADVERTISING  
BETWEEN  
MIDDLE TENNESSEE STATE UNIVERSITY  
AND  
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

**WHEREAS**, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

**WHEREAS**, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

**NOW THEREFORE**, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
  2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
  3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
  4. Attachment A will also specify any other rights or duties of MTSU and the high school.

B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.
2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.

C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.
2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

**RUTHERFORD COUNTY SCHOOL DISTRICT**

**MIDDLE TENNESSEE STATE UNIVERSITY**

\_\_\_\_\_



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University  
Date: 2024.04.23 13:47:26 -05'00'

Alan Thomas, VP Business and Finance

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**ATTACHMENT A  
Form**

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) is to set out the specific rights and obligations of Middle Tennessee State University (“MTSU”) and **Blackman High School** (“School”), which is a high school in the District, with regard to MTSU sponsorship of School activities and placement of advertising for MTSU at School. This Attachment A is subject to the terms and conditions of the Sponsorship and Advertising Agreement between MTSU and the District, to which it is attached.

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- **\$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029**
- **MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.**
- **Checks will be payable to Blackman High School on or before September 1 each year -2024, 2025, 2026, 2027, 2028.**

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- **Fixed signage under the video board**
- **Digital advertising slide to be placed in the rotation for the video board.**

Design and installation of signage rights and duties –

- **MTSU inspected current signage at the above location on April 2, 2024, and determined that the signage is in good condition; therefore, no design or installation of new signage is needed at this time.**

Other sponsorship rights or duties during the five-year agreement -

- **Costs of any design changes requested by MTSU will be paid by MTSU.**
- **Costs to replace any damaged or degraded signage will be paid by Blackman High School**
- **MTSU will supply designs.**

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

**On Behalf of Blackman High School**

**On behalf of MTSU**



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University  
Date: 2024.04.23 13:47:40 -05'00'

\_\_\_\_\_  
PRINT Name and title

\_\_\_\_\_  
Alan Thomas, VP Business and Finance

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Signature Date

**AGREEMENT FOR SPONSORSHIP AND ADVERTISING  
BETWEEN  
MIDDLE TENNESSEE STATE UNIVERSITY  
AND  
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

**WHEREAS**, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

**WHEREAS**, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

**NOW THEREFORE**, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
  2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
  3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
  4. Attachment A will also specify any other rights or duties of MTSU and the high school.

- B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.

2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.

C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.

2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

**RUTHERFORD COUNTY SCHOOL DISTRICT**

**MIDDLE TENNESSEE STATE UNIVERSITY**



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University  
Date: 2024.04.23 13:46:36 -05'00'

Alan Thomas, VP Business and Finance

\_\_\_\_\_

\_\_\_\_\_

Date

Date

ATTACHMENT A
Form

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University ("MTSU") and the Rutherford County School District ("District") is to set out the specific rights and obligations of Middle Tennessee State University ("MTSU") and Eagleville High School ("School")...

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- \$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029
MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.
Checks will be payable to Eagleville High School on or before September 1 each year - 2024, 2025, 2026, 2027, 2028.

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- Football Field below Scoreboard
New Gym
Old Gym
Cafeteria

Design and installation of signage rights and duties –

- MTSU inspected current signage at the above locations on April 2, 2024, and determined that all signage is in good condition; therefore, no design or installation of new signage is needed at this time.

Other sponsorship rights or duties during the five-year agreement -

- Costs of any design changes requested by MTSU will be paid by MTSU.
Costs to replace any damaged or degraded signage will be paid by Eagleville High School
MTSU will supply designs.

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years, (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

On Behalf of Eagleville High School

On behalf of MTSU

PRINT Name and title

Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:46:50 -05'00'

Alan Thomas, VP Business and Finance

Signature

Date

Signature

Date

**AGREEMENT FOR SPONSORSHIP AND ADVERTISING  
BETWEEN  
MIDDLE TENNESSEE STATE UNIVERSITY  
AND  
THE RUTHERFORD COUNTY SCHOOL DISTRICT**

This Agreement is made between Middle Tennessee State University (“MTSU”) and the Rutherford County School District (“District”) for MTSU sponsorship and advertising at high schools in the Rutherford County school system.

**WHEREAS**, MTSU desires to be a sponsor of activities and place advertising for MTSU in various locations at high schools in the Rutherford County school system; and

**WHEREAS**, the District desires to authorize high schools within its jurisdiction to accept such sponsorship and advertising.

**NOW THEREFORE**, in consideration of the mutual promises and agreements contained herein, the District and MTSU agree as follows:

This Agreement provides the terms and conditions under which MTSU will provide funding to high schools in the Rutherford County school system to serve as a sponsor of activities and to place advertising for MTSU at various locations as agreed by each high school. Under this Agreement, the District authorizes the high schools to accept such sponsorship and advertising. High schools will be authorized to accept sponsorship and advertising by use of the Form attached to this Agreement as Attachment A. Each completed Form shall be subject to the terms and conditions of this Agreement.

- A. Sponsorship and Advertising. MTSU work with high schools to agree upon and complete the Attachment A Form to provide for MTSU funding for sponsorship of high school activities and advertisement for MTSU at high schools.
1. Under each completed Attachment A, MTSU will agree to pay to the high school a sponsorship fee, which will entitle MTSU to certain recognition and the display of signage, as specified in Attachment A.
  2. Attachment A will detail the type and placement of signage and the rights and obligations of the school and MTSU with regard to the signage. Such detail may include, but shall not be limited to, creation and installation of the signage, whether any portion of the sponsorship fee is to be used for any specific purpose, such as purchase of a scoreboard including any specifications required for the scoreboard, and whether sponsorship rights and/or signage rights will be exclusive.
  3. Attachment A will set out the total sponsorship fee to be paid to the school, when and how the fee is to be paid, and the term of the sponsorship and advertising rights and how they may be terminated. Attachment A may also provide MTSU a renewal option under terms as may be agreed between the school and MTSU at the time of exercise of the option.
  4. Attachment A will also specify any other rights or duties of MTSU and the high school.

B. Term and Termination.

1. The term of this Agreement shall be from the date of last signature below until the expiration of the last Attachment A providing for sponsorship and advertisement under this Agreement.

2. This Agreement may be terminated as follows:

MTSU may terminate this Agreement upon thirty (30) days' prior written notice. MTSU will be responsible for notifying each high school with a current Attachment A in place. MTSU will be responsible for the cost and removal of its signage, unless otherwise agreed between MTSU and the school.

Each school with a current Attachment A in place may terminate its Attachment A upon thirty (30) days' prior written notice to MTSU. A portion of any sponsorship payments made to school by MTSU shall be repaid to MTSU by school; the fees to be repaid shall be calculated by dividing the payment made by MTSU by the number of years of the term of the Attachment A and multiplying the resulting figure by the number of years of the term that would extend beyond the year of termination had the Attachment A not been terminated.

C. Other Terms.

1. This Agreement shall be governed by Tennessee law, including the specific rights of the parties as Tennessee governmental entities.

2. The parties agree to comply with any applicable federal, state, and local laws and regulations, including such laws and regulations pertaining to non-discrimination.

In witness thereof, the parties have by their duly authorized representatives set their signatures below.

**RUTHERFORD COUNTY SCHOOL DISTRICT**

**MIDDLE TENNESSEE STATE UNIVERSITY**



Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University  
Date: 2024.04.23 13:45:33 -05'00'

Alan Thomas, VP Business and Finance

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



ATTACHMENT A
Form

This Form, Attachment A to the Agreement for Sponsorship and Advertising between Middle Tennessee State University ("MTSU") and the Rutherford County School District ("District") is to set out the specific rights and obligations of Middle Tennessee State University ("MTSU") and Siegel High School ("School"), which is a high school in the District, with regard to MTSU sponsorship of School activities and placement of advertising for MTSU at School. This Attachment A is subject to the terms and conditions of the Sponsorship and Advertising Agreement between MTSU and the District, to which it is attached.

1. Sponsorship payment and rights.

Total amount to be paid, schedule, and instructions for payment –

- \$5,000 per year for five years. Fiscal years 2024-2025; 2025-2026; 2026-2027; 2027-2028; 2028-2029
• MTSU will inspect signage each year prior to making payments to ensure signage is in good condition.
• Checks will be payable to Siegel High School on or before September 1 each year - 2024, 2025, 2026, 2027, 2028.

Sponsorship rights of MTSU – right to advertise for MTSU in the following location(s), any specific signage requirements, and any other recognition of MTSU as sponsor –

- Football Scoreboard
• Back of football stadium facing parking lot
• One sign above each of the basketball gymnasium scoreboards

Design and installation of signage rights and duties –

- MTSU inspected current signage at the above locations on March 22, 2024, and determined that the football scoreboard signage needs replacing. All other signage does not need replacing.
• Siegel High School will pay to produce and install the replacement sign in the existing location before the first payment is due.
• MTSU will supply designs.

Other sponsorship rights or duties, if any –

- Costs of any design changes requested by MTSU will be paid by MTSU.
• Costs to replace any damaged or degraded signage will be paid Siegel High School
• MTSU will supply designs.

2. Term of Attachment A.

The Term of this Attachment A shall be 5 years (July 1, 2024-June 30, 2029) and MTSU shall have an option to renew this Attachment A under terms as may be agreed between MTSU and School. This Attachment may be terminated as provided in the Agreement for Sponsorship and Advertising between Middle Tennessee State University and the Rutherford County School District.

The parties intending to be bound by the authorized signatures below.

On Behalf of Siegel High School

On behalf of MTSU

Handwritten signature of Alan R. Thomas

Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University
Date: 2024.04.23 13:45:55 -05'00'

PRINT Name and title

Alan Thomas, VP Business and Finance

Signature

Date

Signature

Date

## Rutherford County Schools

### Application for Campus Construction Project

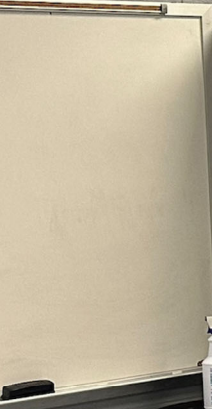
Before any request for construction of proposed buildings will be forwarded to the Rutherford County School Board, the following form must be filled out in full and submitted to the Rutherford County Schools Engineering and Construction Department with a letter from the School Principal, a site plan, floor plan and elevations (if applicable), a full estimate, and schedule.

1. School Name [Rocky Fork Middle](#)
2. Principal [Dr. Jennifer Clark](#)
3. Project Name [Boys Basketball Lockers](#)
4. Assistant Principal who is overseeing the project [Alan Davis](#)
5. Does project support recreational sports, athletics or education? [Athletics](#)
6. Does this project meet all gender equity criteria? [Yes](#)
7. What department is this project being constructed for? (I.E. Baseball, softball, band, FFA, etc.) [Boys Basketball](#)
8. What is the anticipated cost for this project (this should include all utility connection fees, building permits, inspection, and construction). Attach and submit a detailed estimate. [\\$5,000.00](#)
9. What is the funding source and are funds currently available: (Grant, Booster Club, etc.)List all sources. [Team Account, Previous Fundraising, Donations](#)
10. If a grant or funded by a foundation/donor/ charitable organization, what is the foundations name? [N/A](#)  
Do construction plans meet criteria for funding? [N/A](#)
11. If funded by a local financial institution, has the loan been approved and who is the guarantor for loan [N/A](#)
12. Do you have a site layout showing where this project will be constructed on campus? [Yes, home lockkeroom](#)
13. Has RCS Engineering & Construction reviewed project location? Are there any conflicts in utilities or easements? [N/A](#)
14. Has MTEMC, CUD, MWSD or other local utilities been contacted for service connection if required? [N/A](#)
15. Are plans drawn and stamped by Architect/ Engineer? [No, lockers are being built off campus, then the boys basketball team are paying for the installation.](#)

16. Have plans been submitted to Rutherford County Codes or Murfreesboro City Building Codes Offices for review and/or approval. (LaVergne City Codes, Smyrna City Codes, Murfreesboro City Codes)
17. What is your time line for completion of project? When will it start and when will it be completed? [Spring Break-June depending on the time of donation.](#)
18. If stated that construction project is at no cost to school Board all cost should be included in project. This includes electrical, plumbing, and mechanical services. [No Cost](#)
19. Do you have a contractor for constructing/completing the project? What is the name of Contractor? If no, who will be overseeing the project from the community and who will be doing the work? [Edgar Morales](#)



M  
ALL



OFF

Rutherford County Schools  
Application for Campus Construction Project

1. Buchanan Elementary School
2. Ashley Witt <sup>4.19.24</sup>
3. Basketball Goals for Playground area
4. Suzane Freeze
5. This project supports recreational sports and our school's recess capabilities.
6. This project meets all gender equity criteria.
7. This project is being constructed for our schools' recess and recreational sports.
8. Ms. Witt spoke with Mr. Walls requesting that RCS Maintenance install the goals. He agreed to this installation. He will let the school know if any additional supplies such as concrete are needed. The anticipated cost of concrete would be no more than \$100. (only cost would be concrete to fill the holes that the basketball poles go into)
9. The funding would come from the Jr Pro basketball account at Buchanan Elementary. Plenty of funds are currently available.
10. Not Applicable
11. Not Applicable
12. Yes, picture on my phone.
13. Yes. Ms. Witt spoke with Mr. Yarbrough regarding the location for the basketball goals outside. He agreed that the selected location is the only location that would be appropriate for this installation.
14. Not Applicable
15. Not Applicable

16. Not Applicable

17. The project should take no longer than a couple of days. Summer of 2024

18. No more than 5-6 bags of concrete are all the supplies/cost that is included. Estimated cost \$10/bag.

19. No contractor is needed. We are requesting that RCS maintenance put in the goals for us. Mr. Walls has agreed to this installation.



X Basketball Goal

Basketball Goal X



**STS Distribution, LLC**  
 606 St. Blaise Rd  
 Gallatin, TN 37066  
 +1 6158667082  
 pick@sportsturfconstruction.com



**STS**  
 DISTRIBUTION

**ADDRESS**  
 Blackman Middle School  
 Baseball  
 3945 Blaze Drive  
 Murfreesboro, TN 37128

**SHIP TO**  
 Blackman Middle School  
 Baseball  
 3945 Blaze Drive  
 Murfreesboro, TN 37128

**Estimate 4145**

**DATE** 04/17/2024

QTY	DESCRIPTION	RATE	AMOUNT
1	Materials and labor to install 26' diameter home plate artificial turf *remove 4" of clay (dispose on site) *install plastic 2x4 borders *install stone/grade/compact *install home plate *install turf *install batters boxes/foul lines/catchers box *tape and glue seams *attach turf to 2x4 border *install crumb rubber and sand/brush in *sod around disturbed area as needed *clean up	13,360.00	13,360.00T
		SUBTOTAL	13,360.00
		TAX	0.00
		<b>TOTAL</b>	<b>\$13,360.00</b>

Accepted By

Accepted Date

It is our policy to maintain a copy of all tax exemption certificates. If we do not have a properly executed certificate, we are obligated to collect taxes. Please send your tax exemption certificate along with your payment or email it to lenore@sportsturfconstruction.com.

TO: Mr. Trey Lee  
FROM: Kim Stoecker *KS*  
DATE: April 11, 2024  
RE: Addition of Heat and Air to Existing baseball Facility

Siegel Middle School would like to request permission from the Rutherford County School System Administration and the Rutherford County Board of Education to add heating and air to our existing baseball hitting/ practice facility at Siegel Middle School. Please see the attachment for the Heat and Air bid provided by RCC Home Solutions. This project will be paid for by existing funds in the Siegel Middle School Baseball account and will be at no cost to Rutherford County Schools or the Rutherford County Board of Education. If approved, installation would be completed this summer.

If you need more information or have questions, please call or email me.

Thank you.

rcchomesolutions@gmail.com

## RCC Home Solutions

## Estimate

For: **Drew Cox**  
Dcox@tdkconstruction.com

Number: **EST1001**  
Date: **Nov 5, 2023**

**Siegel Middle School Hitting Facility**

Description	Quantity	Unit price	Amount
<b>(Installation)</b> Installation of a 4 ton Goodman split heat pump system Installation of power wire for condenser and air handler ran from sub panel Installation of approximately 50 ft of sock duct 1 year warranty from installation date 50% deposit due prior to start of project 50% due upon completion of work	1	\$12,000.00	\$12,000.00
		<b>Subtotal:</b>	<b>\$12,000.00</b>
<b>Total</b>			<b>\$12,000.00</b>