

Board of Education Regular Meeting

July 27, 2021 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item	Mrs. Lisa Trail
A. Introduction of New Staff Procedural Item	Dr. Trey Duke
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 6-22-21 Board Minutes Consent Item	
B. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 1.407 Public Records on Second Reading Consent Item	
ii. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on Second Reading Consent Item	
iii. Approval of Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support Consent Item	
C. Approval of UV Lighting Bid with Baker Distributing Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of 2021-2022 Annual Agenda Action Item	Dr. Trey Duke
B. Approval of Contract between CDW and MCS Action Item	Dr. Trey Duke
C. Approval of Pay for Interim Teachers Action Item	Mr. Ralph Ringstaff
D. Approval of Pay Increase for ESP Action Item	Mr. Ralph Ringstaff
E. Approval of Board Policy 3.205 Security on First Reading Action Item	Dr. Trey Duke
F. Approval of Board Policy 3.220 Access to Private Facilities on First Reading Action Item	Dr. Trey Duke
G. Approval of Board Policy 4.101 Instructional Standards on First Reading Action Item	Dr. Trey Duke
H. Approval of Board Policy 4.301 Interscholastic Athletics on First Reading Action Item	Dr. Trey Duke

I. Approval of Board Policy 5.106 Application of Employment on First Reading Action Item	Dr. Trey Duke
J. Approval of Board Policy 5.117 Tenure and Non-Tenure on First Reading Action Item	Dr. Trey Duke
K. Approval of Board Policy 6.200 Attendance on First Reading Action Item	Dr. Trey Duke
L. Approval of Board Policy 6.202 Home Schools on First Reading Action Item	Dr. Trey Duke
M. Approval of Board Policy 6.402 Physical Examinations and Immunizations on First Reading Action Item	Dr. Trey Duke
N. Approval of Board Policy 6.501 Special Education Behavioral Support on First Reading Action Item	Dr. Trey Duke
O. Approval of Board Policy 4.206 Homebound Instruction on First Reading Action Item	Dr. Trey Duke
P. Approval to Repeal Board Policy 5.3051 Families First Coronavirus Response Act because of expiration Action Item	Dr. Trey Duke
Q. Approval of Budget Amendments/Transfers Action Item	Ms. Kim Williams
R. Approval of ESP Drone Club Contract Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. 2021-2022 MCS Staff Assignment Report Information Item	Mr. Ralph Ringstaff
B. Director's Update Information Item	Dr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

MINUTES

Board of Education Regular Meeting

June 22, 2021, 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Becky Goff, Roseann Barton, Amanda Moore, and Jimmy Richardson.</p> <p>Staff: Dr. Trey Duke, Sheri Arnette, Ralph Ringstaff, Angela Fairchild, Lisa Trail, Greg Lyles, Sara Walker, Darla Sampson, Kim Williams, Beth Prater, Sandy Scheele, Cindy Cliche, Dustin Patrick, and April Zavisa</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Angela Fairchild, Special Education Supervisor.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item Mitchell-Neilson Schools would like to thank Parks Realty (especially Agent Sunnette Peay) for their generous sponsorship of our school. They provided prizes for all 7 grade levels in our annual Essay contest. They awarded a bicycle and helmet to first place winners, \$50 Wal-Mart gift card to the 2nd place winners, \$25 Wal-Mart gift card to 3rd place winners, and \$10 McDonald's gift card to the 4th place winners. And on top all of that- they provided breakfast to all teachers and staff at each campus on the last day of school!</p> <p>Mitchell-Neilson Schools would also like to thank First Baptist Castle Street for providing us with Field Day snacks for teachers and staff.</p> <p>The City Schools Foundation Back to School Dash has been scheduled for September 18.</p> <p>MCS and City TV are in the process of filming the 4th edition of Take 20. A big thank you goes to City TV and Mr. John Padgett for their participation and hard work in this project.</p> <p>MCS has launched new websites for all city schools and ESP. Thank you to Kevin Jones, webmaster, and Tori Carr, Communications Assistant, for helping to make this all possible.</p>	Mrs. Lisa Trail
<p>A. Public Comment Information Item A parent, Mr. Michael Dewey, voiced his concerns about students wearing masks to the board. Mr. Dewey spoke for the allotted three minutes and requested an extra thirty seconds to complete his statement. Mr. Campbell allowed him the extra thirty seconds. Mr. Settles asked</p>	Dr. Trey Duke

for a copy of the documentation that Mr. Dewey used in his presentation.	
<p>B. Spotlight on Education-Summer Learning Information Item Sheri Arnette, Assistant Superintendent of Curriculum and Instruction, and Cindy Cliche, MCS Math Coordinator, presented a video to the Board and told about the great things happening with the Summer School Program. Mr. Ballard added that he visited some of the summer school sites with Sheri Arnette and was thoroughly impressed. He liked that the students and fed, happy, and learning. He thanked Dr. Duke and his staff for a job well done. Mr. Ballard asked if there were SRO's located at the summer school sites, and Dr. Duke told him that there were. Mr. Settles asked if there were nurses located at each summer school site. Ms. Walker told him that there was not a nurse at every site, but they do rotate.</p>	Dr. Trey Duke
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Amanda Moore and seconded by Ms. Becky Goff, passed. (7-0)</p>	Chair Butch Campbell
<p>A. Approval of 5-25 Board Minutes Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	Chair Butch Campbell
<p>A. Approval of Board Policy 1.407 Public Records Action Item Motion to approve Board Policy 1.407 Public Records on first reading. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p>B. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers Action Item Motion to approve Board Policy 5.201 Separation Practices for Non-Tenured Teachers on first reading. This motion, made by Mr. Wesley Ballard and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>C. Approval of Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support Action Item Motion to approve Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support on first reading. This motion, made by Ms. Becky Goff and seconded by Jimmy Richardson III, passed. (7-0)</p>	Dr. Trey Duke
<p>D. Differentiated Pay Plan 2021-2022 Action Item Mr. Ringstaff explained that 6th grade teachers positions are hard to fill. So newly hired and transferred 6th grade teachers will be the ones that will receive a \$2000.00 signing bonus this next school year. Motion to approve the Differentiated Pay Plan 2021-2022. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed.(7-0)</p>	Mr. Ralph Ringstaff
<p>E. COVID Protocols for the 2021-2022 School Year Action Item Dr. Duke shared a PowerPoint with the board showing our COVID numbers as a county. Dr. Duke thanked Nursing Supervisor Sara Walker, Coordinated School Health Supervisor Darla Sampson, and Rutherford County Health Department Director LaShan Dixon for all of their help and hard work. Dr. Duke explained the two Options for COVID Protocol for the 2021-2022 School Year. Option 1-Face masks required on the bus, students are encouraged to wear a mask at any time if</p>	Dr. Trey Duke

<p>that best meets their needs, and adults should adhere to the CDC guidelines and when in the presence of students, they are encouraged to follow student protocols. Option 2-Face masks are required on the bus, non-vaccinated persons are required to wear a mask inside the school when 6' distance cannot be maintained, and adults should adhere to the CDC guidelines and when in the presence of students, they are encouraged to follow student protocols.</p> <p>After much discussion, a motion was made by Mr. Jimmy Richardson and seconded by Mr. David Settles to choose Option 2 for the 2021-22 school year with authority being given to Dr. Duke to make adjustments to the protocol as COVID numbers decline. There was more discussion by the board and Mr. David Settles called for the question, Mr. Jimmy Richardson seconded the call for the question.</p> <p>A roll call vote was taken to go with Option 2.</p> <p>Wes Ballard-No Roseann Barton-No Becky Goff-No Amanda Moore-Yes Jimmy Richardson-Yes David Settles-Yes Butch Campbell-Yes</p> <p>4 yes, 3 no-the motion passes</p> <p>Motion to approve Option 2 COVID Protocols for the 2021-2022 School Year with authority given to Dr. Duke to change when he sees fit.. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (4-3)</p>	
<p>F. Approval of FY21 Literacy Training Stipend Grant Action Item Motion to approve the FY21 Literacy Training Stipend Grant. This motion, made by Mr. David Settles and seconded by Ms. Roseann Barton, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>G. Approval of FY22 ELC Grant Action Item Motion to approve the FY22 ELC Grant. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>H. Approval of FY22 21st Century Schools Grant Action Item Motion to approve the FY22 21st Century Schools Grant. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>I. Approval of Budget Amendments/Transfers Action Item Motion to approve the budget amendments/transfers. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed.(7-0)</p>	<p>Ms. Kim Williams</p>
<p>VI. REPORTS AND INFORMATION Information Item</p>	<p>Chair Butch Campbell</p>
<p>A. May Revenue and Expenditure Report Information Item</p>	<p>Ms. Kim Williams</p>
<p>B. Personnel Report Information Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>C. Director's Update Information Item</p>	<p>Dr. Trey Duke</p>

<p>Dr. Duke informed the Board that Ms. Elizabeth Taylor was recently selected to participate in the 2020 Tennessee Bar Association Leadership Class and was awarded the Larry D Wilkes Leadership Award. This award is chosen by the class for demonstrating exceptional leadership qualities. The Board and Dr. Duke congratulated Ms. Taylor. Mrs. Moore added that the ones that attend TBALL are fantastic and are the promising leaders of the Bar Association of the future.</p>	
<p>VII. OTHER BUSINESS Information Item</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item The meeting adjourned at 7:26 p.m. Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed.</p>	<p>Chair Butch Campbell</p>

Director of Schools

MINUTES

Board of Education Special Called Meeting

June 22, 2021 7:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item	Chair Butch Campbell
II. REPORTS AND INFORMATION Information Item The Board went into a closed security meeting to discuss technology security systems. The meeting began at 7:33 p.m.	Chair Butch Campbell
A. Cyber Security Update Information Item April Zavisla, Director of Technology, and Dustin Patrick, Network Security Administrator, updated the Board on Technology Security Systems.	Dr. Trey Duke
III. ADJOURNMENT Action Item The meeting adjourned at 8:12 p.m.	Chair Butch Campbell

Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in June	Descriptor Term: PUBLIC RECORDS POLICY FOR THE MURFREESBORO CITY SCHOOLS	Descriptor Code: 1.407	Issued Date: 06/13/17; 06-25-19; Reviewed 6-9-20
		Rescinds:	Issued:

General

The Director of Schools shall maintain all school district records required by law, regulation, and board policy. Any citizen of Tennessee shall be permitted during business hours to inspect public records maintained by the school district unless otherwise prohibited by law. Any citizen of Tennessee may request in writing and receive copies of open public records subject to the payment of reasonable cost.^{1,2,3,4}

No records pertaining to individual students will be released for inspection by the public or any unauthorized persons. In addition, information, records, and plans related to security and safety will not be released for public inspection.⁵

All requests to inspect or receive copies of records shall be submitted to district's Public Records Request Coordinator. The Public Records Request Coordinator shall forward requests for inspection or copies of records to the appropriate records custodian.⁶

Prior to producing any record, the records custodian shall ensure confidential information is redacted. Original documents remain intact, and confidential information in copies produced for a requestor shall be redacted. The Director of Schools shall develop a procedure to redact confidential information.

REQUESTS FOR INSPECTION²

Citizens requesting to inspect public records shall submit their request and a government issued photo identification card with the citizen's address to the district's public records request coordinator during normal business hours. Requests may be made in person or by telephone, fax, mail, or email. The coordinator shall submit the information to the appropriate records custodian. The public records request coordinator will contact the citizen and indicate when the records will be available to inspect.

If the records cannot be made available within seven (7) business days, the public records request coordinator shall provide a records production letter indicating the time needed to complete the request.

If the request to inspect is denied, the public records request coordinator shall provide the citizen with a records request denial letter indicating the basis for the denial.

REQUESTS FOR COPIES²

1 Citizens requesting copies of public records shall complete and submit the Records Request Form and
2 a government issued photo identification card with the citizen's address to the district's public records
3 request coordinator during normal business hours. The coordinator shall submit the Records Request
4 Form to the appropriate records custodian.

5 The public records request coordinator shall provide an estimate of the reasonable costs to produce the
6 requested records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel
7 Schedule of Reasonable Charges shall be used to determine the reasonable cost. The records custodian
8 will provide the citizen with an invoice detailing the charges. The citizen shall pay the estimated
9 reasonable costs by cash or check prior to the district producing the copies.

10 If the records cannot be made available within seven (7) business days, the public records request
11 coordinator shall provide a records production letter indicating the time needed to complete the
12 request.

13 If the request for copies is denied, the public records request coordinator shall provide the citizen with a
14 records request denial letter detailing the basis for the denial.

15 **FREQUENT AND MULTIPLE REQUESTS**

16 When the total number of requests for copies made by a requestor within a calendar month exceeds
17 four (4), the requestor may be charged a fee for any and all labor that is reasonably necessary to
18 produce copies of the requested records. Prior to charging a reasonable fee, the requestor shall be
19 notified of this policy and provided with a Notice of Aggregation of Multiple Requests/Requestors
20 form. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of
21 Reasonable Charges shall be used to determine the reasonable cost. Further, the names of persons
22 inspecting records and the date of inspection shall be recorded.

23 **DENYING REQUESTS FOR NONCOMPLIANCE⁷**

24 Requests to Inspect a Public Record

25 The district shall deny a request to inspect a public record from any citizen that has:

26 a. Made two (2) or more requests to view a public record within a six-month period; and

27
28 b. For each request failed to view the record within fifteen (15) business days of receiving
29 notification that the record was available.

30 Requests from this citizen shall be denied for up to six (6) months from the date of the second records
31 request. The district's public records request coordinator may waive this denial if he/she determines
32 that failure to view the record was for good cause.

33 Requests for Copies of Public Records

34 The district shall deny a request for copies of a public record from any citizen that has:

35 a. Been provided with an estimate of the reasonable cost to produce the requested records;

36 b. Agrees to pay such estimated reasonable cost prior to production of the records; and

37 c. Fails to pay the actual cost after the records have been produced.

1 Additional requests from this citizen shall be denied until the original cost is paid.

2 **RECORDS RETENTION**

3 The Director of Schools and/or designee(s) shall retain and dispose of school district records in
4 accordance with the following guidelines:^{2,4}

5 1. The Director of Schools and/or designee(s) will determine if a particular record is of permanent
6 or temporary value in accordance with Municipal Technical Advisory Service records retention
7 manual.⁸

8 2. The Director of Schools shall establish procedures to safeguard against the unlawful
9 destruction, removal, or loss of records.⁹

10 **DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹⁰**

11 **Elizabeth Taylor**
12 **Assistant City Attorney – Murfreesboro City Schools**
13 **2552 South Church Street**
14 **Murfreesboro, TN 37127**
15 **Phone: 615-893-2313**
16 **Fax: 615-893-2352**
17 **Email: Elizabeth.Taylor@cityschools.net**

Formatted: French (France)

Formatted: French (France)

Field Code Changed

Formatted: French (France)

Formatted: French (France)

Legal References

1. TCA 49-2-301(b)(1)(Z)
2. TCA 10-7-503
3. TCA 10-7-506(a)
4. TCA 49-2-104
5. TCA 10-7-504(p)
6. Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records, Tennessee Comptroller of the Treasury, available at <https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; TCA 10-7-503(a)(1)(B),(C)
7. TCA 10-7-503(a)(7)(A)(vii)
8. TCA 10-7-702
9. TCA 39-16-504
10. TCA 10-7-503(g)(1)(D)

Cross References

- Financial Reports and Records 2.701
- Personnel Records 5.114
- Student Records 6.600

~~1~~
~~2~~ **Policy Statement**

~~3~~ The public records of the Murfreesboro City School District (MCS) are open for inspection
~~4~~ by any citizen of Tennessee unless otherwise provided by law.

~~5~~ Personnel of MCS shall timely and efficiently provide access and assistance to persons
~~6~~ requesting to view or receive copies of public records to the degree required by applicable law.
~~7~~ No provisions of this policy shall be used to hinder access to open public records. This Policy shall
~~8~~ be applied consistently throughout the various offices, departments, and/or divisions of MCS.
~~9~~ Questions about this Policy should be addressed to the Public Records Request Coordinator for
~~10~~ MCS.

~~11~~ **1. Public Records.** For purposes of this policy, public records are deemed to be all
~~12~~ documents, papers, letters, maps, books, photographs, microfilms, electronic data
~~13~~ processing files and output, films, sound recordings, or other material, regardless of
~~14~~ physical form or characteristics, made or received pursuant to law or ordinance or in
~~15~~ connection with the transaction of official business by MCS.

~~16~~ **2. Definitions.**

~~17~~ a. "Records Custodian" means the office, official or employee lawfully responsible
~~18~~ for the direct custody and care of a public record. The records custodian is not
~~19~~ necessarily the original preparer or receiver of the record.

~~20~~ b. "Public Records Request Coordinator" means the individual responsible for
~~21~~ routing the records request to the appropriate records custodian. The Public
~~22~~ Records Request Coordinator may also be a records custodian.

~~23~~ c. "Requestor" means a person seeking access to a public record, whether it is for
~~24~~ inspection or duplication.

~~25~~ **3. Public Record Request Coordinator.**

~~26~~ a. The MCS's designated Public Record Request Coordinator is:
~~27~~ Assistant Superintendent of Instruction or designee.

~~28~~ b. The Public Records Request Coordinator's contact information is:
~~29~~ Public Records Request Coordinator
~~30~~ Murfreesboro City Schools
~~31~~ 2552 South Church Street
~~32~~ Murfreesboro, TN 37127

~~33~~ c. The Public Records Request Coordinator is responsible for:

~~34~~ (1) Determining whether the requestor has provided proof of Tennessee
~~35~~ citizenship;

~~36~~ (2) Determining if the request has been made on the proper form;

~~37~~ (3) Determining if the request describes records with sufficient specificity to
~~38~~ identify the requested records;

~~39~~ (4) Acknowledging receipt of a public records request within seven (7) days
~~40~~ of the proper receipt of the request;

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 3.11" + 3.11"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 1.09" + 1.09"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.99" + 0.99"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.49" + 0.49" + 0.99"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.49" + 0.49" + 0.99"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.49" + 0.49" + 0.99"

Formatted: Right: 0.53", Top: 1", Section start: Continuous

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 1.99" + 1.99"

- 41 ~~(5) Advising the requestor of the fees and labor threshold and waivers, if~~
 42 ~~applicable, that are associated with fulfilling the request;~~
 43 ~~(6) Aggregating multiple or frequent requests;~~
 44 ~~(7) If deemed appropriate, contact the requestor to see if the request can be~~
 45 ~~narrowed;~~
 46 ~~(8) Appropriately denying a request in writing and providing the grounds for~~
 47 ~~such denial; and~~
 48 ~~(9) Forwarding the records request to the appropriate records custodian at~~
 49 ~~MCS.~~

50 ~~4. Requesting Access to Public Records~~

- 51 ~~a. All record requests will be made to the Public Records Request Coordinator, or~~
 52 ~~designee, to ensure public record requests are routed to the appropriate records~~
 53 ~~custodian and fulfilled in a timely manner.~~
 54 ~~b. Any record request received by an MCS employee other than the Public Records~~
 55 ~~Request Coordinator will be sent to the Public Records Request Coordinator.~~
 56 ~~c. The requestor's mailing or email address may be requested by MCS at the time of~~
 57 ~~the records request for the purposes of providing any written communication~~
 58 ~~required under the Act.~~
 59 ~~d. Requests for inspection may be made by in person or by telephone, fax, mail, or~~
 60 ~~by email using the contact information provided on MCS's webpage or may be~~
 61 ~~made in writing and mailing or delivering the request to the Public Records~~
 62 ~~Request Coordinator's address provided herein. Requests not presented in writing~~
 63 ~~may be reduced to writing by the Public Records Request Coordinator and~~
 64 ~~acknowledged by the requestor to assure clarity of the request.~~
 65 ~~e. Requests for copies, or requests for inspection and copies, must be made in writing~~
 66 ~~using the designed form, which is attached hereto and may be modified as~~
 67 ~~necessary to assure efficient responses to requests consistent with the Act.~~
 68 ~~f. Proof of Tennessee citizenship is required to inspect or receive copies of public~~
 69 ~~records. A valid Tennessee driver's license or acceptable alternative form of ID is~~
 70 ~~required.~~

71 ~~5. Records Custodian~~

- 72 ~~a. Upon receiving a records request, a records custodian will promptly make~~
 73 ~~available requested public records not protected from disclosure by law.~~
 74 ~~b. Records custodians may consult with the Public Records Request Coordinator or~~
 75 ~~MCS's Legal Department regarding fulfilling the request.~~
 76 ~~c. If not practicable to promptly provide requested records because time is required~~
 77 ~~to determine whether the requested records exist; to search for, retrieve, or~~
 78 ~~otherwise gain access to records; to determine whether the records are available~~
 79 ~~for public disclosure; to redact records; or for other similar reasons, then the~~
 80 ~~records custodian will notify the Public Records Request Coordinator who will~~
 81 ~~communicate with the requestor as required by the Act. Such communication must~~
 82 ~~take place within 7 days of receipt of the request.~~
 83 ~~d. If a records custodian is unable to fulfill the request, the records custodian will~~
 84 ~~notify the Public Records Request Coordinator who will communicate the denial~~
 85 ~~to the requestor.~~

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.49" + 0.49" + 0.99"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.49" + 0.49" + 0.99"

Formatted: Left: 0.51", Right: 0.53", Top: 1", Section start: Continuous

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 1.57" + 1.57"

~~86 e. If a records custodian determines production of records must reasonably be
87 segmented because of the volume of requested records or the time required to
88 fulfill the request, the records custodian will notify the Public Records Request
89 Coordinator who will communicate with the requestor that production of the
90 records will be in segments and that a records production schedule will be
91 provided as expeditiously as practicable. The Public Records Request Coordinator
92 may contact the requestor to see if the request can be narrowed.~~

~~93 f. If a records custodian discovers records responsive to a records request were
94 omitted, the records custodian will inform the Public Records Request
95 Coordinator who will communicate with the requestor concerning the omission
96 and produce the records as quickly as practicable.~~

~~97 6. Redaction~~

~~98 a. If a record contains confidential information or information that is not subject to
99 disclosure, the Public Records Request Coordinator will work with the records
100 custodian to prepare a redacted copy prior to providing access to the record. If
101 questions arise concerning redaction, the records custodian should coordinate with
102 the Legal Department regarding review and redaction of records.~~

~~103 b. Whenever a redacted record is provided, the Public Records Request Coordinator
104 will provide the requestor with the basis for redaction that is general in nature and
105 does not reveal or disclose confidential information.~~

~~106 7. Inspection of Records~~

~~107 a. There is no charge for inspection of open public records unless such a charge is
108 allowed by law.~~

~~109 b. Records may be inspected at the location designated by the Public Records
110 Request Coordinator.~~

~~111 c. The nature of the records or the location of inspection may require that the
112 inspection be conducted at a time and during periods set by the Public Records
113 Request Coordinator such that a reasonable inspection can be efficiently
114 accomplished.~~

~~115 8. Copies of Records~~

~~116 a. A Records Custodian will promptly inform the Public Records Request
117 Coordinator of the most economic and efficient manner practicable to respond to
118 the request.~~

~~119 b. Copies will be available for pickup at a location specified by the Public Records
120 Request Coordinator.~~

~~121 c. Upon payment for all fees, including postage or shipping costs, copies will be
122 delivered to an address designated by the requestor using the US Postal Service
123 unless the requestor desires another delivery method.~~

~~124 d. For efficiency, documents may be provided in electronic format.~~

~~125 9. Fees and Charges and Procedures for Billing and Payment~~

~~126 a. Fees and charges for copies of public records are not used to hinder access to
127 public records.~~

~~128 b. The Public Records Request Coordinator will provide the requestor with estimate~~

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.57" + 0.57" + 1.07"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.57" + 0.57" + 1.07"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.57" + 0.57" + 1.07"

Formatted: Left: 0.51", Right: 0.53", Top: 1", Section start: Continuous

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 1.57" + 1.57"

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.57" + 0.57" + 1.07"

~~129 of charges and an itemization of the final charges prior to producing copies of
130 records and may require prepayment of all charges before producing requested
131 records.~~

~~132 c. Fees and charges for copies will be assessed in accordance with Schedule of
133 Reasonable Fees & Charges adopted by MCS. Fees and charges for copies are as
134 follows:~~

~~135 (1) \$0.15 per page for letter and legal size black and white copies.~~

~~136 (2) \$0.50 per page for letter and legal size color copies.~~

~~137 (3) Other \$1.00 for CD~~

~~138 (4) Labor when time exceeds one hour~~

~~139 (5) If an outside vendor is used, the actual costs assessed by the vendor.~~

~~140 d. Payment must be made in accordance with MCS's policy and practice on receipt
141 of fees and costs.~~

~~142 e. Payment in advance is required unless other arrangements are made with Public
143 Records Request Coordinator.~~

~~144 f. When fees for copies and labor do not exceed \$10, the fees may be waived by the
145 Public Records Request Coordinator upon finding good cause to do so.~~

~~146 g. Parents/Guardians shall be provided access to their child's educational records in
147 accordance with the Family Educational Rights and Privacy Act (FERPA) and the
148 applicable Board Policy. A maximum of three (3) copies of a student's transcript
149 will be provided free of charge to the student's parent/guardian or eligible student.
150 If the fee represents an unusual hardship, it may be waived in part or entirely by
151 the records custodian.~~

~~152 10. Aggregation of Frequent and Multiple Requests. MCS may aggregate record requests in
153 accordance with the Frequent and Multiple Request Policy promulgated by the Tennessee
154 Office of Open Records Counsel (OORC) when more than four requests are received
155 within a calendar month either from a single individual or a group of individuals deemed
156 working in concert. The Public Records Request Coordinator is responsible for making
157 the determination that a group of individuals are working in concert. The Public Records
158 Request Coordinator will inform the individuals that they have been deemed to be
159 working in concert and that they have the right to appeal the decision to the OORC.~~

Legal References

1. TCA § 10-7-501, et seq.

Cross-References

1. STU 15 Student Records Inspection & Correction Procedure

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Left, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt, No bullets or numbering, Tab stops: Not at 0.69" + 0.69" + 1.07"

Formatted: Left: 0.51", Right: 0.53", Top: 1", Section start: Continuous

Formatted: Normal, Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Normal, Indent: Left: 0.15", First line: 0", Right: 0", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Formatted: Indent: Left: 0.15", Space Before: 2.7 pt, Line spacing: Exactly 11.15 pt

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: Separation Practices for Non-Tenured Teachers	Descriptor Code: 5.201	Issued Date: REVIEWED 2/20; 2/21
		Rescinds: PER 41	Issued: 04/01/12

1 **REPORTING OF CRIMINAL ARRESTS**

2 All employees shall report being arrested to their immediate supervisor within two (2) days of the arrest. The
3 supervisor must report the offense to the Director of Schools immediately, and the Director of Schools must report
4 the arrest to the Board Chair as soon as practical.

5 **SUSPENSION PENDING AN INVESTIGATION¹**

6 The Director of Schools may suspend a teacher at any time that may seem necessary, pending
7 investigation or final disposition of a case before the Board or an appeal. If the matter under investigation
8 is not the subject of an ongoing criminal investigation or a Department of Children's Services
9 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
10 not exceed ninety (90) days in duration. The Director of Schools may suspend a non-tenured teacher
11 with or without pay. If the suspension is without pay and the teacher is vindicated or reinstated, the non-
tenured teacher shall be paid full salary for the period of suspension.

12 **SUSPENSION OF THREE DAYS OR LESS²**

13 A Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
14 unprofessional conduct and insubordination. Before an employee is suspended he/she shall be: (1)
15 provided with written notice, including the reasons for the suspension along with an explanation of the
16 evidence; (2) given an opportunity to respond to the Director/designee at a recorded conference, if
17 requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days.
Both parties may be represented by counsel at the conference, which shall be recorded.

18 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS**

19 The Director of Schools may dismiss or suspend for more than three days any non-tenured teacher
20 **during the contract year** for incompetence, inefficiency, insubordination, improper conduct or neglect
21 of duty after giving the non-tenured teacher, in writing, due notice of the charges.

22 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing
23 before an impartial hearing officer.²

24 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
25 hear the case and the employee shall have the right to:

- 26 1. be represented by counsel;
- 27 2. call and subpoena witnesses;

- 28 3. examine all witnesses; and
29 4. require that all testimony be given under oath.

30 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
31 affected employee within ten (10) working days following the close of the hearing. The employee may
32 appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written
33 decision to the employee. Written notice of appeal to the Board shall be given to the Director of Schools.
34 Within twenty (20) days of receipt of notice, the Director shall prepare a copy of the proceedings,
35 transcript, documentary and other evidence presented and provide the Board a copy of the same.

36 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
37 appear in person or be represented by counsel and argue why the decision should be modified or reversed.
38 In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to
39 extend additional time. The Board shall take one of the following actions:

- 40 1. sustain the decision;
41 2. send the record back if additional evidence is necessary;
42 3. revise the penalty; or
43 4. reverse the decision.

44 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
45 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days
46 after the conclusion of the hearing.

47 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in
48 same manner as the non-tenured teacher.

49 Within twenty (20) days after receipt of notice of the decision of the Board, either party may appeal to
50 the Rutherford County Chancery Court. The Board shall provide the entire record of the hearing to the
51 court.

52 **NONRENEWAL**

53 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
54 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
55 or tenure protections.

56 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-
57 tenured teacher and providing assistance for overcoming these deficiencies.

58 The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their
59 contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher,¹
60 the following action shall be taken:

- 61 1. The Board shall be notified at the next regular Board meeting; and
62 ~~2. Written notice of non-renewal shall be sent to the teacher by certified mail or overnight carrier, or~~
~~by email within five (5) business days following the last instructional day for the school year.³²⁻~~
~~Written notice of non-renewal shall be hand-delivered or sent to the employee by registered mail~~
63 ~~so that it will be received by the employee within five (5) business days following the last~~

~~6462~~ instructional day for the school year.³

~~6563~~ RESIGNATION

~~6664~~ A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the ~~6765~~ effective date of the resignation.⁴ The Board may waive the thirty (30) days-notice requirement and ~~6866~~ permit a teacher to resign in good standing.

~~6967~~ The conditions under which it is permissible to break a contract with the Board are as follows:

~~7068~~ 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified ~~7169~~ statement of a physician approved by the Board;

70

2. The drafting of the teacher into military service by a selective service board; or

71

72 3. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

73 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the
74 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
75 Failure to render such notice may be considered a breach of contract.⁵

76 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
77 the State Board of Education and request the suspension of a teacher's certificate. After the State Board
of Education has provided the teacher an opportunity for defense during a hearing, the State Board of
Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-
five (365) days.⁶

78 RETIREMENT

79 Retirement shall mean a termination of services under conditions which will allow the employee to draw
80 benefits from retirement plans and/or social security benefits.

81 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of
82 the retirement system. Central Office personnel shall assist employees in securing retirement benefits;
83 however, it shall be the responsibility of the retiring employee to provide verification of eligibility in
84 writing from the Tennessee Consolidated Retirement System (TCRS) to the Central Office. It shall be
85 the responsibility of the retiring employee to file for benefits.

86 Employees who retire under TCRS may be employed up to one hundred twenty (120) days per year
87 without loss of retirement benefits. Retired teachers may substitute teach for additional days if the
88 Director of Schools certifies in writing to the Board that no other qualified personnel are available to
89 substitute teach.⁷

90 The Director of Schools may employ teachers retired for at least one year for full-time employment as a
91 kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will not be lost
92 or suspended under certain conditions, which include but are not limited to the following:⁸

93 1. The Director of Schools of the employing system must certify in writing that no other qualified
94 individuals are available to fill the position;

95 2. The Commissioner of Education must certify that the employing school system serves an area
96 that lacks qualified teachers to serve in the position to be filled;

- 97 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
- 98 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or
- 99 receive medical insurance coverage; and
- 100 5. The salary paid to the retired member shall not be less than the rate of compensation set by the
- 101 Board for teachers with no experience filling similar positions, nor more than eighty-five percent
- 102 (85%) of the rate of compensation set by Board for teachers with comparable training and years
- 103 of experience filling similar positions.

104 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*

105 *does NOT follow the suspension/dismissal procedures outlined in this policy. Rather, nonrenewal of*

106 *non-tenured teachers after the contract year follows the nonrenewal procedures outlined in this policy).*

107

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512(d)
3. TCA 49-5-409; Public Acts of ~~2015~~2021, ChapterNo. ~~232~~378
4. TCA 49-5-508
5. TCA 49-5-706
6. TCA 49-5-411
7. TCA 8-36-805
8. TCA 8-36-821

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support	Descriptor Code: 6.3131	Issued Date: 4/28/20 08/27/19
		Rescinds: STU 22	Issued: 04//79

1 The mission of the Murfreesboro City School System is to assure academic and personal success for
2 each child.

3 The purpose of the Discipline Foundation Policy of the Murfreesboro City School District is to support
4 that mission by maintaining safe classrooms and healthy environments conducive to learning and free
5 from disruption for all students.

6 **ADMINISTRATION, IMPLEMENTATION, AND POSTING OF THE POLICY**

7 The Director of Schools shall be responsible for the overall implementation and supervision of the
8 Board's Discipline Foundation Policy and shall ensure that students at all schools are subject to a
9 uniform and fair application of the policy.

10 The principal of each school shall be responsible for implementation and administration in their school
11 and shall apply the policy uniformly and fairly to each student in the school without partiality or
12 discrimination. This authority shall extend to all activities of the school, including all games and
13 public performances of athletic or extracurricular teams, trips, excursions, transportation to and from
14 school, and other school activities and groups.

15 In accordance with T.C.A. §49-6-4007, a copy of the Discipline Foundation Policy shall be posted at
16 each school, and school counselors shall be supplied copies for discussion with students. The
17 Discipline Foundation Policy shall be referenced in all school handbooks. All teachers, administrative
18 staff, and parents shall be provided copies annually.

19 **A CULTURE OF DISCIPLINE**

20 All stakeholders (students, parents, teachers, and school staff) share responsibility for creating a culture
21 of discipline. All students, parents, and staff are expected to model appropriate behaviors necessary
22 for creating and maintaining a positive school climate. Creating a school-wide positive behavior
23 intervention and support system provides the foundation to prevent inappropriate behavior from
24 occurring. It is only through cooperation from students, parents, teachers, and school staff that
25 learning environments can be created that lead to optimum academic achievement for all students.

26 This policy provides guidelines and procedures for a consistent framework for developing,
27 implementing, and maintaining a culture of discipline built on positive behavior support and
28 interventions. Positive behavior support is a systems approach for establishing the social culture and

29 individualized behavioral supports needed for schools to achieve both social and academic success for
30 all. It is based on research that indicates the most effective discipline systems use proactive strategies
31 designed to prevent discipline problems. Before consequences are given, students must first be
32 supported in learning the skills necessary to enhance a positive school climate and avoid inappropriate
33 behavior.

34 In the event of misconduct, there are appropriate consequences. Ongoing monitoring shall be used to
35 ensure that equitable schools-based practices are implemented in a fair, not-discriminatory, and
36 culturally responsive manner.

37 RESPONSIBILITIES

38 It shall be the responsibility of all Murfreesboro City Schools to:

- 39 • Maintain a safe environment for all children and staff;
- 40 • Establish, post, and actively teach clear and positively stated behavioral/social school-wide
41 expectations to all students;
- 42 • Establish and implement a clear system to recognize students for meeting these expectations;
- 43 • Establish and implement a clear system to correct student misconduct;
- 44 • Provide additional behavioral/social support and intervention to students who demonstrate and/or
45 are at risk of developing a pattern of inappropriate behavioral/social development;
- 46 • Communicate with parents concerning the child’s conduct and progress; and
- 47 • Inform students, parents, and staff of the Murfreesboro Discipline Foundation Policy.

48 It shall be the responsibility of all Murfreesboro City School teachers to:

- 49 • Know and adhere to reasonable rules and regulations established by the Board and administrators;
- 50 • Demonstrate respect for all adults and students on school premises;
- 51 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 52 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
53 educational process;
- 54 • Maintain an orderly, planned, and varied instructional climate that includes materials and activities
55 of interest to students;
- 56 • Establish, post, and actively teach clear and positively stated class rules that are consistent with the
57 school-wide behavioral/social expectations;
- 58 • Establish and implement a clear system to recognize students for complying with class rules and
59 procedures;
- 60 • Establish and implement a clear system to correct student misconduct;
- 61 • Maintain open communication with parents; and
- 62 • Assist the principal in maintaining school-wide discipline.

63 It shall be the responsibility of all Murfreesboro City School students to:

- 64 • Learn and follow school-wide expectations and classroom rules;
- 65 • Demonstrate respect for all adults and students on school premises;

- 66 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 67 • Maintain the school environment, preserve school and private property, and exercise care while
- 68 using school facilities;
- 69 • Refrain from behavior which would lead to physical or emotional harm or disrupt the educational
- 70 process;
- 71 • Respect the authority of school administrators, teachers, and other authorized personnel in
- 72 maintaining discipline in the school and at school-sponsored activities;
- 73 • Learn and comply with rules regarding ~~the Olweus~~ Bullying pPrevention Program; i.e.,
- 74 o We will not bully others
- 75 o We will try to help students who are bullied
- 76 o We will try to include students who are left out
- 77 o If we know that somebody is being bullied, we will tell an adult at school and an adult at
- 78 home;
- 79 • Attend school on time, have necessary materials, and be ready to learn;
- 80 • Possess on school grounds only those materials which are acceptable under the law; and
- 81 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
- 82 educational process.

83 It shall be the responsibility of all Murfreesboro City School parents to:

- 84 • Know and adhere to reasonable rules and regulations established by the Board and school officials;
- 85 • Demonstrate respect for all adults and students on school premises;
- 86 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 87 • Maintain the school environment, preserve school and private property, and exercise care while
- 88 using school facilities;
- 89 • Refrain from behavior which would lead to physical or emotional harm or disrupt the educational
- 90 process;
- 91 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
- 92 educational process;
- 93 • Obey the law and school rules as to the possession or use of alcohol, illegal drugs, and other
- 94 unauthorized materials;
- 95 • Respect the authority of school administrators, teachers, and other authorized personnel in
- 96 maintaining discipline in the school and at school-sponsored activities;
- 97 • Ensure their child attends school every day, on time, and is ready to learn;
- 98 • Encourage their child to comply with all school-wide and classroom behavioral/social expectations
- 99 and rules;
- 100 • Monitor and guide their child’s academic progress by supervising homework, conferencing with
- 101 teachers, and advocating for their child’s education and the school’s well-being.

July 27, 2021

Recommendation to Award Bid to Baker Distributing for
Ultra Violet Lighting Systems
Funding: ESSER 2.0

This letter certifies that Bids for the above-referenced project were received and opened on Friday June 4, 2021.

The Bid Tabulation below is a true and accurate summary of the bids received.

Vendor	REME-LED	Qty 689 Total	PIP-MAX	Qty 200 Total	Total
R.E. Michel Co	490.88	338,216.32	272.25	54,450.00	392,666.32
M & A Supply	393.68	271,245.52	209.48	41,896.00	313,141.52
Trane	425.00	292,825.00	230.00	46,000.00	338,825.00
Nemesis UVC	Did not bid to specifications				
Ferguson	421.58	290,468.62	232.96	46,592.00	337,060.62
United Refrigeration	435.00	299,715.00	254.00	50,800.00	350,515.00
Spectrum Solutions	671.50	462,663.50	549.76	109,952.00	572,615.50
	**correction to Spectrum Solutions REME total and final total (math error on bid)				
Baker Distributing	340.00	234,260.00	232.94	46,588.00	280,848.00
Ed's Supply	437.00	301,093.00	242.00	48,400.00	349,493.00

Upon review of the submitted bids, the MCS Finance and Maintenance Departments recommends **Baker Distributing** be awarded the referenced project in the amount of **\$280,848.00**.

Sincerely,

Kim Williams, Finance Director

ANNUAL AGENDA
2021-2022
MURFREESBORO CITY SCHOOLS BOARD OF EDUCATION

The following items appear on your agenda **monthly**:

- Approval of Minutes
- Approval of School Fees
- Approval of Board Policies
- Attendance Report (except June and July)
- Personnel Update
- Monthly Revenue/Expenditure Report
- Spotlight on Education
- Director's Update

The following items appear on your agenda **as needed or when available**:

- Board Self-Assessment (in the spring of odd years)
- Residential Development/Zoning
- Budget Adjustments/Amendments
- Construction Update
- Five-Year Plan for New Construction, Zoning, and Related Issues Update
- Five-Year Strategic Plan
- Sick Leave Bank Appointments
- Recommendations for Tenure
- Director's Evaluation
- Director's Contract extension
- Bids/contracts

The following items appear on your agenda **within the month listed**:

JULY (TBD)

- ❖ Recommendations
 - Approval of Annual Agenda (if meeting is held in July)
 - Approval of Policy Adjustments Addressing New Laws
- ❖ Reports
 - School Opening Update
 - New Teacher Orientation

AUGUST

- ❖ Recommendations
 - Extended School Advisory Board
 - Pre-K Advisory Council
 - Induction of New Board Members (election year)
 - Board Critique by Another Board (Board of Distinction Year)-Due Again August 2022 for our board
 - Approval of Family Resource Center Advisory Board
- ❖ Reports
 - Enrollment Update
 - Report District Improvement Plan Goals
 - Summer Feeding Report
 - Recognition of New Teachers
 - Recognition of SRO's

SEPTEMBER

- ❖ Recommendations
 - Election of Board Chair and Vice Chair (Attends TSBA's October "New Board Chair Orientation" session; assumes office at November Board meeting.)
 - Certification of Compliance with T.C.A. §49-3-310(4)(1)—Textbooks
 - Approve Contract with Fiscal Auditor (when needed)
 - Board Self Assessment for Board of Distinction Status-Due August 2022
- ❖ Reports
 - Director's State of the Schools Report

OCTOBER

- ❖ Recommendations
 - Teacher Waivers or Permits (if any)
 - Approval of Textbook Adoption Committee Members
 - Report of School System/School Compliance (LEA Compliance Report)—Tennessee Statutes/Rules, Regulations, and Minimum Standards
 - Tenured Teachers
 - Approval of Director's Evaluation Document-presented by Director

- ❖ Reports
 - Discussion of Rezoning Options (as needed)
 - Announce Upcoming TSBA Leadership Conference and Convention
 - Results of Board Self Assessment
-

NOVEMBER

- ❖ Recommendations
 - Approval of Special Question Committee for Collaborative Conferencing (every 3 years)
 - ❖ Reports
 - Board Chair and Vice Chair assume duties of their office
 - Reports from TSBA Leadership Conference and Convention
 - American Education Week
 - Inclement Weather/School Closing Procedure
 - Budget Preparation Calendar
 - Internet Safety Report
-

DECEMBER (TBD)

JANUARY

- ❖ Recommendations
 - Director's Evaluation Results (presented by TSBA)
 - ❖ Reports
 - Audit Report
 - Strategic Five-Year Plan Review/Update
 - Tennessee School Board Week
 - Proposed School Year Calendar and Acknowledgement of District Calendar Committee
-

FEBRUARY

- ❖ Recommendations
 - Approval of New School Year Calendar
 - Approval of Application to United Way (every 3 years)
 - Approval of Open/Closed Zone Schools

- ❖ Reports
 - Recognition of Teachers of the Year
-

MARCH

- ❖ Recommendations
 - Textbook Adoption Committee Recommendation
 - ❖ Reports
 - Budget Discussion (or special meeting—date to be determined)
-

APRIL

- ❖ Recommendations
 - Approval of General Fund, Federal Funds, ESP and Cafeteria Budgets
 - Approval of Seven Member Administrative Collaborative Conferencing Team (every 3 years)
 - Approval of Audit Firm Extension
 - Approval of Report of Local Adoption of Textbooks
 - ❖ Reports
 - Announce Date and Time of Retirement Celebration
 - Budget Discussion (or special meeting)
 - Announce May Teacher Appreciation Day/Week
 - Announce Retirement Celebration
-

MAY

- ❖ Recommendations
 - Budget Revisions (if needed)
 - ❖ Reports
 - Instructional/Program Updates (as needed)
 - Upcoming Year's Board Meeting Dates
 - City Schools Foundation Update
-

JUNE

- ❖ Recommendations
 - Sick Leave Bank/Recommendation for Trustees (if needed) to take effect August 1
 - Approval of Surety Bond for Finance Director
 - Contract Between United Way of Rutherford County/Cannon County and MCS
 - Approval of Agreement with Mid-Cumberland Head Start
 - Approval of Board Annual Agenda for Upcoming Year (or in July)
 - Approval of Differentiated Pay Plan

- ❖ Reports
 - Tentative Assignment Lists



200 N. Milwaukee Ave.
 Vernon Hills, IL 60061
 Corporate Office: 847.465.6000
 Fax: 847.465.6800
 Toll-free: 800.800.4239
 www.cdw.com

Annual Billing Commitment - Cisco Subscription Agreement

Date: May 21, 2021

RE: Murfreesboro City Schools
 2552 S Church St
 Murfreesboro, TN 37127
 April Zavisla
 Director of Technology

CDW Quote # MDDH649
 CISCO SUBSCRIPTION AGREEMENT #: Assigned at Invoice
 SUBSCRIPTION COVERAGE END DATE: 06/30/2026

In connection with the Subscription referenced above, this confirms our commitment to pay CDW annually as set out below. Note: this document is for billing details only and in no way alters the terms of the Cisco Universal Cloud Agreement, available at <https://www.cisco.com/c/en/us/about/legal/cloud-and-software/universal-cloud-agreement.html?dtid=osscdc000283>, and specific offer terms available at <https://www.cisco.com/c/en/us/about/legal/cloud-and-software/cloud-terms.html>.

TOTAL FEES: \$608,094.60

PAYMENT FOR YEAR ONE:	\$121,618.92	BILLING DATE: 07/29/2021
PAYMENT FOR YEAR TWO:	\$121,618.92	BILLING DATE: 07/29/2022
PAYMENT FOR YEAR THREE:	\$121,618.92	BILLING DATE: 07/29/2023
PAYMENT FOR YEAR FOUR:	\$121,618.92	BILLING DATE: 07/29/2024
PAYMENT FOR YEAR FIVE:	\$121,618.92	BILLING DATE: 07/29/2025

We agree to either (i) provide a purchase order covering the Total Fees shown above, which purchase order will remain open through the term of the Subscription Agreement, or (ii) issue a purchase order annually prior to the Billing Date. We hereby authorize CDW to invoice us for the annual payment amount, and we agree to remit payment in accordance with the payment terms in place with CDW. We agree that this payment obligation remains even if we do not issue a purchase order.

In addition, if our initial annual payment is being made by credit card, in lieu of issuing a purchase order, we authorize CDW to charge the annual payments to that credit card on or about the Billing date(s) listed above. Our signature below confirms our consent for CDW and its third-party credit card processor to store and use such credit card information until (i) expiration of the subscription; (ii) we withdraw this consent; or (iii) we request deletion of our stored credit card information and make arrangements for other method of payment.

By signing below, I attest that I am authorized to make this commitment on behalf of the entity named above.

Signature: _____

Title: _____

Printed Name: _____

Date: _____

QUOTE CONFIRMATION



DEAR APRIL ZAVISA,

Thank you for considering CDW•G LLC for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
MDDH649	5/19/2021	MDDH649	2157959	\$608,094.60

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Cisco Advanced Malware Protection for Endpoints - license - 10 licenses Mfg. Part#: E2SF-P-AMP-EP-10 UNSPSC: 43233205 year 1 Electronic distribution - NO MEDIA Contract: MARKET	500	5435668	\$121.40	\$60,700.00
Cisco Software Support Service Enhanced - technical support - for Cisco Adv Mfg. Part#: SVS-EA2-AMPE-SUP-E-25K year 1 Electronic distribution - NO MEDIA Contract: MARKET	1	5646769	\$14,164.00	\$14,164.00
Cisco Cloud Email Security - license - 1 license - with ESP, AMP, GSU Mfg. Part#: E2SF-E-CES-10 UNSPSC: 43233205 year 1 Electronic distribution - NO MEDIA Contract: MARKET	140	5479709	\$104.13	\$14,578.20
Cisco Software Support Service Enhanced - technical support - for Cisco Ema Mfg. Part#: SVS-EA2-ESA-SUP-E-10K year 1 Electronic distribution - NO MEDIA Contract: MARKET	1	5646762	\$4,182.99	\$4,182.99
CISCO DIRECT E2SF-U-INVED-I-API Mfg. Part#: E2SF-U-INVED-I-API year 1 Electronic distribution - NO MEDIA Contract: MARKET	1	6547517	\$6,709.30	\$6,709.30
Cisco Umbrella Reconstruction Cloud Security - license - 1 license Mfg. Part#: E2SF-U-R-EDUCATION year 1 Electronic distribution - NO MEDIA Contract: MARKET	1400	6471602	\$14.29	\$20,006.00
Cisco Software Support Service Enhanced - technical support - for Cisco Umb Mfg. Part#: SVS-EA2-SIG-SUPT-E-10K year 1 Electronic distribution - NO MEDIA	1	5865290	\$1,278.43	\$1,278.43

QUOTE DETAILS (CONT.)

Contract: MARKET

Cisco Advanced Malware Protection for Endpoints - license - 10 licenses 500 5435668 \$121.40 \$60,700.00

Mfg. Part#: E2SF-P-AMP-EP-10
 UNSPSC: 43233205
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Software Support Service Enhanced - technical support - for Cisco Adv 1 5646769 \$14,164.00 \$14,164.00

Mfg. Part#: SVS-EA2-AMPE-SUP-E-25K
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Cloud Email Security - license - 1 license - with ESP, AMP, GSU 140 5479709 \$104.13 \$14,578.20

Mfg. Part#: E2SF-E-CES-10
 UNSPSC: 43233205
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Software Support Service Enhanced - technical support - for Cisco Ema 1 5646762 \$4,182.99 \$4,182.99

Mfg. Part#: SVS-EA2-ESA-SUP-E-10K
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

CISCO DIRECT E2SF-U-INVED-I-API 1 6547517 \$6,709.30 \$6,709.30

Mfg. Part#: E2SF-U-INVED-I-API
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Umbrella Reconstruction Cloud Security - license - 1 license 1400 6471602 \$14.29 \$20,006.00

Mfg. Part#: E2SF-U-R-EDUCATION
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Software Support Service Enhanced - technical support - for Cisco Umb 1 5865290 \$1,278.43 \$1,278.43

Mfg. Part#: SVS-EA2-SIG-SUPT-E-10K
 year 2
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Advanced Malware Protection for Endpoints - license - 10 licenses 500 5435668 \$121.40 \$60,700.00

Mfg. Part#: E2SF-P-AMP-EP-10
 UNSPSC: 43233205
 year 3
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Software Support Service Enhanced - technical support - for Cisco Adv 1 5646769 \$14,164.00 \$14,164.00

Mfg. Part#: SVS-EA2-AMPE-SUP-E-25K
 year 3
 Electronic distribution - NO MEDIA
 Contract: MARKET

Cisco Cloud Email Security - license - 1 license - with ESP, AMP, GSU 140 5479709 \$104.13 \$14,578.20

Mfg. Part#: E2SF-E-CES-10

QUOTE DETAILS (CONT.)

UNSPSC: 43233205

year 3
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Software Support Service Enhanced - technical support - for Cisco Ema</u>	1	5646762	\$4,182.99	\$4,182.99
--	---	---------	------------	------------

Mfg. Part#: SVS-EA2-ESA-SUP-E-10K
year 3
Electronic distribution - NO MEDIA
Contract: MARKET

<u>CISCO DIRECT E2SF-U-INVED-I-API</u>	1	6547517	\$6,709.30	\$6,709.30
--	---	---------	------------	------------

Mfg. Part#: E2SF-U-INVED-I-API
year 3
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Umbrella Reconstruction Cloud Security - license - 1 license</u>	1400	6471602	\$14.29	\$20,006.00
---	------	---------	---------	-------------

Mfg. Part#: E2SF-U-R-EDUCATION
year 3
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Software Support Service Enhanced - technical support - for Cisco Umb</u>	1	5865290	\$1,278.43	\$1,278.43
--	---	---------	------------	------------

Mfg. Part#: SVS-EA2-SIG-SUPT-E-10K
year 3
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Advanced Malware Protection for Endpoints - license - 10 licenses</u>	500	5435668	\$121.40	\$60,700.00
--	-----	---------	----------	-------------

Mfg. Part#: E2SF-P-AMP-EP-10
UNSPSC: 43233205
year 4
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Software Support Service Enhanced - technical support - for Cisco Adv</u>	1	5646769	\$14,164.00	\$14,164.00
--	---	---------	-------------	-------------

Mfg. Part#: SVS-EA2-AMPE-SUP-E-25K
year 4
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Cloud Email Security - license - 1 license - with ESP, AMP, GSU</u>	140	5479709	\$104.13	\$14,578.20
--	-----	---------	----------	-------------

Mfg. Part#: E2SF-E-CES-10
UNSPSC: 43233205
year 4
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Software Support Service Enhanced - technical support - for Cisco Ema</u>	1	5646762	\$4,182.99	\$4,182.99
--	---	---------	------------	------------

Mfg. Part#: SVS-EA2-ESA-SUP-E-10K
year 4
Electronic distribution - NO MEDIA
Contract: MARKET

<u>CISCO DIRECT E2SF-U-INVED-I-API</u>	1	6547517	\$6,709.30	\$6,709.30
--	---	---------	------------	------------

Mfg. Part#: E2SF-U-INVED-I-API
year 4
Electronic distribution - NO MEDIA
Contract: MARKET

<u>Cisco Umbrella Reconstruction Cloud Security - license - 1 license</u>	1400	6471602	\$14.29	\$20,006.00
---	------	---------	---------	-------------

QUOTE DETAILS (CONT.)

Mfg. Part#: E2SF-U-R-EDUCATION year 4 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Software Support Service Enhanced - technical support - for Cisco Umb	1	5865290	\$1,278.43	\$1,278.43
Mfg. Part#: SVS-EA2-SIG-SUPT-E-10K year 4 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Advanced Malware Protection for Endpoints - license - 10 licenses	500	5435668	\$121.40	\$60,700.00
Mfg. Part#: E2SF-P-AMP-EP-10 UNSPSC: 43233205 year 5 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Software Support Service Enhanced - technical support - for Cisco Adv	1	5646769	\$14,164.00	\$14,164.00
Mfg. Part#: SVS-EA2-AMPE-SUP-E-25K year 5 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Cloud Email Security - license - 1 license - with ESP, AMP, GSU	140	5479709	\$104.13	\$14,578.20
Mfg. Part#: E2SF-E-CES-10 UNSPSC: 43233205 year 5 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Software Support Service Enhanced - technical support - for Cisco Ema	1	5646762	\$4,182.99	\$4,182.99
Mfg. Part#: SVS-EA2-ESA-SUP-E-10K year 5 Electronic distribution - NO MEDIA Contract: MARKET				
CISCO DIRECT E2SF-U-INVED-I-API	1	6547517	\$6,709.30	\$6,709.30
Mfg. Part#: E2SF-U-INVED-I-API year 5 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Umbrella Reconstruction Cloud Security - license - 1 license	1400	6471602	\$14.29	\$20,006.00
Mfg. Part#: E2SF-U-R-EDUCATION year 5 Electronic distribution - NO MEDIA Contract: MARKET				
Cisco Software Support Service Enhanced - technical support - for Cisco Umb	1	5865290	\$1,278.43	\$1,278.43
Mfg. Part#: SVS-EA2-SIG-SUPT-E-10K year 5 Electronic distribution - NO MEDIA Contract: MARKET				

PURCHASER BILLING INFO	SUBTOTAL	\$608,094.60
-------------------------------	-----------------	--------------

Billing Address: MURFREESBORO CITY SCHOOL ACCTS PAYABLE 2552 S CHURCH ST MURFREESBORO, TN 37127-7135 Phone: (615) 893-2313 Payment Terms: NET 30 Days-Govt/Ed	SHIPPING	\$0.00
	SALES TAX	\$0.00
	GRAND TOTAL	\$608,094.60
DELIVER TO Shipping Address: MURFREESBORO CITY SCHOOL APRIL ZAVISA 2552 S CHURCH ST MURFREESBORO, TN 37127-7135 Phone: (615) 893-2313 Shipping Method: ELECTRONIC DISTRIBUTION	Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515	

Need Assistance? CDW•G LLC SALES CONTACT INFORMATION



Phil Oberholtzer

(877) 874-9064

philobe@cdwg.com

This quote is subject to CDW's Terms and Conditions of Sales and Service Projects at <http://www.cdw.com/content/terms-conditions/product-sales.aspx>
For more information, contact a CDW account manager

© 2021 CDW•G LLC 200 N. Milwaukee Avenue, Vernon Hills, IL 60061 | 800.808.4239

Product Sales and Service Projects Agreement

This PRODUCT SALES AND SERVICE PROJECTS AGREEMENT is made as of the 1st day of July, 2021 (the "Effective Date") by and between CDW Government LLC ("Seller") and Murfreesboro City Schools ("Customer").

1. Important Information About These Terms and Conditions

1A. This Agreement constitutes a binding contract between Customer and Seller and is referred to herein as either "Terms and Conditions" or this "Agreement".

1B. Customer consents to receiving electronic records, which may be provided via a Web browser or e-mail application connected to the Internet. Electronic signatures (or copies of signatures sent via electronic means) are the equivalent of written and signed documents.

1C. Customer may issue a purchase order for administrative purposes only. Additional or different terms and conditions contained in any such purchase order will be null and void. No course of prior dealings between the parties and no usage of trade will be relevant to determine the meaning of these Terms and Conditions or any purchase order or invoice, or any document in electronic or written form that is signed and delivered by each of the parties for the performance of Services other than Third Party Services (each, a "Statement of Work"). This Agreement contains the entire understanding of the parties with respect to the matters contained herein and supersedes and replaces in its entirety any and all prior communications and contemporaneous agreements and understandings, whether oral, written, electronic or implied, if any, between the parties with respect to the subject matter hereof.

2. Governing Law

THESE TERMS AND CONDITIONS, ANY STATEMENTS OF WORK, THE SERVICES HEREUNDER AND ANY SALE OF PRODUCTS HEREUNDER WILL BE GOVERNED BY THE LAWS OF THE STATE OF TENNESSEE, WITHOUT REGARD TO CONFLICTS OF LAWS RULES. Except in the case of nonpayment, neither party may institute any action in any form arising out of these Terms and Conditions more than one (1) year after the cause of action has arisen. The rights and remedies provided Seller under these Terms and Conditions are cumulative, are in addition to, and do not limit or prejudice any other right or remedy available at law or in equity.

3. Risk of Loss

If Customer provides Seller with Customer's carrier account number or selects a carrier other than a carrier that regularly ships for Seller, title to Products and risk of loss or damage during shipment pass from Seller to Customer upon delivery to the carrier (F.O.B. Origin, freight collect). For all other shipments, title to Products and risk of loss or damage during shipment pass from Seller to Customer upon delivery to the specified destination (F.O.B. Destination, freight prepaid and added). Notwithstanding the foregoing, title to software will remain with the applicable licensor(s), and Customer's rights therein are contained in the license agreement between such licensor(s) and Customer. A purchase money security interest is retained in the Products to secure payment in full. Customer authorizes Seller to file a financing statement reflecting such security interest, and, if requested, Customer will record such purchase money security interest on its books.

4. Services

4A. Customer may order services (collectively, "Services") from or through Seller from time to time. Certain Services, including, but not limited to, extended warranty service by manufacturers, are sold by Seller as a distributor or sales agent ("Third Party Services").

4B. In the case of Third Party Services, the third party shall be the party responsible for providing the services to the Customer and Customer will look solely to the third party for any loss, claims or damages arising from or related to the provision of such Third Party Services. Customer hereby releases Seller and the entities that control, are controlled by, or are under common control with Seller ("Affiliates") from any and all claims arising from or relating to the purchase or provision of any such Third Parties Services. Any amounts, including, but not limited to, taxes, associated with Third Party Services which may be collected by Seller will be collected solely in the capacity as an independent sales agent.

4C. Where Services are ordered in a Statement of Work, each Statement of Work hereby incorporates these Terms and Conditions and constitutes a separate agreement with respect to the Services performed. Seller, or any of its Affiliates on behalf of Seller, may execute a Statement of Work. In the event of an addition to or a conflict between any term or condition of the Statement of Work and these Terms and Conditions, the terms and conditions of this Agreement will control, except as expressly amended in the applicable Statement of Work by specific reference to this Agreement. Each such amendment will be applicable only with respect to such Statement of Work and not to future Statements of Work. Changes to the scope of the Services described in a Statement of Work will be made only in a writing executed by authorized representatives of both parties. Seller will have no obligation to commence work in connection with any such change, unless and until the change is agreed upon in that writing executed by both parties. All such changes to the scope of the Services will be governed by these Terms and Conditions and the applicable Statement of Work. Each Statement of Work may be signed in separate counterparts each of which shall be deemed an original and all of which together will be deemed to be one original.

5. Cooperation

5A. In addition to any specific Customer duties set forth in any applicable Statement of Work, Customer agrees to cooperate with Seller in connection with performance of the Services by providing (i) timely responses to Seller's inquiries and requests for approvals and authorizations, (ii) access to any information or materials reasonably requested by Seller which are necessary or useful as determined by Seller in connection with providing the Services, including, but not limited to, physical and computer access to Customer's computer systems, and (iii) all Required Consents necessary for Seller to provide the Services. "Required Consents" means consents or approvals required to give Seller, its Affiliates, and its and their subcontractors the right or license to access, use and modify all data and third party products. Customer acknowledges and agrees that the Services are dependent upon the completeness and accuracy of information provided by Customer and the knowledge and cooperation of the agents, employees or subcontractors ("Personnel") engaged or appointed by Customer who are selected by Customer to work with Seller.

5B. Seller will follow all reasonable Customer security rules and procedures, as communicated in writing by Customer to Seller from time to time.

6. Access

Seller may perform the Services at Customer's place of business, at Seller's own facilities or such other locations as Seller and Customer deem appropriate. When the Services are performed at Customer's premises, Seller will attempt to perform such Services within Customer's normal business hours unless otherwise jointly agreed to by the parties. Customer will also provide Seller access to Customer's staff and any other Customer resources (and when the Services are provided at another location designated by Customer, the staff and resources at such location) that Seller determines are useful or necessary for Seller to provide the Services. When the Services are provided on Customer's premises or at another location designated by Customer, Customer agrees to maintain adequate insurance coverage to protect Seller and Customer's premises and to, the extent permitted by Tennessee law, indemnify and hold Seller and its Affiliates, and its and their agents and employees harmless from any loss, cost, damage or expense (including, but not limited to, attorneys' fees and expenses) arising out of any product liability, death, personal injury or property damage or destruction occurring at such location in connection with the performance of the Services, other than solely as a result of Seller's gross negligence or willful misconduct.

7. Payment

7A. Orders are not binding upon Seller until accepted by Seller. Customer agrees to pay the total purchase price for the Products plus shipping (to the extent shipping is not prepaid by Customer), including shipping charges that are billed to Seller as a result of using Customer's carrier account number. Terms of payment are within Seller's sole discretion. In connection with Services being performed pursuant to a Statement of Work, Customer will pay for the Services in the amounts and in accordance with any payment schedule set forth in the applicable Statement of Work. If no payment schedule is provided, Customer will pay for the Services as invoiced by Seller. Invoices are due and payable within the time period specified on the invoice, measured from the date of invoice, subject to continuing credit approval by Seller. Seller, or any of its Affiliates on behalf of Seller may issue an invoice to Customer. Seller may invoice Customer separately for partial shipments, and Seller may invoice Customer for all of the Services described in a Statement of Work or any portion thereof. Customer agrees to pay interest on all past-due sums at the lower of one and one-half percent (1.5%) per month or the highest rate allowed by law. Customer will pay for, and will indemnify and hold Seller and its Affiliates harmless from, any applicable sales, use, transaction, excise or similar taxes and any federal, state or local fees or charges (including, but not limited to, environmental or similar fees), imposed on, in respect of or otherwise associated with any Statement of Work, the Products or the Services. Customer must claim any exemption from such taxes, fees or charges at the time of purchase and provide Seller with the necessary supporting documentation. In the event of a payment default, Customer will be responsible for all of Seller's costs of collection, including, but not limited to, court costs, filing fees and attorneys' fees. In addition, if payments are not received as described above, Seller reserves the right to suspend Services until payment is received.

7B. Except as otherwise specified on an applicable Statement of Work, Customer will reimburse Seller for all reasonable out-of-pocket expenses incurred by Seller in connection with the performance of the Services, including, but not limited to, travel and living expenses.

8. Export Sales

If this transaction involves an export of items (including, but not limited to, commodities, software or technology) subject to the Export Administration Regulations, such items were exported from the United States by Seller in accordance with the Export Administration Regulations. Customer agrees that it will not divert, use, export or re-export such items contrary to United States law. Customer expressly acknowledges and agrees that it will not export, re-export, or provide such items to any entity or person within any country that is subject to United States economic sanctions imposing comprehensive embargoes without obtaining prior authorization from the United States Government. The list of such countries subject to United States economic sanctions or embargoes may change from time to time but currently includes Cuba, Iran, Sudan, and Syria. Customer also expressly acknowledges and agrees that it will not export, re-export, or provide such items to entities and persons that are ineligible under United States law to receive such items, including but not limited to, any person or entity on the United States Treasury Department's list of Specially Designated Nationals or on the United States Commerce Department's Denied Persons List, Entity List, or Unverified List. In addition, manufacturers' warranties for exported Products may vary or may be null and void for Products exported outside the United States.

9. Warranties

9A. Customer understands that Seller is not the manufacturer of the Products purchased by Customer hereunder and the only warranties offered are those of the manufacturer, not Seller or its Affiliates. In purchasing the Products, Customer is relying on the manufacturer's specifications only and is not relying on any statements, specifications, photographs or other illustrations representing the Products that may be provided by Seller or its Affiliates. SELLER AND ITS AFFILIATES HEREBY EXPRESSLY DISCLAIM ALL WARRANTIES EITHER EXPRESS OR IMPLIED, RELATED TO PRODUCTS, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTY OF TITLE, ACCURACY, MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, WARRANTY OF NON-INFRINGEMENT, OR ANY WARRANTY RELATING TO THIRD PARTY SERVICES. THE DISCLAIMER CONTAINED IN THIS PARAGRAPH DOES NOT AFFECT THE TERMS OF ANY MANUFACTURER'S WARRANTY. Customer expressly waives any claim that it may have against Seller or its Affiliates based on any product liability or infringement or alleged infringement of any patent, copyright, trade secret or other intellectual property rights (each a "Claim") with respect to any Product and also waives any right to indemnification from Seller or its Affiliates against any such Claim made against Customer by a third party. Customer acknowledges that no employee of Seller or its Affiliates is authorized to make any representation or warranty on behalf of Seller or any of its Affiliates that is not in this Agreement.

9B. Seller warrants that the Services will be performed in a good and workmanlike manner. Customer's sole and exclusive remedy and Seller's entire liability with respect to this warranty will be, at the sole option of Seller, to either (a) use its reasonable commercial efforts to reperform or cause to be reperformed any Services not in substantial compliance with this warranty or (b) refund amounts paid by Customer related to the portion of the Services not in substantial compliance; provided, in each case, Customer notifies Seller in writing within five (5) business days after performance of the applicable Services. EXCEPT AS SET FORTH HEREIN OR IN ANY STATEMENT OF WORK THAT EXPRESSLY AMENDS SELLER'S WARRANTY, AND SUBJECT TO APPLICABLE LAW, SELLER MAKES NO OTHER, AND EXPRESSLY DISCLAIMS ALL OTHER, REPRESENTATIONS, WARRANTIES, CONDITIONS OR COVENANTS, EITHER EXPRESS OR IMPLIED (INCLUDING WITHOUT LIMITATION, ANY EXPRESS OR IMPLIED WARRANTIES OR CONDITIONS OF FITNESS FOR A PARTICULAR PURPOSE, MERCHANTABILITY, DURABILITY, TITLE, ACCURACY OR NON-INFRINGEMENT) ARISING OUT OF OR RELATED TO THE PERFORMANCE OR NON-PERFORMANCE OF THE SERVICES, INCLUDING BUT NOT LIMITED TO ANY WARRANTY RELATING TO THIRD PARTY SERVICES, ANY WARRANTY WITH RESPECT TO THE PERFORMANCE OF ANY HARDWARE OR SOFTWARE USED IN PERFORMING SERVICES AND ANY WARRANTY CONCERNING THE RESULTS TO BE OBTAINED FROM THE SERVICES. THIS DISCLAIMER AND EXCLUSION SHALL APPLY EVEN IF THE EXPRESS WARRANTY AND LIMITED REMEDY SET FORTH HEREIN FAILS OF ITS ESSENTIAL PURPOSE. CUSTOMER ACKNOWLEDGES THAT NO REPRESENTATIVE OF SELLER OR OF ITS AFFILIATES IS AUTHORIZED TO MAKE ANY REPRESENTATION OR WARRANTY ON BEHALF OF SELLER OR ANY OF ITS AFFILIATES THAT IS NOT IN THIS AGREEMENT OR IN A STATEMENT OF WORK EXPRESSLY AMENDING SELLER'S WARRANTY.

9C. Customer shall be solely responsible for daily back-up and other protection of its data and software against loss, damage or corruption. Customer shall be solely responsible for reconstructing data (including but not limited to data located on disk files and memories) and software that may be lost, damaged or corrupted during the performance of Services. SELLER, ITS AFFILIATES, AND ITS AND THEIR SUPPLIERS, SUBCONTRACTORS AND AGENTS ARE HEREBY RELEASED AND SHALL CONTINUE TO BE RELEASED FROM ALL LIABILITY IN CONNECTION WITH THE LOSS, DAMAGE OR CORRUPTION OF DATA AND SOFTWARE, AND CUSTOMER ASSUMES ALL RISK OF LOSS, DAMAGE OR CORRUPTION OF DATA AND SOFTWARE IN ANY WAY RELATED TO OR RESULTING FROM THE SERVICES.

9D. Seller will not be responsible for and no liability shall result to Seller or any of its Affiliates for any delays in delivery or in performance which result from any circumstances beyond Seller's reasonable control, including, but not limited to, Product unavailability, carrier delays, delays due to fire, severe weather conditions, failure of power, labor problems, acts of war, terrorism, embargo, acts of God or acts or laws of any government or agency. Any shipping dates or completion dates provided by Seller or any purported deadlines contained in a Statement of Work or any other document are estimates only.

10. Pricing Information; Availability Disclaimer

Seller reserves the right to make adjustments to pricing, Products and Service offerings for reasons including, but not limited to, changing market conditions, Product discontinuation, Product unavailability, manufacturer price changes, supplier price changes and errors in advertisements. All orders are subject to Product availability and the availability of Personnel to perform the Services. Therefore, Seller cannot guarantee that it will be able to fulfill Customer's orders. If Services are being performed on a time and materials basis, any estimates provided by Seller are for planning purposes only.

11. Limitation of Liability

UNDER NO CIRCUMSTANCES AND NOTWITHSTANDING THE FAILURE OF ESSENTIAL PURPOSE OF ANY REMEDY SET FORTH HEREIN, WILL SELLER, ITS AFFILIATES OR ITS OR THEIR SUPPLIERS, SUBCONTRACTORS OR AGENTS BE LIABLE FOR: (A) ANY INCIDENTAL, INDIRECT, SPECIAL, PUNITIVE OR CONSEQUENTIAL DAMAGES INCLUDING BUT NOT LIMITED TO, LOSS OF PROFITS, BUSINESS, REVENUES OR SAVINGS, EVEN IF SELLER HAS BEEN ADVISED OF THE POSSIBILITIES OF SUCH DAMAGES OR IF SUCH DAMAGES ARE OTHERWISE FORESEEABLE, IN EACH CASE, WHETHER A CLAIM

FOR ANY SUCH LIABILITY IS PREMISED UPON BREACH OF CONTRACT, WARRANTY, NEGLIGENCE, STRICT LIABILITY OR OTHER THEORY OF LIABILITY; (B) ANY CLAIMS, DEMANDS OR ACTIONS AGAINST CUSTOMER BY ANY THIRD PARTY; (C) ANY LOSS OR CLAIM ARISING OUT OF OR IN CONNECTION WITH CUSTOMER'S IMPLEMENTATION OF ANY CONCLUSIONS OR RECOMMENDATIONS BY SELLER OR ITS AFFILIATES BASED ON, RESULTING FROM, ARISING OUT OF OR OTHERWISE RELATED TO THE PRODUCTS OR SERVICES; OR (D) ANY UNAVAILABILITY OF THE PRODUCT FOR USE OR ANY LOST, DAMAGED OR CORRUPTED DATA OR SOFTWARE. IN THE EVENT OF ANY LIABILITY INCURRED BY SELLER OR ANY OF ITS AFFILIATES, THE ENTIRE LIABILITY OF SELLER AND ITS AFFILIATES FOR DAMAGES FROM ANY CAUSE WHATSOEVER WILL NOT EXCEED THE LESSER OF: (A) THE DOLLAR AMOUNT PAID BY CUSTOMER FOR THE PRODUCT(S) GIVING RISE TO THE CLAIM OR THE SPECIFIC SERVICES GIVING RISE TO THE CLAIM; OR (B) \$50,000.00.

12. Limited License

Customer's sole rights to the work product, materials and other deliverables to be provided or created (individually or jointly) in connection with the Services, including but not limited to, all inventions, discoveries, methods, processes, formulae, ideas, concepts, techniques, know-how, data, designs, models, prototypes, works of authorship, computer programs, proprietary tools, methods of analysis and other information (whether or not capable of protection by patent, copyright, trade secret, confidentiality, or other proprietary rights) or discovered in the course of performance of this Agreement that are embodied in such work or materials ("Work Product") will be, upon payment in full, a non-transferable, non-exclusive, royalty-free license to use such Work Products solely for Customer's internal use. Customer will have no ownership or other property rights thereto and Customer shall have no right to use any such Work Product for any other purpose whatsoever. Customer acknowledges that Sellers may incorporate intellectual property created by third parties into the Work Product ("Third Party Intellectual Property"). Customer agrees that its right to use the Work Product containing Third Party Intellectual Property may be subject to the rights of third parties and limited by agreements with such third parties.

13. Confidential Information

13A. Each party anticipates that it may be necessary to provide access to information of a confidential nature of such party, the Affiliates or a third party (hereinafter referred to as "Confidential Information") to the other party in the performance of this Agreement and any Statement of Work. "Confidential Information" means any information or data in oral, electronic or written form which the receiving party knows or has reason to know is proprietary or confidential and which is disclosed by a party in connection with this Agreement or which the receiving party may have access to in connection with this Agreement, including but not limited to the terms and conditions of each Statement of Work. Confidential Information will not include information which: (a) becomes known to the public through no act of the receiving party; (b) was known to the receiving party, or becomes known to the receiving party from a third party having the right to disclose it and having no obligation of confidentiality to the disclosing party with respect to the applicable information; or (c) is independently developed by agents, employees or subcontractors of the receiving party who have not had access to such information. To the extent practicable, Confidential Information should be clearly identified or labeled as such by the disclosing party at the time of disclosure or as promptly thereafter as possible, however, failure to so identify or label such Confidential Information will not be evidence that such information is not confidential or protectable.

13B. Each party agrees to hold the other Party's Confidential Information confidential for a period of three (3) years following the date of disclosure and to do so in a manner at least as protective as it holds its own Confidential Information of like kind but to use no less than a reasonable degree of care. Disclosures of the other Party's Confidential Information will be restricted (i) to those individuals who are participating in the performance of this Agreement or the applicable Statement of Work and need to know such Confidential Information for purposes of providing or receiving the Products or Services or otherwise in connection with this Agreement or the applicable Statement of Work, or (ii) to its business, legal and financial advisors, each on a confidential basis. Each party agrees not to use any Confidential Information of the other Party for any purpose other than the business purposes contemplated by this Agreement and the applicable Statement of Work. Upon the written request of a party, the other party will either return or certify the destruction of the Confidential Information of the other party.

13C. If a receiving party is required by law, rule or regulation, or requested in any judicial or administrative proceeding or by any governmental or regulatory authority, to disclose Confidential Information of the other Party, the receiving party will give the disclosing party prompt notice of such request so that the disclosing party may seek an appropriate protective order or similar protective measure and will use reasonable efforts to obtain confidential treatment of the Confidential Information so disclosed.

14. Return Privileges

Seller allows customer returns based on the policies of the original product manufacturer. Software is not returnable if the packaging has been opened. If software was distributed electronically, it is not returnable if the licenses were downloaded. For additional information see Seller's full Product Return Policy at http://webobjects.cdw.com/webobjects/docs/PDFs/Return_Policy.pdf. Customer should contact Seller Customer Relations at 866.SVC.4CDW or e-mail returns@cdw.com to initiate a return or for additional information. Customer must notify Seller Customer Relations of any damaged Products within fifteen (15) days of receipt.

15. Term and Termination

This Agreement is effective beginning on the Effective Date and will continue in full force and effect for two (2) years, unless earlier terminated as provided for herein. The Parties may renew this Agreement for additional one (1) year terms on the same terms and conditions contained herein upon written agreement prior to the expiration of the then-current term.

Either party may terminate performance of a Service or a Statement of Work for cause if the other party fails to cure a material default in the time period specified herein. Any material default must be specifically identified in a written notice of termination. After written notice, the notified party will, subject to the provision of warranties herein, have thirty (30) days to remedy its performance except that it will only have ten (10) days to remedy any monetary default. Failure to remedy any material default within the applicable time period provided for herein will give cause for immediate termination, unless such default is incapable of being cured within the time period in which case the defaulting party will not be in breach (except for Customer's payment obligations) if it used its reasonable efforts to cure the default. In the event of any termination of the Services or a Statement of Work, Customer will pay Seller for all Services performed and expenses incurred up to and including the date of termination plus any termination fee if one is set forth in the applicable Statement of Work. In such event Customer will also pay Seller for any out-of-pocket demobilization or other direct costs resulting from termination. Upon termination, all rights and obligations of the parties under this Agreement will automatically terminate except for any right of action occurring prior to termination, payment obligations and obligations that expressly or by implication are intended to survive termination (including, but not limited to, limitation of liability, indemnity, confidentiality, or licensing of Work Product and this survival provision).

16. Provisions Related to Custom Imaging

If in connection with the provision of Products or Services, Customer desires to have Seller provide installation of custom software images, Customer will be required to execute an Installation Indemnity Agreement, a form of which is provided at <http://www.cdwg.com/forms/indemnity/app.asp>

17. Notices

Notices provided under this Agreement will be given in writing and deemed received upon the earlier of actual receipt or three (3) days after mailing if mailed postage prepaid by regular mail or airmail to the address stated below, or one (1) day after such notice is sent by courier or facsimile transmission. Electronic signatures (or copies of signatures sent via electronic means) are the equivalent of written and signed documents.

Seller Notice Address:
CDW Government LLC
Attn: General Counsel
230 N. Milwaukee Avenue
Vernon Hills, IL 60061

With a courtesy copy to:
CDW Government LLC
Attn: Director, Program Sales
2 Corporate Drive, Suite 800
Shelton, CT 06484

If Electronically:
psp@cdwg.com

Customer Notice Address:

Attn: _____

If Electronically:

18. Data Protection

This Section shall apply to the extent Seller performs any operation or set of operations, including collecting, recording, storing, retaining, using, disclosing or otherwise accessing, (collectively, "Process," "Processed," or "Processing") on any information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household in connection with the Services ("Personal Data"), including without limitation any information that qualifies as "personal information" under the California Consumer Privacy Act, Cal. Civ. Code §§ 1798.100 et seq. ("CCPA"). Seller shall only Process Personal Data in accordance with the instructions of Customer as detailed in the Agreement or the applicable SOW or PO and applicable data privacy law, including, if 1/7/2021 Sales and Service Projects <https://www.cdwg.com/content/cdwg/en/terms-conditions/sales-and-service-projects.html> 9/11 applicable, the CCPA ("Privacy Laws"). For the avoidance of doubt, it is the intention of the Parties that Seller be a "service provider" of Customer pursuant to the CCPA. Notwithstanding the foregoing, to the extent expressly set forth in the Agreement, Seller (1) shall have the right to retain, use or disclose deidentified or aggregated data derived from Personal Data ("Seller Data"), provided that Seller Data shall not include any Personal Data, and (2) if Seller Processes any "personal information" as such term is defined in the CCPA in connection with the Services, Seller shall have the right to Process such "personal information" for any purpose permitted by the

CCPA. Where applicable law requires Seller to Process Personal Data under terms other than those of the Agreement, Seller shall promptly notify Customer of such legal requirement before Processing, unless applicable law prohibits such disclosure. Where required by applicable law, Seller shall also notify Customer if Seller determines any of Customer's instructions infringes applicable Privacy Laws. The Parties agree that Customer is responsible for obtaining any consents required by applicable Privacy Laws, as well as providing and ensuring the accuracy of any notices required to disclose Personal Data to Seller, Seller's Affiliates, or any Seller subcontractor providing Services for use in accordance with the Agreement. Furthermore, Customer warrants that all Personal Data provided to Seller has been obtained, Processed, and provided to Seller in accordance with all applicable laws and ensured that there are legitimate grounds for Processing any and all Personal Data by Seller, Seller's Affiliates, or any Seller subcontractor providing Services for use in accordance with the Agreement. Seller shall promptly notify Customer of any request, complaint, claim, or other communication received by Seller or a subcontractor regarding its Processing of Personal Data. Seller shall cooperate with and provide any necessary assistance to Customer in responding to any such inquiries, in so far as possible and taking into account the nature of Seller's Processing and the Personal Data available to Seller. Seller shall be obliged to provide such assistance only in so far that the Customer cannot respond to such request on its own. Notwithstanding anything to the contrary in the Agreement, Customer is obliged to reimburse Seller for out of pocket expenses in connection with such requests. Such expenses will be invoiced to Customer in accordance with the Agreement. Customer acknowledges that Seller is reliant on Customer for instruction as to the extent to which Seller is entitled to use and Process Personal Data, and that Seller is not liable for any claim brought by a data subject to the extent that such claim arises from the Customer's instructions. Upon request, Seller shall provide reasonable cooperation and assistance to Customer with its obligations under applicable Privacy Laws, in so far as possible in connection with the Services, taking into account the nature of Seller's Processing and the Personal Data available to Seller. Seller shall be obliged to provide such assistance only in so far that Customer's obligations cannot be met by Customer through other means. Notwithstanding anything to the contrary in the Agreement, Customer is obliged to reimburse Seller for out of pocket expenses in connection with such assistance. Such expenses will be invoiced to Customer in accordance with the Agreement. To the extent that Personal Data includes information about individuals who are located in the European Economic Area ("EEA") and/or Switzerland, and Seller stores or otherwise obtains access to such Personal Data outside of the EEA and/or Switzerland, Seller agrees it has implemented appropriate measures to address the cross-border transfer of Personal Data. Seller shall implement and maintain an information security program that includes appropriate technical and procedural safeguards to protect Personal Data, taking into account the nature of Seller's Processing and the Personal Data available to Seller. To the extent required by applicable Privacy Laws, upon request, Seller shall make available to Customer information reasonably necessary to demonstrate compliance with this obligation. The parties agree that Seller may subcontract its obligations to subcontractors as necessary to perform the Services under the Agreement. Seller shall remain responsible for subcontractors' performance under the Agreement, and shall enter into an agreement with subcontractors that impose materially the same obligations as set forth in this Section. Seller also agrees that any subcontractors who have access to 1/7/2021 Sales and Service Projects <https://www.cdwg.com/content/cdwg/en/terms-conditions/sales-and-service-projects.html> 10/11 Personal Data are bound to Process Personal Data in accordance with Seller's instructions and are subject to obligations to maintain confidentiality. Notwithstanding any provisions in the Agreement to the contrary, Seller shall promptly notify Customer in the event Seller discovers or is notified of a known breach of security leading to unauthorized disclosure of or access to Personal Data as a result of its Processing of Personal Data ("Security Breach"). Seller shall reasonably cooperate in the investigation of the Security Breach. The parties agree that to the extent required by applicable Privacy Laws, and upon thirty (30) days written notice to Seller, and no more than once per calendar year, Customer may request reasonable access to Seller's facilities, systems, and supporting documentation used to provide the Services, to the extent necessary to assess Seller's compliance with its obligations under this Section. Such assessments shall be subject to Seller's security and confidentiality policies, and shall be conducted in a manner that minimizes any disruption of Seller's performance of services and other normal operations. Such expenses will be invoiced to Customer in accordance with the Agreement. Notwithstanding any other provision of the Agreement to the contrary, upon termination of the Agreement or otherwise at Customer's written request, Seller shall, at the choice of Customer, either return or delete Personal Data from its systems unless required by law, rule or regulation, or requested in any judicial or administrative proceeding or by any governmental or regulatory authority. Customer shall reimburse Seller and its managers, officers, directors, employees, agents, affiliates, successors and permitted assigns (collectively, "Reimbursed Party") against any and all losses costs, or expenses of whatever kind, including professional fees and attorney's fees, that are incurred by any Reimbursed Party for any investigation or any preparation for any investigation by any governmental or regulatory authority arising out of Customer's violation of any Privacy Laws in connection with this Agreement.

19. Miscellaneous

Seller may assign or subcontract all or any portion of its rights or obligations with respect to the sale of Products or the performance of Services or assign the right to receive payments, without Customer's consent. Customer may not assign these Terms and Conditions, or any of its rights or obligations herein without the prior written consent of Seller. Subject to the restrictions in assignment contained herein, these Terms and Conditions will be binding on and inure to the benefit of the parties

hereto and their successors and assigns. No provision of this Agreement or any Statement of Work will be deemed waived, amended or modified by either party unless such waiver, amendment or modification is in writing and signed by both parties. The relationship between Seller and Customer is that of independent contractors and not that of employer/employee, partnership or joint venture. If any term or condition of this Agreement or a Statement of Work is found by a court of competent jurisdiction to be invalid, illegal or otherwise unenforceable, the same shall not affect the other terms or conditions hereof or thereof or the whole of this Agreement or the applicable Statement of Work. Any delay or failure by either party to exercise any right or remedy will not constitute a waiver of that party to thereafter enforce such rights. Those terms and conditions which would, by their meaning or intent, survive the termination of this Agreement shall so survive. This Agreement may be signed in separate counterparts, each of which shall be deemed an original, and all of which together will be deemed to be one original.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers as of the date and year first set forth above.

SELLER: CDW GOVERNMENT LLC

CUSTOMER: _____

By: DR _____

By: _____

Name: Dario Bertocchi
Title: Director, Program Sales

Name: _____
Title: _____

Address of Principal Place of Business:
230 North Milwaukee Avenue
Vernon Hills, IL 60061

Address of Principal Place of Business:

Phone Number: _____
Email: _____
FEIN Number: _____
D&B D-U-N-S Number: _____

July 27, 2021

Memorandum

To: Murfreesboro City School Board Members

From: Ralph Ringstaff

Pay for Interim Teachers

We currently pay certified teachers holding active teaching licenses, who serve as interim teachers at some point during the school year substitute teacher pay for the first twenty (20) days and then they receive full teacher pay. Our substitute teacher pay for someone who is a certified teacher is \$95 a day.

We are finding it very difficult to secure a certified teacher to serve as an interim teacher once the school year begins. Plus, we are having more teachers scheduled to take a leave during the 2021-2022 school year than in the past. Because of these reasons, we are proposing to add another step to our substitute pay line.

We are proposing increasing the pay for these interim teachers for the first twenty (20) days from \$95 a day to \$150 a day. On the twenty first (21) day, these teachers would go to regular teacher pay for the remainder of that interim.

If a certified teacher serves multiple interims during a school year, they would receive full teacher pay after they complete one twenty (20) day period at sub interim teacher pay. Retired teachers and teachers who serve a full year interim position are exempt from fulfilling this requirement.

\$500 Bonus for ESP Employees

Murfreesboro City Schools values its ESP employees for taking care of our students before and after school. To recruit and retain these essential employees, MCS is recommending a signing/retention bonus for ESP employees. Beginning August 1st, 2021, all new and existing ESP employees are eligible for a bonus of one hundred dollars (\$100) per month for five months. To be eligible, you must meet the following requirements:

- Must be hired before November 1st, 2021. As long as you are hired prior to November 1st, 2021, you will receive one hundred dollars a month bonus for five months.
- You must work at least three (3) afternoons per week.

If you are hired after the first day of the month, and/or do not work at least three afternoons one week, the monthly rate will be prorated to twenty-five dollars (\$25) a week.

This bonus will be paid out in the paycheck that covers the last day of the previous month.

If you have any questions about your eligibility or other details, please reach out to the ESP department.

Murfreesboro City School Board

Monitoring: Review: Annually, in October	Descriptor Term: Security	Descriptor Code: 3.205	Issued Date: 04/24/18
		Rescinds:	Issued:

The Director of Schools shall establish procedures to protect school property which shall include, but not be limited to:

1. Closing and securing teacher work areas when left unattended or at the end of the day;
2. Denying students permission to use the classrooms, laboratories, gymnasiums or other school facilities or equipment without appropriate supervision;
3. Controlling the issuance of keys; and
4. Developing programs that contribute to the proper care and use of school facilities and equipment.

Equipment purchased with federal funds shall be managed as directed by federal and state law.¹

The principal shall call law enforcement officials in cases involving illegal entry, theft or vandalism.

The principal shall notify the Director of Schools as soon as practical but no longer than 24 hours after discovering a case of vandalism, theft, building damage and/or illegal entry.

The Director of Schools, or designee, is authorized to sign a criminal complaint and to press charges against perpetrators for vandalism of school property.

SCHOOL POLICING

The Board may enter into a memorandum of understanding with the chief of a law enforcement agency to provide school policing. Any memorandum of understanding shall address, at a minimum, the following issues:²

1. Any School ~~Safety and Education Resource~~ Officer (~~SSEO~~ SRO) assigned under a memorandum must be in
 - compliance with all laws, regulations and rules of the Peace Officer Standards and Training
 - ~~Commission at the time of assignment~~ and remain compliant throughout the tenure of their assignment;
2. As a condition of assignment, any ~~SSEO~~ SRO must participate in forty (40) hours of basic training in school policing within twelve (12) months of assignment. Every year thereafter, the ~~SSEOSRO~~ shall participate in a minimum of sixteen (16) hours of training specific to school policing. All training programs shall be approved by the Peace Officers Standards and Training Commission.

- 30 3. Any SSEOSRO assigned under the memorandum remains an employee of the law
 31 enforcement agency, subject to that agency's direction, control, supervision and discipline,
 32 though the Board may agree to indemnify and reimburse the law enforcement agency for any
 33 part or all of the increased costs incurred by the law enforcement agency as a result of the
 34 assignment of the SROs.
- 35 4. No officer shall be assigned to a school, or continue in such an assignment, without the consent
 36 of the Director.
- 37 5. In the event that more than one SSEOSRO is assigned to a school system, the law enforcement
 38 agency shall designate one of the SSEOSROs as the senior SSEOSRO, or such other, appropriate
 39 title. The duties of the senior SSEOSRO, however designated, shall include, but not be limited to,
 40 the following:
- 41 a. To represent and carry out the policies of the law enforcement agency assigning the
 42 SSEOSROs.
 - 43 b. To supervise the SSEOSROs in the performance of their duties;
 - 44 c. To consult with the Director regarding the best use of the available resources for school
 45 policing; and
 - 46 d. To resolve disputes between the SSEOSROs and students or faculty members.
- 47 6. The memorandum may be effective for any length of time, including continuing until terminated
 48 by the parties, and may contain any reasonable notice requirement for the termination of the
 49 memorandum. However, the memorandum shall contain a provision allowing the Director to
 50 suspend the active participation of the SSEOSROs in the event that the Director believes that
 51 such suspension is best for the health, safety and/or well-being of the students and/or school
 52 staff.

53 CYBERSECURITY⁴

54 The Director of Schools/designee shall develop an administrative procedure regarding the
 55 district's cybersecurity plan to identify cybersecurity risks, implement mitigation planning, and
 56 protect cyberinfrastructure against cyberattacks and other cybersecurity threats and incidents.

Legal References

1. EDGAR 34 subtitle A Part 80.32
2. TCA 49-6-4217

Cross References

- Visitors to the Schools 1.501
 Care of School Property 6.311

Murfreesboro City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: <b style="text-align: center;">Access to Private Facilities	Descriptor Code: <b style="text-align: center;">3.220	Issued Date: <b style="text-align: center;">08/10/21
		Rescinds:	Issued:

- 1 Students, employees, or teachers may request reasonable accommodations if they desire greater
- 2 privacy when using multi-occupancy restrooms or changing facilities located in the school building or
- 3 when using multi-occupancy sleeping quarters while attending a school-sponsored activity.¹

- 4 Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's
- 5 decision shall be in accordance with state law.¹

- 6 The Director of Schools shall develop an administrative procedure on access to private facilities.

Legal References

1. Public Acts of 2021, Chapter No. 452

Murfreesboro City School Board

Monitoring: Review: Annually, in December	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
3 federal law shall be taught.¹ The Director of Schools shall develop administrative procedures to
4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with
8 Common Core; or
9
10 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise
11 identified as Common Core textbooks or instructional materials.

12 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

13 All curriculum and instructional programming implemented in the school district shall adhere to state
14 and federal laws. District employees shall not include or promote any concepts that would violate state
15 law when providing instruction, using instructional or supplemental materials, or when implementing
16 the instructional program and curriculum.¹

17 The Director shall develop procedures to ensure that the district's instructional program complies with
18 state law.

Legal References

1. Public Acts of 2021, Chapter No. 205; Public Acts of 2021, Chapter No. 281; Public Acts of 2021, Chapter No. 471; Public Acts of 2021, Chapter No. 493
2. TCA 49-1-302(a)(8); TCA 49-1-314

Cross References

Controversial Issues 4.800
Controversial Materials 4.801

Murfreesboro City School Board

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/26/18
		Rescinds: STU 58	Issued: 03/25/14

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
2 treated differently from another person or otherwise be discriminated against in any athletic program of the
3 school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student athletes shall
4 only be allowed to participate in athletic activities or events that align with the student's sex indicated on
5 his/her original birth certificate.² The Director of Schools/designee shall require the parent/guardian to
6 provide the student's original birth certificate prior to participation in any interscholastic athletics. If the
7 original birth certificate is not available or does not indicate the student's sex at the time of birth, the
8 parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

9
10 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
11 principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport
12 are reasonable. The principal or designee must accompany an athletic team on trips.

13
14 Only students currently enrolled in Murfreesboro City Schools may participate in athletics.

INSURANCE & PHYSICAL EXAMINATIONS

15
16
17
18 Prior to participation in interscholastic athletics, every student must complete an annual physical
19 examination.³⁻³—The parents/guardians of each student shall be responsible for covering the cost of the
20 examination, and these records shall be on file in the principal's office. It shall be the responsibility of the
21 parent(s) or guardian to provide health and hospitalization insurance for all students participating in
22 interscholastic athletics.

23
24 Coaches must satisfy all training requirements mandated by federal, state, and local laws.

25
26 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate
27 hazing activities.⁴

Legal References

1. Title IX, Education Amendment of 1972,
20 USC § 1681, et seq.; 34 CFR § 106.41
2. 2. Public Acts of 2021, Chapter No.
40TRR/MS 0520-01-03-08(2)(b)
3. 6. 20 USCA § 1232h(c); TRR/MS
0520-01-13-.01(1)(a)TCA 49-2-120
4. 9. TCA 49-2-120

Murfreesboro City School Board			
Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Reviewed Date: 08/28/2018; 01/15/19 01/28/20
		Rescinds: PER 8, PER 11, PER 14	Issued: 09/12/17

APPLICATION

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

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which must be reported to the District Attorney General for prosecution.³ The Board shall pay any costs incurred to perform these background checks and fingerprinting.

Professional Employees

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

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the Tennessee Board of Education;⁶
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
4. Who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children;⁸
5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;⁹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

Support Employees

No person shall be employed:

1. Without the appropriate qualifications listed in the job description and/or stated in law;
2. Who has any contagious or communicable disease in such form that might endanger the health of the children;⁸
3. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
4. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
5. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

EMPLOYMENT

Professional Employees

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

Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.¹² ~~have fourteen (14) days to accept or reject, in writing, the offered employment.~~¹ From the date of the written acceptance, such person is considered to be under employment with the system and is subject to all rights, privileges, and duties.

Support Employees

After checking references and receiving written recommendations from principals and/or supervisors, the Director of Schools shall hire and assign qualified applicants. The Employment at Will Agreement of each support employee shall contain a statement regarding the required ninety (90) day probationary period.

Anticipation of Advanced Degree or Academic Credentials

The teacher shall be responsible for securing a license or certificate, verifying its accuracy, maintaining its validity, registering it with the Murfreesboro City Schools Human Resources Department, and meeting the requirements of T.C.A. 49-5-101. Initial salary shall reflect the established degree shown on the Tennessee Department of Education certificate presented at the time of employment.

For budgetary purposes, all licensed employees who anticipate receiving an advanced degree or additional graduate hours to meet the MA+30 requirement shall report this to the Director of Schools no later than March 1.

The licensed employee shall be responsible for filing the necessary application papers and the supporting college transcripts with the state certification office once the required coursework has been completed or degrees have been awarded. This requires the licensed employee to complete the Add a Degree transaction in TNCompass and have their school /university send official transcripts directly to the state certification office. Once the state certification office has added the new degree to the license, the employee shall email Murfreesboro City Schools' Human Resources Department, notifying them that a new degree has been added.

If the new degree/coursework is earned in May or August, the employee has until December 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the first half of the school year. If all documentation is provided on or before December 1st, the new pay rate will be effective the date the degree was earned.

If the new degree/coursework is earned in December, the employee has until April 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the second half of the school year. If all documentation is provided on or before April 1st, the new pay rate will be effective the date the degree was earned.

Legal References

1. TCA 49-5-406
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; [Public Acts of 2021, Chapter No. 211](#)
7. TCA 49-5-413(e)
8. TCA 49-5-404; ~~TRR/MS 0520-01-03-08(2)(f)~~
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)

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

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: Tenure and Non-Tenure	Descriptor Code: 5.117	Issued Date: REVIEWED 2/20 02/19; 09/17
		Rescinds: PER 16	Issued: 4/79; 10/11; 1/05; 8/01

1 As of July 1, 2011, there are two parallel systems of tenure operating in Murfreesboro City
 2 Schools for current employees who work in a position which requires a teacher license (hereafter
 3 referred to as a “certified employee”).¹

4
 5 The first system applies to any certified employee who obtained tenure prior to July 1, 2011.
 6 Tenure was granted to these employees based upon three (3) criteria:

- 7
- 8 1. Successful completion of a probationary period of three (3) school years.
- 9 2. Recommendation by the Director of Schools for granting tenure.
- 10 3. A majority vote of the Murfreesboro City School Board for granting tenure.²

11
 12 If the certified employee failed to meet any of these criteria, then the certified employee could
 13 not be re-employed for a fourth year.

14
 15 The second system applies to any certified employee who becomes eligible for tenure after July
 16 1, 2011. Tenure will be granted to these employees based on the following criteria:

- 17
- 18 1. A degree from an approved four-year college or any career and technical teacher who has
- 19 the equivalent amount of training established and licensed by the Tennessee State Board
- 20 of Education;
- 21 2. A valid teacher license, issued by the State Board of Education, based on training
- 22 covering the subjects or grades taught;
- 23 3. Completion of a probationary period of five (5) school years or not less than forty-five
- 24 (45) months within the last seven-year period, the last two (2) years being employed in a
- 25 regular teaching position rather than an interim teaching position;
- 26 4. Evaluations demonstrating an overall performance effectiveness level of “above
- 27 expectations” or “significantly above expectations” during the last two (2) years of the
- 28 probationary period as provided in the evaluation guidelines adopted by the State Board
- 29 of Education pursuant to TCA 49-1-302;
- 30 5. Recommendation by the Director of Schools for granting tenure; and
- 31 6. A majority vote of the Murfreesboro City School Board for granting tenure.³

33 Tenure is granted only upon the recommendation of the Director of Schools and by approval of
34 the Murfreesboro City School Board⁴ and is obtained in the system, not in a specific location or
35 position.

36
37 A certified employee who does not meet the evaluation requirements set forth by the State Board
38 of Education may continue to remain employed in a position which requires a teacher license on
39 a year-to-year contract as a probationary employee until the employee is eligible for tenure.

40 **Previous Tenure in MCS or another System**

41
42 A certified employee who had attained tenure status in Murfreesboro City Schools and later
43 resigned from the system shall serve a two-year probationary period upon re-employment by the
44 system, unless the probationary period is waived by the Murfreesboro City School Board upon
45 the request of the Director of Schools.⁵

46
47 A certified employee who had received tenure in another school system shall serve the regular
48 probationary period in Murfreesboro City Schools, unless the probationary period is waived by
49 the Murfreesboro City School Board upon the request of the Director of Schools.⁶

50 **Tenure**

51
52
53 “Tenure” is the employment status other than probation that a certified employee may be under
54 while employed in the public schools. A certified employee has no property right in the tenure
55 status and must sustain a specified performance effectiveness level required on evaluations to
56 achieve and maintain tenure status. If a certified employee acquires tenure, the teacher shall
57 remain under that status until such time as the certified employee resigns, retires, is dismissed or
58 the certified employee is returned to probationary status. Any certified employee who, after
59 acquiring tenure status, receives two (2) consecutive years of evaluations demonstrating an
60 overall performance effectiveness level of “below expectations” or “significantly below
61 expectations,” as provided by the evaluation guidelines adopted by the State Board of Education
62 pursuant to TCA 49-1-302, shall be returned to probationary status by the Director of Schools
63 until the certified employee has received two (2) consecutive years of evaluations demonstrating
64 an overall performance effectiveness level of “above expectations” or “significantly above
expectations.”⁷

65 If a teacher has met all other requirements for tenure eligibility but has not acquired an official
66 evaluation score during the last one (1) or two (2) years of the probationary period due to
67 allowable circumstances outlined in state law, he/she may utilize the most recent two (2) years of
68 available evaluation scores achieved during the probationary period to become eligible for tenure.⁸

69
70 Once a certified employee is eligible for tenure, the Director of Schools shall recommend the
71 certified employee for tenure or non-renewal; provided, however, that the certified employee
72 cannot be continued in employment if tenure is not granted by the Murfreesboro City School
73 Board.⁸⁹

74 A certified employee who is non-renewed by the Director of Schools or is not granted tenure by
the Murfreesboro City School Board shall be provided notice within five (5) business days
following the last instructional day.⁹¹⁰

Legal References

1. 2011 Tennessee Laws Pub. Ch. 70
2. TCA 49-5-503 (2009)
3. TCA 49-5-503
4. TCA 49-2-203(a)(1); TCA 49-2-301(b)(1)(J)
5. TCA 49-5-504(d)
6. TCA 49-5-509
7. TCA 49-5-504(e)
8. ~~Public Acts of 2021, Special Legislative Session Chapter No. 2~~
9. TCA 49-5-504(b)
910. TCA 49-5-409

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Attendance</h2>	Descriptor Code: 6.200	Issued Date: 08/28/18
		Rescinds: STU 9; STU 57; STU 60	Issued:

Attendance is a key factor in student achievement, and therefore, students are expected to be present each day school is in session. The Director of Schools/designee shall develop appropriate administrative procedures to implement this policy.

The attendance supervisor shall oversee the entire attendance program which shall include:¹

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school.

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent(s)/guardian(s).²

Absences shall be classified as either excused or unexcused as determined by the principal/designee. Excused absences shall include:

1. Personal illness/injury;
2. Illness of immediate family member;
3. Death in the family;
4. Extreme weather conditions;
5. Religious observances;³
6. School sponsored or school endorsed activities;⁴
7. Summons, subpoena, or court order; or
8. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:⁵

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness; and
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

General

Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes.⁶

A student who is absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent does not provide documentation within an additional five (5) days excusing those absences, or request an attendance hearing, then the Director of Schools shall implement the progressive truancy intervention plan described below prior to referral to juvenile court.

Progressive Truancy Intervention Plan⁷

Prior to referral to juvenile court, the following progressive truancy intervention plan will be implemented.

Tier I

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to, the following:

1. Physically healthy learning environment;
2. Welcoming, socially-emotionally safe, trauma-informed school climate;
3. Access to Learning Supports;
4. A culture of continuous improvement;
5. Enrichment activities and clubs;
6. Celebration of attendance; and
7. A team that monitors attendance data.

It shall also consist of system-wide parent communications reinforcing the importance of attendance and notification of available supports to assist parents with issues that may create a barrier to attendance.

Upon the accumulation of five (5) unexcused absences, the principal/designee shall send a letter to the

parent(s) or guardian(s), or other person(s) having control of the student notifying him or her of the student's absences and that the child's attendance at school is required by law. (See Sample Attendance Letter.)

The letter must further advise parent(s), guardian(s), or other person(s) having control of the student that the school must receive any documentation to excuse the absences within five (5) school days. If sufficient documentation is not provided to excuse any of the absences, the principal/designee shall implement the second tier of the progressive truancy intervention.

Tier II

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before referral to juvenile court, and includes the following:~~Tier I of the progressive truancy intervention plan shall include the following:~~

1. A conference with the student and the student's parent(s)/guardian(s);
2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and an attendance supervisor or designee. The contract shall include:
 - a. A specific description of the school's attendance expectations for the student;
 - b. The period for which the contract is effective; and
 - c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court; and
3. Regularly scheduled follow-up meetings to discuss the student's progress.
4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier II

If a student accumulates additional unexcused absences in violation of the attendance contract in Tier II, or if the parent fails to execute the contract, the student will be subject to Tier III.

~~Under this tier, a school employee shall conduct an individualized assessment detailing the reasons the student has been absent from school. This may result in referral to counseling, community based services, or other services to address the student's attendance problems.~~

Tier III

This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

Tier III shall consist of one of one or more the following interventions: School-based community services, family preservation court, referral to the Youth Services Division of the Rutherford County Juvenile Court, and other available resources. These interventions shall be determined by a team formed at each school. The interventions shall address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

If the student continues to have unsatisfactory attendance and has accumulated 10 or more unexcused absences, truancy charges may be filed with the juvenile court.

MILITARY SERVICE OF PARENT/GUARDIAN

School principals shall provide students with a one-day excused absence prior to the deployment of and a one-day excused absence upon the return of a parent or custodian serving active military service.

Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork missed during these absences.⁸

ATTENDANCE HEARING⁹

Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parents, teachers, and administrative staff.

Legal References

1. TRR/MS 0520-01-03-.08(1)(a); TCA 49-6-3006
2. TCA 10-7-504; 20 USCS § 1232g
3. TRR/MS 0520-01-03-.03(16); TCA 49-6-2904(b)(5)
4. TN Department of Education, *Student Membership and Attendance Procedures Manual* (2017)
5. TCA 49-6-3007
6. TN Department of Education, *Student Membership and Attendance Procedures Manual* (2017)
7. TCA 49-6-3007; TCA 49-6-3009; Public Acts of 2018, Chapter No. 958
8. TCA 49-6-3019
9. TRR/MS 0520-01-02-.17

Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips/Excursions/Competitions 4.302
- Reporting Student Progress 4.601
- Promotion and Retention 4.603
- Recognition of Religious Beliefs, Customs, & Holidays 4.803
- Voluntary Pre-K Attendance 6.2011
- Students in Foster Care 6.505
- Student Records 6.600

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Home Schools	Descriptor Code: 6.202	Issued Date: 4/28/20 01/23/18
		Rescinds: BO 52	Issued: 04/22/14

- 1 A "home school" is a school conducted or directed by a parent or parents or legal guardian or guardians
2 for their own children. Home schools which teach K-12 where the parents are associated with an
3 organization that conducts church-related schools (as defined by T.C.A. §49-50-801) are exempt from
4 the following provisions, but must follow procedures issued by the State Department of Education.
- 5 A parent wishing to conduct a home school shall meet the following requirements:¹
- 6 1. Provide annual notice to the Director of Schools before the commencement of each school year of
7 the intent to conduct a home school;
 - 8 2. Submit to the Director of Schools the name, number, age, grade level of children involved, location
9 of the school, curriculum to be offered, proposed hours of instruction, qualifications of the
10 parent/teacher;
 - 11 3. Maintain attendance records, subject to inspection of the local Director of Schools;
 - 12 4. Submit attendance records to the Director of Schools at the end of each school year;
 - 13 5. Provide instruction for at least four (4) hours per day for the same number of instructional days as
14 are required by state law for public schools;²
 - 15 6. Possess a high school diploma, ~~or GED~~, or HiSET;³
 - 16 7. Cooperate in the administration to home school students of appropriate tests by the Commissioner
17 of Education, his/her designee or by a professional testing service in grades five (5), seven (7), and
18 nine (9);
 - 19 8. Take actions according to state law if home school student falls behind appropriate grade level;
 - 20 9. Submit proof to the Director of Schools that the home school student has been vaccinated as required
21 by law;⁴
 - 22 10. Submit proof to the Director of Schools that other health services and examinations as required by
23 law have been received by the home school student; and
 - 24 11. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject,
25 employ a tutor having the same qualifications as required of parent/teacher.

26 If one or more of these requirements are not met, the Board authorizes the Director of Schools to take
 27 formal action to bring the child into compliance with the compulsory attendance law (until the child has
 28 reached age 17), either in the home school or in a public, private, or church-related school.

29

2830 FACILITIES USE

2931 It shall be the policy of this Board that public school facilities shall be available for home school
 3032 instruction only when all of the following conditions exist:

- 3133 1. Special needs courses are being taught which require services unavailable to the home school
 3234 student;
- 3335 2. These services cannot be provided through any means other than the public schools;
- 3436 3. Requests for services are made known by the home school parent when notice is given to the
 3537 Director of Schools of the intent to conduct a home school;
- 3638 4. The Director of Schools investigates request and make recommendations to the Board;
- 3739 5. No overcrowding, additional expenses, including providing transportation, or other special
 3840 situations which interfere with the normal operation of the school system shall be incurred; and
- 41 6. Approval by the Board on a case-by-case basis.

RECORD ACCESS

3942 The Director of Schools, through the attendance supervisor, shall have the attendance records of the
 4043 home school inspected at least two (2) times each school year in order to provide assistance in
 44 implementing the Compulsory Attendance Law.

4145 STUDENT PERFORMANCE⁵

4246 If a home school student falls more than one (1) year behind his/her appropriate grade level in his/her
 4347 comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have
 4448 taught the child at his/her grade level determines through appropriate means that the student is not
 4549 learning disabled, the Director of Schools shall require the parents to enroll the child in a public,
 4650 private or church-related school.

48

Legal References

1. TCA 49-6-3050
2. TCA 49-6-3004(a)
3. Public Acts of 2021, Chapter No. 493
4. TCA 49-6-5001
5. TCA 49-6-3050(b)(6)

Murfreesboro City School Board

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, <small>in August</small>	Physical Examinations and Immunizations	6.402	4/13/21 4/28/20 05/28/19
		Rescinds:	Issued:

1 PHYSICAL EXAMINATIONS

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

- 3 1. Entering school for the first time;¹ and
- 4 2. Participation as a member of any athletic team or in any other strenuous physical activity program.

5 Cost of the examination shall be borne by the parent or guardian of the student. These records shall be on file in
6 the principal's office.

7 Screening tests for vision, hearing, height, weight, blood pressure and lice will be conducted. Parents/Guardians
8 will receive written notice of any screening result that indicates a condition that might interfere or tend to interfere
9 with a student's progress.

10 In general, the school district will not conduct physical examinations of a student without parental consent to do
11 so or a court order, unless the health or safety of the student or others is in question.²

12 IMMUNIZATIONS

13 No students entering school, including those entering kindergarten or first grade, those from out-of-state and those
14 from nonpublic schools, will be permitted to enroll (or attend) without proof of immunization, as determined by
15 the Commissioner of Public Health.¹ It is the responsibility of the parents or guardians to have their children
16 immunized and to provide such proof to the principal of the school that the student is to attend.³

17 Exceptions will be granted to any student whose parent/guardian files with school authorities a signed, written statement that such measures conflict with the one of the following:

- 18 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an epidemic, except in the event of a COVID-19 or any variant outbreak;⁴ or
- 19 2. Due to medical reasons if the student has a written statement from his/her doctor excusing him/her from the immunization.⁵

The Director of Schools shall ensure that appropriate immunization records are maintained for each student. Exceptions, in the absence of an epidemic or immediate threat thereof, will be granted to any child whose parent

~~17 or guardian shall file with school authorities a signed, written statement that such measures conflict with his/her~~
~~18 religious tenets and practices; or due to medical reasons if such child has a written statement from his/her doctor~~
~~19 excusing him from such immunization.⁴~~

~~20 Proof of exceptions will be in writing and filed in the same manner as other immunization records.~~

~~21 A list of transfer students shall be kept at each school in order that their records may be monitored by the~~
~~22 Department of Health.~~

Legal References

1. [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
2. [Tennessee School Health Screening Guidelines,
https://www.tn.gov/content/dam/tn/education/csh/csh_school
health_screening_guidelines.pdf ; 20 USCA § 1232h\(c\)\(2\)\(C\)](#)
3. [TCA 49-6-5001\(a\),\(c\)TCA 49-06-5004\(e\)\(1\)](#)
2. ~~[Tennessee School Health Screening Guidelines,
https://www.tn.gov/content/dam/tn/education/esh/esh_school
health_screening_guidelines.pdf 34. _____ TCA 49-6-5001\(b\)\(+2\);](#)~~
[Public Acts of 2021, Chapter No. 513](#)
5. [TCA 49-6-5001\(c\)\(2\)](#)

Version Date: May 5, 2020

4. TCA 49-6-5001(b)(2),(c)(2)

Murfreesboro City School Board

Monitoring: Review: Annually, in May	Descriptor Term: <h2 style="text-align: center;">Special Education Behavioral Support</h2>	Descriptor Code: 6.501	Issued Date: Reviewed 05-26-20 06/25/19
		Rescinds: STU 59	Issued: 06/01/13

The Murfreesboro City school district shall comply with the Tennessee Department of Education restraint and isolation regulations and guidelines pursuant to the Special Education Behavioral Support Act.¹ Maintaining a school environment that is conducive to student learning requires that the environment be orderly and safe. The primary technique used to de-escalate any situation is verbal in nature; however, if the situation warrants physical holding restraint, then physically restraining a student may be necessary. Students in the district are protected by law from the unreasonable, unsafe and unwarranted use of isolation and physical restraint. Murfreesboro City Schools policy has an emphasis on positive behavioral support, prevention and de-escalation, which reduces the risk of injury to both students and program staff. The emphasis is always on the care, safety and wellbeing of our students and staff.

Definitions

1. “Behavior intervention training program” means a training program in evidence-based positive behavioral supports, evidence-based crisis intervention, and evidence-based techniques for the safe use of restraint and isolation;
2. “Chemical restraint” means a medication that is prescribed to restrict a student's freedom of movement for the control of extreme violent physical behavior. Chemical restraints are medications used in addition to, or in replacement of, a student's regular drug regimen to control extreme violent physical behavior. The medications that comprise the student's regular medical regimen, including PRN medications, are not considered chemical restraints, even if their purpose is to treat ongoing behavioral symptoms;
3. “Emergency situation” means that a child's behavior poses a threat to the physical safety of the student or others nearby;
4. “Isolation” or “seclusion” (A) means the confinement of a student alone, with no other students, staff, or persons present, in a room with or without a door, or other enclosed area or structure pursuant to § 49-10-1305(g) where the student is physically prevented from leaving because a door, object, or school personnel is blocking the student's exit.
 - a. Unlocked and incapable of being locked;
 - b. Free of any condition that could be a danger to the student;
 - c. Well ventilated and temperature controlled;
 - d. Sufficiently lighted for the comfort and well-being of the student;
 - e. Where school personnel are in continuous direct visual contact with the student at all times;
 - f. At least forty square feet (40 sq. ft.); and
 - g. In compliance with all applicable state and local fire, health, and safety codes.

- 40 5. Isolation or seclusion does not include time-out, a behavior management procedure in which
41 the opportunity for positive reinforcement is withheld, contingent upon the demonstration of undesired
42 behavior; provided, that time-out may involve the voluntary separation of an
43 individual student from others;
44
- 45 6.—“ “Isolation room” means any space, structure, or area pursuant to § 49-10-1305(g) used to
46 isolate a student.
47
- 48 7.—“ “Mechanical restraint” means the application of a mechanical device, material or equipment
49 attached or adjacent to the student's body, including ambulatory restraints, which the student cannot easily
50 remove and that restrict freedom of movement or normal access to the student's body. Mechanical
51 restraint does not include the use of restraints for medical immobilization, adaptive support, or
52 medical protection; or the use of a seat belt or other device, including, but not limited to, a belting
53 system or harness, to secure a child with a disability during transit on a bus or vehicle operated by
54 an LEA or a provider contracted to serve the LEA's transportation needs;
55
- 56 8.—“ “Noxious substance” means the use of any defense spray or substance as defined by
57 departmental rule;
- 58 9. —“Physical holding restraint” means the use of body contact by school personnel with a student
59 to restrict freedom of movement or normal access to the student’s body, except for:
60 a. the holding of a student by an adult in order to calm or comfort the student in the absence of an
61 emergency;
62 b. Contact necessary to physically escort a student from one area to another in the absence of an
63 emergency;
64 c. Assisting a student in completing a task or response if the student does not resist or if the
65 resistance is of minimal intensity or duration;
66 d. Physically redirecting a student if the student does not resist or if the resistance is of minimal
67 intensity or duration; or
68 e. School personnel blocking a student's exit or elopement by physically placing themselves in front
69 of the student;
- 70 10.—“10. “Positive behavioral supports” means a systematic approach using evidence-based practices to
71 improve school environments, and to prevent and respond to problem behavior that:
- 72 a. Is proactive and instructional, rather than reactive and punitive;
73 b. Operates on the following three (3) levels:
74 i. Individual;
75 ii. Group or classroom; and
76 iii. The whole school;
77 c. Includes a system of continual data collection;
78 d. Utilizes data-based decision-making;
79 e. Applies research-validated positive behavioral interventions; and
80 f. Improves academic and social outcomes for all students, including those with the most complex
81 and intensive behavioral needs.
82
- 83 11. “Restraint” means a chemical restraint, mechanical restraint, or physical holding restraint;
84
- 85 12. “School personnel” means an individual employed on a full-time or part-time basis by a public

86 ___ school.

88 Implementation of Restraint

89 Only the principal, or the principal's designee, may authorize the use of isolation or restraint ~~in the~~
 90 ~~ease of emergency or by IEP signature.~~ For a student receiving special education services, as defined
 91 in § 49-10-102, isolation or a physical holding restraint may only be used in emergency situations.
 92 Individualized education programs that provide for the use of isolation or a physical holding restraint
 93 for certain behavior must contain a data driven functional behavior assessment and a plan for
 94 modification of the behavior developed and implemented by a qualified team of professionals.

95 Trained school staff may use physical holding restraint only:

- 96
- 97 (1) ~~When non-physical interventions have been ineffective and the student's behavior poses threat of~~
 98 ~~imminent, serious harm to self and/or others and when the student's behavior is more dangerous than~~
 99 ~~the danger of using physical restraint; or~~
- 100 (2) Pursuant to a student's IEP or other written plan developed in accordance with state and federal
 101 law and approved by the school and parent or guardian. Physical holding restraint will be
 102 practiced in strict accordance with all applicable laws.

103 School personnel shall remain in the physical presence of any restrained student and shall
 104 continuously
 105 observe a student who is in time out, isolation, or being restrained to monitor the health and
 106 wellbeing
 107 of such student.

109 Prohibited Forms of Restraint

110 The following forms of restraint are prohibited:

- 111 1. ~~Administering a chemical restraint to a student receiving special education services is~~
 112 ~~prohibited;~~ ~~provided, that nothing in this policy shall prohibit the administration of a chemical~~
 113 ~~restraint when administered for therapeutic purposes under the direction of a physician and~~
 114 ~~with the child's parent or guardian's consent to administer such chemical restraint.~~
- 115 2. ~~Administering a noxious substance to a student receiving special education services is~~
 116 ~~prohibited.~~
- 117 3. ~~The use of any mechanical restraint on any student receiving special education services is~~
 118 ~~prohibited.~~
- 119 4. ~~Any form of life-threatening ~~life-threatening~~ restraint, including restraint that restricts the flow of~~
 120 ~~air into a~~
 121 ~~person's lungs, whether by chest compression or any other means, to a student receiving special~~
 122 ~~education services is prohibited.~~
- 123 5. ~~The use of isolation or physical holding restraint as a means of coercion, punishment,~~
 124 ~~convenience or retaliation on any student receiving special education services is prohibited.~~
- 125 6. ~~Removing or disabling any equipment or device that a student requires, including, but not~~
 126 ~~limited to, a power wheelchair, brace, augmentative communication device, or walker, as a~~
 127 ~~means of coercion, punishment, convenience, or retaliation on any student receiving special~~
 128 ~~education services is prohibited.~~

129 7. –The use of a locked door, or any physical structure, mechanism, or device that substantially
130 accomplishes the function of locking a student in a room, structure, or area, is prohibited.

132 **Authorized Forms of Restraint**

133 The use of physical holding restraint in the following circumstances is permitted. The school is not
134 required to notify the student's parent or guardian in any of the circumstances listed below:

- 135 1. The brief holding by an adult in order to calm or comfort;
- 136 2. The minimum contact necessary to physically escort a student from one area to another;
- 137 3. Assisting a student in completing a task or response if the student does not resist, or resistance
138 is minimal in intensity or duration; or
- 139 4. Holding a student for a brief time in order to prevent any impulsive behavior that threatens the
140 student's immediate safety.

141 Actions undertaken by school personnel to break up a fight or to take a weapon from a student are
142 not

143 prohibited; however, these acts shall be reported in accordance with administrative procedures
144 developed by the Director of Schools.

146 **Staff Training**

147 Physical restraint should only be used by faculty and staff who have received specific district
148 approved crisis intervention training in the use of physical restraint procedures and non-violent crisis
149 intervention.

150 Other school personnel may use physical restraint only in rare and clearly unavoidable emergency
151 circumstances when fully trained school personnel are not immediately available. Untrained staff
152 should request assistance from trained staff as soon as possible. The school must identify specific
153 staff to serve as school-wide resources to assist in ensuring proper administration of physical
154 restraint. These individuals must participate in in-depth training with respect to restraint and
155 implementation.

157 **Reporting Requirements and Follow Up**

158 The building administrator or designee must receive a written report documenting the circumstances
159 of the incident. School personnel authorized by MCS shall see and evaluate the student's condition
160 within a reasonable time after the intervention. The student's parent or guardian shall be notified
161 orally and in writing the same day the isolation or restraint was used. School personnel shall be held
162 harmless for failure to notify if reasonable effort has been made to notify the student's parent or
163 guardian.

164 A student receiving special education services may be restrained or isolated only if such restraint or
165 isolation is provided for in the student's IEP, or in emergency situations, if necessary to assure the
166 physical safety of the student or others nearby. If the student's IEP does not provide for the use of
167 isolation or restraint for the behavior precipitating such action or if school personnel are required to
168 use isolation or restraint over an extended period of time, an IEP meeting shall be convened within
169 ten (10) days following the use of such isolation or restraint. If the behavior precipitating such action
170 also warrants a change of placement, the child will have all rights provided under applicable state and
171 federal law.

School personnel who have used isolation or restraint shall provide a written report to the school principal or the principal's designee on the form developed by the Tennessee State Department of Education. A copy of the report form must be provided to the Special Education Supervisor who, after review of the report, will maintain statistics related to the student and the school's use of isolation and/or restraint and discuss findings with the Director of Schools and school principals. Documentation of each incident of restraint and/or isolation will be forwarded immediately to the Special Education Department, who will be responsible for completing the Easy IEP portion of documentation.

Required Reports

Each school shall maintain all records of isolation and restraint. On a semi-annual basis, using existing student-level data collection systems to the extent feasible, each school shall submit a report to the LEA that includes:

1. The number of incidents involving the use of isolation and restraint since the previous semi-annual report;
2. —The number of instances in which the school personnel imposing physical restraint or isolation were not trained and certified;
- ___ 3. Any injuries, deaths, or property damage that occurred;
4. The timeliness of parental notification;
5. Demographic information to determine whether disproportionate use of these interventions exists.

The LEA shall use the information obtained from records of isolation and restraint in developing its behavior intervention training program. The LEA shall submit information to the Tennessee Department of Education each year on the use of isolation and restraint in the school district.

Legal References

1. TCA 49-10-1301 through 1307

Murfreesboro City School Board

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Homebound Instruction</h2>	Descriptor Code: <h3 style="text-align: center;">4.206</h3>	Issued Date:
		Rescinds:	Issued:

1 The homebound instruction program is for students who because of a medical condition are unable to
 2 attend the regular instructional program.¹ The homebound instruction program shall consist of three (3)
 3 hours of instruction per week while school is in session for a period of time determined, on a case-by-
 4 case basis, by the district.

5 To qualify for this program, a student shall have a medical condition that will require the student to be
 6 absent for a minimum of ten (10) consecutive instructional days, or for an aggregate of at least ten (10)
 7 instructional days for a student who has a chronic medical condition. The student shall be certified by
 8 his/her treating physician as having a medical condition that prevents him/her from attending regular
 9 classes. The services provided to the homebound student shall reflect the student’s capabilities and be
 10 determined by the homebound instructor, after consultation with appropriate professional staff of the
 11 student’s assigned school.

12 Recertification shall be obtained after the expiration of each period of homebound instruction if the
 13 student’s treating physician certifies, in writing, that the student has a medical condition that prevents
 14 him/her from returning to regular classes.

15 **COVID-19 QUARANTINE²**

16 Students on homebound instruction who are temporarily quarantined due to a positive COVID-19 test
 17 result or possible exposure to COVID-19 may participate in remote instruction during the period of
 18 quarantine only.

Legal References

1. TCA 49-10-1101; TRR/MS 0520-01-02-.10
2. TRR/MS 0520-01-13-.01(d)(1)

Cross References

- Alternative Credit Options 4.209
 Virtual Education Program 4.212
 Student Communicable Diseases 6.403
 Acquired Immune Deficiency Syndrome 6.404

Murfreesboro City School Board

Monitoring: Review: Annually, in January	Descriptor Term: FFCRA LEAVE	Descriptor Code: 5.3051	Issued Date: 08/11/20
		Rescinds:	Issued:

1 *General*¹

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April 2,
3 2020 until June 30, 2021.

4 The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary
5 administrative procedures. Employees should seek clarification from Benefits Coordinator if they have
6 questions regarding the total amount of leave and pay available to them.

7 **PAID SICK LEAVE**

8 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework
9 because the employee:²

- 10 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 11
- 12 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 13
- 14 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 15
- 16 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The
17 individual must be someone with a personal relationship to the employee;
- 18
- 19 5. is caring for his/her son or daughter whose school or place of care is closed, or person who
20 regularly provides childcare is unavailable, for reasons related to COVID-19 and no other
21 suitable person is available to care for the child during the requested period of leave. Son or
22 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child
23 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older
24 who is incapable of self-care because of a mental or physical disability; or
- 25
- 26 6. is experiencing any other substantially similar condition specified by the Secretary of Health
27 and Human Services, in consultation with the Secretaries of Labor and Treasury.

28 This paid leave may be taken if there is work available for the employee to complete and the employee
29 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave
30 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to
31 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

32 **EXPANDED FMLA LEAVE**

33 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the
34 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who
35 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)
36 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the
37 district.³

38 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or
39 telework due the need to care for his/her son or daughter because of a school or child care facility closure
40 or because the person who regularly provides child care (i.e. this could include a family member or a
41 neighbor) is unavailable for reasons related to COVID-19.⁴ In these circumstances, a son or daughter is
42 defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing
43 *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care
44 because of a mental or physical disability.

45 Qualifying employees may take twelve (12) weeks of EFMLEA leave.⁵ The amount of leave available
46 may be impacted by any prior use of FMLA.⁶

47 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take
48 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds
49 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave
50 or annual leave to cover those days or the amount is capped per federal law.⁷

51 **ADDITIONAL LEAVE**

52 MCS will grant additional paid sick leave to qualified employees for up to two weeks if they are unable
53 to work or telework because the employee:

- 54 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
55
- 56 2. has been advised by a health care provider to self-quarantine related to COVID-19; or
57
- 58 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
59

60
61 This leave will be granted for up to a maximum of two (2) additional occurrences beyond the leave
62 provided by the FFCRA.

63

Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq. (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

Cross References

Sick Leave 5.302
Family and Medical Leave 5.305

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2022

22-146-01

Account	Description	Increase	Decrease
146 E 73300 524	Extended School Program-Staff Development	10,700.00	-
146 E 73300 599	Extended School Program-Other Charges	-	10,700.00
Total		\$ 10,700.00	\$ 10,700.00

Explanation:

This budget request is for the cost of professional development training for Drone Legends and was not included in the original FY22 Budget. Drone Legends is a STEM program designed to instruct students to code and pilot drones. This program also introduces careers in Drone Technology. A transfer from Other Charges will cover the cost and will not increase the Extended School Program's overall expenditure budget.

Jim Linneman

Reviewed by Finance Director/Finance Manager

7-16-2021

Date

Approved

Bobby W Duke III
Director of Schools

7-19-2021

Date

Declined



SSB Sales & Marketing (DBA Drone Legends)
Statement of Work

7-13-2021

Presented by:
Scott Buell

<i>Client name</i>	Mufreesboro City Schools
<i>Client's administrator</i>	Ms. Kandy Powers
<i>Project name</i>	Drone Legends/STEM Professional Development and Ongoing Training/Support
<i>Engagement duration</i>	3.5 months
<i>Begin date</i>	August 10, 2021
<i>End date</i>	November 30, 2021

Statement of work

Professional services agreement

10 hours total Professional Development (PD) services over a 3-month period, conducted in two phases:

Phase 1: 4-hour kickoff session at MCS facility on August 10, 2021. This session will be facilitated by three (3) Drone Legends trainers. The first two hours of this interactive PD session will be technology-based; working with the drones, set-up, connecting, troubleshooting, and -- importantly -- how to explain this to the children, best practices and classroom organization, etc. The second two hours will be curriculum review, pedagogy, and team-based exercises.

Phase 2: The balance of 6 hours will be facilitated by a local Drone Legends trainer. We propose having options to attend 2-hour sessions on either Tuesday or Thursday evenings (make both available and participants pick one night). These would occur 1x per month for three months. These sessions will focus on pedagogy, classroom management, and how to deliver the Drone Legends program so that every student involved benefits from the experience. The instructors will participate in highly interactive and hands-on mini-Drone Legends missions designed to replicate the classroom experience.

All activities including travel and accommodations are included in fee of \$10,695

Acceptance and authorization

The terms and conditions of the **Professional Services Agreement** apply in full to the services and products provided under this Statement of Work.

IN WITNESS WHEREOF, the parties hereto each acting with proper authority have executed this Statement of Work, under seal.

Kandy Powers

Full name

Scott Buell

Full name

Title

Owner | Founder

Title

Signature

Signature



Date

07-13-2021

Date

MCS ASSIGNMENT REPORT FOR 2021 - 2022

*ACCURATE AS OF 07/22/2021

Full Name	Position Building Desc	Position Assignment Desc
MCCULLOUGH, DIONNE E	BLACK FOX	ACADEMIC COACH
BAILEY, ROBIN R	BLACK FOX	ACADEMIC INTERVENTIONIST
GARRETT, KIM M	BLACK FOX	ART TEACHER
HOLLAND-JOHNSON, BEVERLY	BLACK FOX	ASSISTANT PRINCIPAL
BJORK, BENJAMIN PAUL	BLACK FOX	BAND TEACHER
ALLISON, LISA M.	BLACK FOX	EDUCATION ASSISTANT
LEMMER, TYMORA R	BLACK FOX	EDUCATION ASSISTANT
LOWE, LISA M	BLACK FOX	EDUCATION ASSISTANT
PAYNE, TAE	BLACK FOX	EDUCATION ASSISTANT
PHROMMALA, PHONESAVANH	BLACK FOX	EDUCATION ASSISTANT
PUCKETT, ANNA TAYLOR	BLACK FOX	EDUCATION ASSISTANT
VONGPHAKDY, DOUANGMALA C	BLACK FOX	EDUCATION ASSISTANT
WADE, JUSTIN M	BLACK FOX	EDUCATION ASSISTANT
WOOD, MELISSA P	BLACK FOX	EDUCATION ASSISTANT
MCDONALD, SANDY L	BLACK FOX	ESL TEACHER
MCWHORTER, KENNE L	BLACK FOX	ESL TEACHER
SANFORD, BEVERLY S	BLACK FOX	ESL TEACHER
WING, JOHN DANIEL	BLACK FOX	ESL TEACHER
WRIGHT, LISA	BLACK FOX	ESL TEACHER
BECK, KATLYN N	BLACK FOX	GRADE 1 TEACHER
GLASS, EMILY	BLACK FOX	GRADE 1 TEACHER
GRANT, LAURIE A	BLACK FOX	GRADE 1 TEACHER
GRIMES, KRISTA	BLACK FOX	GRADE 1 TEACHER
HEBRON, MICHAEL J	BLACK FOX	GRADE 1 TEACHER
SHOCKLEY, DANIELLE	BLACK FOX	GRADE 1 TEACHER
BROOKS, RAEVEN R	BLACK FOX	GRADE 2 TEACHER
GRAFFEO, FRANCESCA M	BLACK FOX	GRADE 2 TEACHER
MELSON, RHONDA S	BLACK FOX	GRADE 2 TEACHER
NEWBERG, CARRIE M	BLACK FOX	GRADE 2 TEACHER
SMITH, REBECCA H	BLACK FOX	GRADE 2 TEACHER
UTTER, ELIZABETH V	BLACK FOX	GRADE 2 TEACHER
BAILEY, SAVANNAH R	BLACK FOX	GRADE 3 TEACHER
BAKER, COURTNEY L	BLACK FOX	GRADE 3 TEACHER
BRADSHAW, MELISSA O	BLACK FOX	GRADE 3 TEACHER
CODISPOTI, JESSICA M	BLACK FOX	GRADE 3 TEACHER
PITTS, EMILY C	BLACK FOX	GRADE 3 TEACHER
GAMBILL, KIMBERLY D	BLACK FOX	GRADE 4 TEACHER
HELTA, JAMIE	BLACK FOX	GRADE 4 TEACHER
HOOPER, ALLISON A	BLACK FOX	GRADE 4 TEACHER
LEWIS, KRISTY L	BLACK FOX	GRADE 4 TEACHER
PARTIN, CARRIE B	BLACK FOX	GRADE 4 TEACHER
CAWTHON-PHILLIPS, MELINA N	BLACK FOX	GRADE 5 TEACHER
DICKERSON, CHARLENE	BLACK FOX	GRADE 5 TEACHER
HARDY, CARLIEANN E	BLACK FOX	GRADE 5 TEACHER
HOOTEN, TORI N	BLACK FOX	GRADE 5 TEACHER
INGLIS, KIMBERLY	BLACK FOX	GRADE 5 TEACHER

NELSON, KIMBERLY P	BLACK FOX	GRADE 5 TEACHER
DAUGHERTY, SARAH L	BLACK FOX	GRADE 6 TEACHER
FRYE, WARREN	BLACK FOX	GRADE 6 TEACHER
PATRUM, MEREDITH A	BLACK FOX	GRADE 6 TEACHER
TRULL, ZACHARY A	BLACK FOX	GRADE 6 TEACHER
EVANS, CAREN R	BLACK FOX	KINDERGARTEN TEACHER
JOHNSON, LORI H	BLACK FOX	KINDERGARTEN TEACHER
MCBETH, JESSICA	BLACK FOX	KINDERGARTEN TEACHER
PEEK, KATHRYN N	BLACK FOX	KINDERGARTEN TEACHER
SANDERSON, AUBREY N	BLACK FOX	KINDERGARTEN TEACHER
SHELTON, MACY M	BLACK FOX	KINDERGARTEN TEACHER
SIMMONS, JON A	BLACK FOX	MATH COACH TITLE I
FERRELL, LESLEY B	BLACK FOX	MDA
SMITH, SANITA	BLACK FOX	MEDIA SPECIALIST
SWANSON, AMY	BLACK FOX	MUSIC TEACHER
VAN DYKE, DENNIS M	BLACK FOX	MUSIC TEACHER
OUELLETTE, AMY J	BLACK FOX	OFFICE EDUCATIONAL ASSISTANT
DAVENPORT, JESSICA B	BLACK FOX	PHYSICAL EDUCATION TEACHER
VAUGHN, MICHAEL R	BLACK FOX	PHYSICAL EDUCATION TEACHER
GRIMES, AMANDA J	BLACK FOX	PK EDUCATIONAL ASSISTANT
HOWSE, VIKKI V	BLACK FOX	PK EDUCATIONAL ASSISTANT
LACIVITA, GINA M	BLACK FOX	PK SPECIAL EDUCATION TEACHER
LOVE, ASHLEY N	BLACK FOX	PK SPECIAL EDUCATION TEACHER
CRABTREE, MAEGAN	BLACK FOX	PK SPED EDUCATIONAL ASSISTANT
HARRIS, ALTHEA	BLACK FOX	PK SPED EDUCATIONAL ASSISTANT
JOHNSON, TRACY	BLACK FOX	PK SPED EDUCATIONAL ASSISTANT
SMITH, RACHEL ANNABEL	BLACK FOX	PK SPED EDUCATIONAL ASSISTANT
COX, DEVON R	BLACK FOX	PRE-K TEACHER
MARTIN, SARA E	BLACK FOX	PRE-K TEACHER
STREVEL, TIFFANY C	BLACK FOX	PRINCIPAL
BRASHER, CASEY F	BLACK FOX	SCH PSYCHOLOGIST
KNITTER, KRISTI J	BLACK FOX	SCHOOL COUNSELOR
STOUT, TAMMY E	BLACK FOX	SCHOOL COUNSELOR
STORY, RACHEL LEANN	BLACK FOX	SCHOOL NURSE
LAWRENCE, JOYCE E	BLACK FOX	SECRETARY/BOOKKEEPER
RICHARDSON, TAYLOR	BLACK FOX	SOCIAL WORKER
CANTRELL, LORI	BLACK FOX	SPECIAL EDUCATION TCH
JORDAN, SHELBY R	BLACK FOX	SPECIAL EDUCATION TCH
MORRISON, CHELSEA	BLACK FOX	SPECIAL EDUCATION TCH
OVERALL, CHRISTIE R	BLACK FOX	SPECIAL EDUCATION TCH
THOMAS, KIM D	BLACK FOX	SPECIAL EDUCATION TCH
BARTKOWIAK, BEVERLY	BLACK FOX	SPED EDUCATIONAL ASSISTANT
FLIPPO, ALLISON N	BLACK FOX	SPED EDUCATIONAL ASSISTANT
HAYDEN, JACQUELYN	BLACK FOX	SPED EDUCATIONAL ASSISTANT
HUDSON, ELIZABETH	BLACK FOX	SPED EDUCATIONAL ASSISTANT
KEMP, PANDASALA	BLACK FOX	SPED EDUCATIONAL ASSISTANT
KERR, MARY F	BLACK FOX	SPED EDUCATIONAL ASSISTANT

LOYD, MACKENZIE
MENCHACA, SANDRA E
PATTON, DA'SHONEA
SHAW, BENJAMIN
TURNER, RENESSA V
MITCHELL, MICHELLE
SMITH, BARBARA A

BLACK FOX
BLACK FOX
BLACK FOX
BLACK FOX
BLACK FOX
BLACK FOX
BLACK FOX

SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
TURNER, STEPHANIE L	BRADLEY	ACADEMIC COACH
WEST, KIMBERLY R	BRADLEY	ACADEMIC INTERVENTIONIST
YOUNG, MARYBETH	BRADLEY	ACADEMIC INTERVENTIONIST
REED, EVELYN	BRADLEY	ART TEACHER
HOLT, KENNYE J.	BRADLEY	ASSISTANT PRINCIPAL
GRIM, ERIC H	BRADLEY	DRAMA TEACHER
BAUTISTA, LEINAALA K	BRADLEY	EDUCATION ASSISTANT
PIRTLE, TERRANCE M	BRADLEY	EDUCATION ASSISTANT
SMITH, FLORENCE W	BRADLEY	EDUCATION ASSISTANT
SMITH, KASHIA M	BRADLEY	EDUCATION ASSISTANT
TEMPLE RUDGLEY, TIFFANIE D	BRADLEY	EDUCATION ASSISTANT
DEARING, AMBER G	BRADLEY	ESL TEACHER
EDWARDS, ELIZABETH E	BRADLEY	ESL TEACHER
FOSTER, LAURA LEIGH	BRADLEY	ESL TEACHER
EVANS, ELIZABETH L	BRADLEY	GRADE 1 TEACHER
KRAMER, MARIA R	BRADLEY	GRADE 1 TEACHER
LINELL, SHANNON F	BRADLEY	GRADE 1 TEACHER
NIVISON, ALLISON D	BRADLEY	GRADE 1 TEACHER
CHIARAVALLE, RACHEL	BRADLEY	GRADE 2 TEACHER
MCCOLLINS, KRISTIN N	BRADLEY	GRADE 2 TEACHER
URBAN, VIRGINIA C	BRADLEY	GRADE 2 TEACHER
DUPES, MARINA J	BRADLEY	GRADE 3 TEACHER
HARRISON, MACARI J	BRADLEY	GRADE 3 TEACHER
GREESON, MACY E	BRADLEY	GRADE 4 TEACHER
HAZELBAKER, GINGER D	BRADLEY	GRADE 4 TEACHER
MOFFETT, DEJA C	BRADLEY	GRADE 4 TEACHER
RINKS, LUCY	BRADLEY	GRADE 5 TEACHER
THOMPSON, BILLIE JO	BRADLEY	GRADE 5 TEACHER
WITSAMAN, TAYLOR M	BRADLEY	GRADE 5 TEACHER
DAVIS, STEPHANIE Y	BRADLEY	GRADE 6 TEACHER
RICHARD, TANYA A	BRADLEY	GRADE 6 TEACHER
BEERS, DONNA S	BRADLEY	KINDERGARTEN TEACHER
LAWLER, MAKENNA E	BRADLEY	KINDERGARTEN TEACHER
STEM, DANA	BRADLEY	MEDIA SPECIALIST
MILLER, ABIGAIL MARIE	BRADLEY	MUSIC TEACHER
PATTON, TAMECCA D	BRADLEY	OFFICE EDUCATIONAL ASSISTANT
AVENT, CHARLES E	BRADLEY	PHYSICAL EDUCATION TEACHER
ROCHA, KENNETH A	BRADLEY	PRINCIPAL
SPICER, MELANIE P	BRADLEY	SCH PSYCHOLOGIST
ADAMS, TRACY M	BRADLEY	SCHOOL COUNSELOR
SHERREL, BETHANY	BRADLEY	SCHOOL NURSE
KEITH, JACQUELINE DESIREE	BRADLEY	SECRETARY/BOOKKEEPER
WYATT, AMY T	BRADLEY	SOCIAL WORKER
CLARK, DANIELLE N	BRADLEY	SPECIAL EDUCATION TCH
HOLT, CATHERINE E	BRADLEY	SPECIAL EDUCATION TCH
DADSON, FIFI AMPIAH	BRADLEY	SPED EDUCATIONAL ASSISTANT

HARRIS, TRISHA
HUDSON, DAWN

BRADLEY
BRADLEY

SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
TROWBRIDGE, ROBYN C	CASON LANE	ACADEMIC COACH
FOLLIS, SUSAN MICHELLE	CASON LANE	ACADEMIC INTERVENTIONIST
KARNA, TABA K	CASON LANE	ACADEMIC INTERVENTIONIST
POPOVICH, GEORGE A	CASON LANE	ART TEACHER
COX, SONYA H	CASON LANE	ASSISTANT PRINCIPAL
BJORK, BENJAMIN PAUL	CASON LANE	BAND TEACHER
BRANDON, SUSAN S	CASON LANE	EDUCATION ASSISTANT
BROWN, LAURA A	CASON LANE	EDUCATION ASSISTANT
CALDWELL, KATRINA M	CASON LANE	EDUCATION ASSISTANT
CANTRELL, SHEBA G	CASON LANE	EDUCATION ASSISTANT
EL CHAARANI, MAHA	CASON LANE	EDUCATION ASSISTANT
FAYISSA, LINNIE C	CASON LANE	EDUCATION ASSISTANT
JAMES, SUSAN L	CASON LANE	EDUCATION ASSISTANT
MERK, LAURA	CASON LANE	EDUCATION ASSISTANT
RAE, HANNAH V	CASON LANE	EDUCATION ASSISTANT
SEYMOUR, JULIA	CASON LANE	EDUCATION ASSISTANT
MOHSEN, ZENA S	CASON LANE	ESL TEACHER
WING, JESSICA L	CASON LANE	ESL TEACHER
KELLY, MADISON	CASON LANE	GRADE 1 TEACHER
STEWART, KIMBERLY M	CASON LANE	GRADE 1 TEACHER
WALKER, AMY D	CASON LANE	GRADE 1 TEACHER
YONGE, KAREN L	CASON LANE	GRADE 1 TEACHER
CRUMBAUGH, DENISE M	CASON LANE	GRADE 2 TEACHER
LYNCH, BETSY W	CASON LANE	GRADE 2 TEACHER
PERSON, TESSA I	CASON LANE	GRADE 2 TEACHER
PITTS, ANGELA L	CASON LANE	GRADE 2 TEACHER
SHARP, SHEILA	CASON LANE	GRADE 2 TEACHER
GREGORY, DANIELLE C	CASON LANE	GRADE 3 TEACHER
MILLER, MAEGAN L	CASON LANE	GRADE 3 TEACHER
PHILLIPS, VICTORIA L	CASON LANE	GRADE 3 TEACHER
SCRUGGS, HANNAH	CASON LANE	GRADE 3 TEACHER
BIJA, ASHLEY	CASON LANE	GRADE 4 TEACHER
GAYNAIR, MISTY	CASON LANE	GRADE 4 TEACHER
HONEA, LINDSEY	CASON LANE	GRADE 4 TEACHER
MATTHEWS, RACHEL K	CASON LANE	GRADE 4 TEACHER
MCREE, ANNA GRETTA	CASON LANE	GRADE 4 TEACHER
SMITH, CARRIE E	CASON LANE	GRADE 4 TEACHER
WALLACE, TY	CASON LANE	GRADE 4 TEACHER
CAYLOR, LAURA	CASON LANE	GRADE 5 TEACHER
FIELDER, LEATHA K	CASON LANE	GRADE 5 TEACHER
GOODRIDGE, DEBORAH J	CASON LANE	GRADE 5 TEACHER
KELLER, JACQUELINE	CASON LANE	GRADE 5 TEACHER
PAYSON, BREANNA L	CASON LANE	GRADE 5 TEACHER
BARNES, CHRISTINA L	CASON LANE	GRADE 6 TEACHER
MARTIN, SHANNON	CASON LANE	GRADE 6 TEACHER
BINGHAM, ANGELA D	CASON LANE	KINDERGARTEN TEACHER

GAVIN, LAURA CHRISTINE	CASON LANE	KINDERGARTEN TEACHER
LUNTE, TRISHA M	CASON LANE	KINDERGARTEN TEACHER
MANNING, REBECCA	CASON LANE	KINDERGARTEN TEACHER
TAYLOR, HEATHER NICHOLE	CASON LANE	KINDERGARTEN TEACHER
TIMBERLAKE, KRISTINA M	CASON LANE	KINDERGARTEN TEACHER
MAZUR, DEANNA	CASON LANE	MDA
PARKER, ELIZABETH	CASON LANE	MDA
MCFARLAND, LATASHA A	CASON LANE	MEDIA SPECIALIST
GOFF, CAROLENE J	CASON LANE	MUSIC TEACHER
GOINS, SHELBY M	CASON LANE	OFFICE EDUCATIONAL ASSISTANT
DAVIDSON, TERRY W	CASON LANE	PHYSICAL EDUCATION TEACHER
NUNLEY, HILLARY	CASON LANE	PHYSICAL EDUCATION TEACHER
BAIN, AMANDA N	CASON LANE	PK EDUCATIONAL ASSISTANT
DAY, WENDY BROOK	CASON LANE	PK EDUCATIONAL ASSISTANT
DOMENECH, GINELIS	CASON LANE	PK EDUCATIONAL ASSISTANT
ALEXANDER, LYDIA A	CASON LANE	PK SPECIAL EDUCATION TEACHER
PHILLIPS, ANNA BETH	CASON LANE	PK SPECIAL EDUCATION TEACHER
BARNARD, TONYA L	CASON LANE	PK SPED EDUCATIONAL ASSISTANT
GOODIN, ASHLEY S	CASON LANE	PK SPED EDUCATIONAL ASSISTANT
MARTIN, AMANDA	CASON LANE	PK SPED EDUCATIONAL ASSISTANT
WILCOX, MARY M	CASON LANE	PK SPED EDUCATIONAL ASSISTANT
FLORA, STACY L	CASON LANE	PRE-K TEACHER
WARRINGTON, MEREDITH	CASON LANE	PRE-K TEACHER
WRIGHT, JESSICA	CASON LANE	PRE-K TEACHER
BULLARD, CAITLIN E	CASON LANE	PRINCIPAL
BOWKER, TARA D	CASON LANE	SCH PSYCHOLOGIST
CARR, LISA	CASON LANE	SCH PSYCHOLOGIST
HERRICK, AMBER LARUE	CASON LANE	SCHOOL COUNSELOR
SANDERS, NICOLLETTE	CASON LANE	SCHOOL COUNSELOR
VAN WINKLE, STEPHANIE	CASON LANE	SCHOOL COUNSELOR
BRAGG, NATONYA E	CASON LANE	SCHOOL NURSE
VELANDRA, SHERRY B	CASON LANE	SECRETARY/BOOKKEEPER
BEARD, LATOYA S	CASON LANE	SOCIAL WORKER
BARBIER, NATALEE D	CASON LANE	SPECIAL EDUCATION TCH
JARRETT, KESHIA D.	CASON LANE	SPECIAL EDUCATION TCH
JONES, SARAH GRACE	CASON LANE	SPECIAL EDUCATION TCH
PERKINS, DENISE T	CASON LANE	SPECIAL EDUCATION TCH
PIERCE, PAMELA EGNER	CASON LANE	SPECIAL EDUCATION TCH
SAVELY, DEBRA L	CASON LANE	SPECIAL EDUCATION TCH
BELCHER, HELEN	CASON LANE	SPED EDUCATIONAL ASSISTANT
BOND, KELLY J	CASON LANE	SPED EDUCATIONAL ASSISTANT
GERALD, JESSE	CASON LANE	SPED EDUCATIONAL ASSISTANT
HALLIBURTON, MCKENZIE REID	CASON LANE	SPED EDUCATIONAL ASSISTANT
HEAD, HANNAH	CASON LANE	SPED EDUCATIONAL ASSISTANT
INTHAVONG, ALYSSA H	CASON LANE	SPED EDUCATIONAL ASSISTANT
JOHNSON, ANNA K	CASON LANE	SPED EDUCATIONAL ASSISTANT
JOHNSON, MAKEVA L	CASON LANE	SPED EDUCATIONAL ASSISTANT

PRESLEY, CHELSEA L
RODRIGUEZ, TABITHA L
STACEY, JESSICA M
TEDDER, TARA
CLARK, MALLORY C
ROSALES, MARIA T

CASON LANE
CASON LANE
CASON LANE
CASON LANE
CASON LANE
CASON LANE

SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPED EDUCATIONAL ASSISTANT
SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
YOUNG, CHARLOTTE J	DISCOVERY AT BE	ACADEMIC COACH
ALLEN, MARY P	DISCOVERY AT BE	ART TEACHER
SNELL, JESSICA	DISCOVERY AT BE	ASSISTANT PRINCIPAL
HILL, LUKE	DISCOVERY AT BE	BAND TEACHER
GREENE, APRIL	DISCOVERY AT BE	EDUCATION ASSISTANT
HOLT, BETHANY F	DISCOVERY AT BE	EDUCATION ASSISTANT
LONDON, AMY	DISCOVERY AT BE	EDUCATION ASSISTANT
OLSON, MELISSA M	DISCOVERY AT BE	EDUCATION ASSISTANT
PAGE, JASON	DISCOVERY AT BE	EDUCATION ASSISTANT
WARREN, LAURA B	DISCOVERY AT BE	EDUCATION ASSISTANT
BUNYI, ANGELA M	DISCOVERY AT BE	GRADE 1 TEACHER
DECKER, LINDSAY R	DISCOVERY AT BE	GRADE 1 TEACHER
HOLMAN, KELLY L	DISCOVERY AT BE	GRADE 1 TEACHER
DICKERSON, HANNELORE M	DISCOVERY AT BE	GRADE 2 TEACHER
PUERTOLAS, STEPHANIE PAIGE	DISCOVERY AT BE	GRADE 2 TEACHER
WRIGHT, BRIDGETT E	DISCOVERY AT BE	GRADE 2 TEACHER
LLOYD, MICHELLE L	DISCOVERY AT BE	GRADE 3 TEACHER
MALL, KRISTYNA E	DISCOVERY AT BE	GRADE 3 TEACHER
RITTER, AMY E	DISCOVERY AT BE	GRADE 3 TEACHER
DOBBS, MARY M	DISCOVERY AT BE	GRADE 4 TEACHER
GADIENT-KAISER, DEBRA D	DISCOVERY AT BE	GRADE 4 TEACHER
PAYNE, LAURA SHEA	DISCOVERY AT BE	GRADE 4 TEACHER
CAMPBELL, KAITLYN M	DISCOVERY AT BE	GRADE 5 TEACHER
CARNES, MELISSA A	DISCOVERY AT BE	GRADE 5 TEACHER
CAMPBELL, CHRISTA D	DISCOVERY AT BE	GRADE 6 TEACHER
JACKSON, KRISTEN G	DISCOVERY AT BE	KINDERGARTEN TEACHER
MCCARTHY, TERESA C	DISCOVERY AT BE	KINDERGARTEN TEACHER
VANCE, TIARA C	DISCOVERY AT BE	KINDERGARTEN TEACHER
FARLEY, MICHELE M	DISCOVERY AT BE	MDA
FINNEGAN, JESSICA B	DISCOVERY AT BE	MDA
HICKSON, JENNIFER E	DISCOVERY AT BE	MDA
JOHNSON, SHANNA	DISCOVERY AT BE	MDA
SHEPHERD, ELIZABETH A	DISCOVERY AT BE	MEDIA SPECIALIST
KLEPPINGER, KELLEY D	DISCOVERY AT BE	MUSIC TEACHER
HUFFINE, PATRICIA	DISCOVERY AT BE	OFFICE EDUCATIONAL ASSISTANT
TURNBOW, LORI K	DISCOVERY AT BE	PHYSICAL EDUCATION TEACHER
MADDUX, KRISTINA A	DISCOVERY AT BE	PRINCIPAL
HOLMES, KATHERINE E	DISCOVERY AT BE	SCH PSYCHOLOGIST
MCKNIGHT, KELSEY R	DISCOVERY AT BE	SCHOOL COUNSELOR
LANIER, JENNIFER C	DISCOVERY AT BE	SCHOOL NURSE
GILES, TRACY ASHLYN	DISCOVERY AT BE	SECRETARY/BOOKKEEPER
ANDERSON, HEATHER	DISCOVERY AT BE	SOCIAL WORKER
DANIEL, SANDRA	DISCOVERY AT BE	SPECIAL EDUCATION TCH
WESTRAY, JULIANNA ALUDIZ	DISCOVERY AT BE	SPECIAL EDUCATION TCH
BORENDAME, GENEVIEVE M	DISCOVERY AT BE	SPED EDUCATIONAL ASSISTANT
ADRIAN, MARY C	DISCOVERY AT BE	TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
CLARK, EMILY H	ERMA SIEGEL	ACADEMIC COACH
GAILBREATH, LORI A	ERMA SIEGEL	ACADEMIC INTERVENTIONIST
GALLIGANI, JESSICA	ERMA SIEGEL	ART TEACHER
FARRIS, CRYSTAL L	ERMA SIEGEL	ASSISTANT PRINCIPAL
WALDECKER, KATHY	ERMA SIEGEL	BAND TEACHER
MACKAY, AMANDA K	ERMA SIEGEL	DEAF ED INTERPRETER
ACREE, JESSICA B	ERMA SIEGEL	EDUCATION ASSISTANT
CAMPBELL, GRETCHEN S	ERMA SIEGEL	EDUCATION ASSISTANT
COUEY, AMY	ERMA SIEGEL	EDUCATION ASSISTANT
FLEISCHMAN, KRISTINA K	ERMA SIEGEL	EDUCATION ASSISTANT
GRIFFITH, EMILY	ERMA SIEGEL	EDUCATION ASSISTANT
HELTON, SHANNON L	ERMA SIEGEL	EDUCATION ASSISTANT
JOHNSON, DEBRA A	ERMA SIEGEL	EDUCATION ASSISTANT
SANDERS, JEAN L.	ERMA SIEGEL	EDUCATION ASSISTANT
SULKOWSKI, JULIE D	ERMA SIEGEL	EDUCATION ASSISTANT
MCCAMEY, TARA M	ERMA SIEGEL	ESL TEACHER
HONEYMAN, DANIEL L	ERMA SIEGEL	GRADE 1 TEACHER
KELLEY, DEVONTAE L	ERMA SIEGEL	GRADE 1 TEACHER
MARLATT, JENNIFER T	ERMA SIEGEL	GRADE 1 TEACHER
MCCARVER, ASHLEY D	ERMA SIEGEL	GRADE 1 TEACHER
WILSON, KELLEY M	ERMA SIEGEL	GRADE 1 TEACHER
BROWNING, CYNTHIA B	ERMA SIEGEL	GRADE 2 TEACHER
DRUMMOND, MORGAN D	ERMA SIEGEL	GRADE 2 TEACHER
HARRIS, ALICE M	ERMA SIEGEL	GRADE 2 TEACHER
MURPHREE, KRISTA N	ERMA SIEGEL	GRADE 2 TEACHER
STAGGS, ALLEE	ERMA SIEGEL	GRADE 2 TEACHER
BELL, ANDREA L	ERMA SIEGEL	GRADE 3 TEACHER
CHEATHAM, BRANDY	ERMA SIEGEL	GRADE 3 TEACHER
CLEMMONS, SANDRA G	ERMA SIEGEL	GRADE 3 TEACHER
LANDIS, CRYSTAL D	ERMA SIEGEL	GRADE 3 TEACHER
THOMAS, PATRIC R	ERMA SIEGEL	GRADE 3 TEACHER
TORRES, RAESHON	ERMA SIEGEL	GRADE 3 TEACHER
BROGLI, MELANIE C	ERMA SIEGEL	GRADE 4 TEACHER
BURGESS, MORGAN H	ERMA SIEGEL	GRADE 4 TEACHER
FERALIN, JENNIFER C	ERMA SIEGEL	GRADE 4 TEACHER
FRANTZ, LORI	ERMA SIEGEL	GRADE 4 TEACHER
JONES, NICOLE	ERMA SIEGEL	GRADE 4 TEACHER
PEPPER, RACHEL C	ERMA SIEGEL	GRADE 4 TEACHER
DAVENPORT, BUFFY M	ERMA SIEGEL	GRADE 5 TEACHER
FONTAINE, STEPHANIE J	ERMA SIEGEL	GRADE 5 TEACHER
GEORGE, JENNIFER SHAE	ERMA SIEGEL	GRADE 5 TEACHER
JONES, STEPHANIE	ERMA SIEGEL	GRADE 5 TEACHER
PATY, MICHELLE	ERMA SIEGEL	GRADE 5 TEACHER
POPE, ANGELA	ERMA SIEGEL	GRADE 5 TEACHER
THOMAS, DARLENE F	ERMA SIEGEL	GRADE 6 TEACHER
BATES, TRACY L	ERMA SIEGEL	KINDERGARTEN TEACHER

ESKINDE, SHANNON	ERMA SIEGEL	KINDERGARTEN TEACHER
HAYNES, RACHEL Z.	ERMA SIEGEL	KINDERGARTEN TEACHER
PEARCY, ANNA C	ERMA SIEGEL	KINDERGARTEN TEACHER
TAYLOR, KIMBERLEY	ERMA SIEGEL	KINDERGARTEN TEACHER
LAWSON, HEATHER	ERMA SIEGEL	MDA
THOMAS, LINDSAY	ERMA SIEGEL	MEDIA SPECIALIST
FRIEDMAN, RACHEL A	ERMA SIEGEL	MUSIC TEACHER
HALE, MARK L	ERMA SIEGEL	MUSIC TEACHER
BURTNER, MICHELLE	ERMA SIEGEL	OFFICE EDUCATIONAL ASSISTANT
REED, MARGARET S	ERMA SIEGEL	PHYSICAL EDUCATION TEACHER
SMITH, MICHAEL D	ERMA SIEGEL	PHYSICAL EDUCATION TEACHER
DOWNS, JESSICA	ERMA SIEGEL	PK SPECIAL EDUCATION TEACHER
SWILLEY, EMILY	ERMA SIEGEL	PK SPECIAL EDUCATION TEACHER
ALLEN, CARRIE B	ERMA SIEGEL	PK SPED EDUCATIONAL ASSISTANT
DALTON, ANGELIA D	ERMA SIEGEL	PK SPED EDUCATIONAL ASSISTANT
DUNKIN, MARY C	ERMA SIEGEL	PK SPED EDUCATIONAL ASSISTANT
SANDERS, HEATHER B	ERMA SIEGEL	PK SPED EDUCATIONAL ASSISTANT
SPENCER, EMILY K	ERMA SIEGEL	PRINCIPAL
GRAYUM, JESSICA W	ERMA SIEGEL	SCH PSYCHOLOGIST
HERRICK, AMBER LARUE	ERMA SIEGEL	SCHOOL COUNSELOR
THOMAS ALSTON, ROBIN J	ERMA SIEGEL	SCHOOL COUNSELOR
DEML, RACHEL	ERMA SIEGEL	SCHOOL NURSE
PRICE, CYNTHIA	ERMA SIEGEL	SECRETARY/BOOKKEEPER
TAYLOR, JILLIAN L	ERMA SIEGEL	SEVERE HARD HEARING
BEARD, LATOYA S	ERMA SIEGEL	SOCIAL WORKER
ANDERSON, LAUREN E	ERMA SIEGEL	SPECIAL EDUCATION TCH
CRISMON, CARISSA	ERMA SIEGEL	SPECIAL EDUCATION TCH
JENNINGS, CORI M	ERMA SIEGEL	SPECIAL EDUCATION TCH
PAGE, MARTHA S	ERMA SIEGEL	SPECIAL EDUCATION TCH
LOGAN, NIKEESHA M	ERMA SIEGEL	SPED 1 TO 1 EDUC ASST
BURNEY, KENDRA L	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
GREEN, SHIRLEY D	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
JACKSON, BRITTANY	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
MCCULLOUGH, LATOYA	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
MORRILL, JENNIFER E	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
POTTS, EMILY C	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
SPRINGFIELD, DIEDRE MICHELLE	ERMA SIEGEL	SPED EDUCATIONAL ASSISTANT
TODD, MARGARET KATE	ERMA SIEGEL	SPED MDA
THOMAS, EMILY	ERMA SIEGEL	SPEECH LANGUAGE PATHOLOGIST
MONTALBANO, JULIE J	ERMA SIEGEL	TECHNICAL SECRETARY
SWEENEY, ERIN	ERMA SIEGEL	VIRTUAL TEACHER / ACADEMIC INTERVI

Full Name	Position Building Desc	Position Assignment Desc
BUSH, KELLY C	HOBGOOD	ACADEMIC INTERVENTIONIST
GUESS, TERRI R	HOBGOOD	ACADEMIC INTERVENTIONIST
TREINEN, KRISTEN S	HOBGOOD	ACADEMIC INTERVENTIONIST
POTTER, DEIDRA P	HOBGOOD	ART TEACHER
MCINTYRE, STEPHANIE P	HOBGOOD	ASSISTANT PRINCIPAL
BJORK, BENJAMIN PAUL	HOBGOOD	BAND TEACHER
BURNHAM, MARK G.	HOBGOOD	EDUCATION ASSISTANT
CLARK, WILLIAM RILEY	HOBGOOD	EDUCATION ASSISTANT
GALINAT, REBEKAH L	HOBGOOD	EDUCATION ASSISTANT
GUERRA, LUCERO	HOBGOOD	EDUCATION ASSISTANT
HOPPER, VALERIE D	HOBGOOD	EDUCATION ASSISTANT
HOWSE, CAROLYN C	HOBGOOD	EDUCATION ASSISTANT
LAWLESS, WENDY B	HOBGOOD	EDUCATION ASSISTANT
PUTMAN, KIMBERLY C	HOBGOOD	EDUCATION ASSISTANT
BOROUGH, CAROL L	HOBGOOD	ESL TEACHER
EARNHEART, TRACY L	HOBGOOD	ESL TEACHER
KIMBERLY, DENA R	HOBGOOD	ESL TEACHER
MULANDA, BRENDA L.	HOBGOOD	ESL TEACHER
ARNOLD, BARBARA H	HOBGOOD	GRADE 1 TEACHER
CHAMBLEE, ANDREA L	HOBGOOD	GRADE 1 TEACHER
LEPHEW, CATHERINE L	HOBGOOD	GRADE 1 TEACHER
OWNBY, JORDAN	HOBGOOD	GRADE 1 TEACHER
PETERSON, JESSICA D	HOBGOOD	GRADE 1 TEACHER
RIDGLEY, MARTIN L	HOBGOOD	GRADE 1 TEACHER
BARRETT, TINA MICHELLE	HOBGOOD	GRADE 2 TEACHER
BOWERS, KRISTIN N	HOBGOOD	GRADE 2 TEACHER
BROOKS, AMY H	HOBGOOD	GRADE 2 TEACHER
OUTLAND, OLIVIA C	HOBGOOD	GRADE 2 TEACHER
FRANKLIN, NARISSA C	HOBGOOD	GRADE 3 TEACHER
MAYTON, MEGAN A	HOBGOOD	GRADE 3 TEACHER
PARKS, KELLYN E	HOBGOOD	GRADE 3 TEACHER
ROSE, BAILEY	HOBGOOD	GRADE 3 TEACHER
WEST, TRACI W	HOBGOOD	GRADE 3 TEACHER
BARNES, ASHLEE	HOBGOOD	GRADE 4 TEACHER
MATANO, SALOME N	HOBGOOD	GRADE 4 TEACHER
RONE, KELSEY M	HOBGOOD	GRADE 4 TEACHER
STEVENS, JAYME	HOBGOOD	GRADE 4 TEACHER
HINDS, JUDI R	HOBGOOD	GRADE 5 TEACHER
JOHNSON, ALICIA G	HOBGOOD	GRADE 5 TEACHER
JORDAN, QUINTELLA	HOBGOOD	GRADE 5 TEACHER
NEAL, KIMBERLY P	HOBGOOD	GRADE 5 TEACHER
ADAMS, CATHY	HOBGOOD	GRADE 6 TEACHER
BELL, NICHOLE M	HOBGOOD	GRADE 6 TEACHER
SABIR, NADEEM	HOBGOOD	GRADE 6 TEACHER
BALDWIN, SAMANTHA	HOBGOOD	KINDERGARTEN TEACHER
DENTON, AUBREY E	HOBGOOD	KINDERGARTEN TEACHER

DYKE, NICOLE M	HOBGOOD	KINDERGARTEN TEACHER
FABBRI, SYDNEY C	HOBGOOD	KINDERGARTEN TEACHER
JUNKER, SUSAN P	HOBGOOD	KINDERGARTEN TEACHER
PURDIE, CHERI L	HOBGOOD	KINDERGARTEN TEACHER
CROCKETT, THERESA	HOBGOOD	MDA
MARSH, FELECIA	HOBGOOD	MEDIA SPECIALIST
STARZMAN, ANN D	HOBGOOD	MUSIC TEACHER
CAMERON, ALEXIS B	HOBGOOD	OFFICE EDUCATIONAL ASSISTANT
PRATER, MEREDITH	HOBGOOD	PHYSICAL EDUCATION TEACHER
THOMAS, ABBEY	HOBGOOD	PHYSICAL EDUCATION TEACHER
GAMES, ALICE A	HOBGOOD	PK EDUCATIONAL ASSISTANT
GHOZALI, SUKANI	MERCURY HEIGHTS	PK EDUCATIONAL ASSISTANT
STONE, JODI N.	HOBGOOD	PK EDUCATIONAL ASSISTANT
GILLUM, STEPHANIE JAN	MERCURY HEIGHTS	PRE-K TEACHER
HARRIS, NATASHIA R	HOBGOOD	PRE-K TEACHER
MCCLOY, PATTI L.	MERCURY HEIGHTS	PRE-K TEACHER
POWELL, HEATHER	HOBGOOD	PRE-K TEACHER
BELL, QUINENA C	HOBGOOD	PRINCIPAL
CARR, LISA	HOBGOOD	SCH PSYCHOLOGIST
HOLMES, TRES B	HOBGOOD	SCHOOL COUNSELOR
KNITTER, KRISTI J	HOBGOOD	SCHOOL COUNSELOR
WILSON, HEATHER YVETTE	HOBGOOD	SCHOOL NURSE
SHELLEY, MELISSA B	HOBGOOD	SECRETARY/BOOKKEEPER
WYATT, AMY T	HOBGOOD	SOCIAL WORKER
KILGORE, WENDY K	HOBGOOD	SPECIAL EDUCATION TCH
WILSON, ANGELA J	HOBGOOD	SPECIAL EDUCATION TCH
WILLIAMS, BRIANNA M	HOBGOOD	SPED 1 TO 1 EDUC ASST
CARPENTER, BREANNE N	HOBGOOD	SPED EDUCATIONAL ASSISTANT
ROPER, RICKEE L	HOBGOOD	SPED EDUCATIONAL ASSISTANT
STEWART, SUMMER D	HOBGOOD	SPED EDUCATIONAL ASSISTANT
TUCKER, JEAN L	HOBGOOD	SPED EDUCATIONAL ASSISTANT
THOMAS, SHAVON P	HOBGOOD	TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
ST JOHN, MARY SUZANNE	PITTARD	ACADEMIC COACH
HALL, JENNIFER L	PITTARD	ACADEMIC INTERVENTIONIST
KOENIG, AMBER N	PITTARD	ACADEMIC INTERVENTIONIST
BURNETTE, SASHA C	PITTARD	ART TEACHER
ROBINSON, CHRISTY W	PITTARD	ASSISTANT PRINCIPAL
HILL, LUKE J	PITTARD	BAND TEACHER
ANDERSON, DREW	PITTARD	EDUCATION ASSISTANT
BROWN, PHELMA D	PITTARD	EDUCATION ASSISTANT
DAVIE, ARIEL A	PITTARD	EDUCATION ASSISTANT
HAMILTON, KIMBERLY D	PITTARD	EDUCATION ASSISTANT
HARRISON, AMY L	PITTARD	EDUCATION ASSISTANT
JERNIGAN, ROBYN E	PITTARD	EDUCATION ASSISTANT
JOHNS, JANICE W	PITTARD	EDUCATION ASSISTANT
PENDERGRAST, BROOKLYN	PITTARD	EDUCATION ASSISTANT
ROBB, MARSHA	PITTARD	EDUCATION ASSISTANT
SAVAGE, CHERYLE L	PITTARD	EDUCATION ASSISTANT
THOMAS, LISA A	PITTARD	EDUCATION ASSISTANT
VARNS, MELINDA K	PITTARD	EDUCATION ASSISTANT
YOUNG, VICTORIA M	PITTARD	EDUCATION ASSISTANT
DIXON, WHITNEY	PITTARD	ESL TEACHER
HADLEY, DIANA A	PITTARD	ESL TEACHER
SALAZAR, ALMA D	PITTARD	ESL TEACHER
SALEH, MOUSSA K	PITTARD	ESL TEACHER
GALLIGANI, MELISSA D	PITTARD	GRADE 1 TEACHER
HARRIS, KELLIE SPRING	PITTARD	GRADE 1 TEACHER
IVEY, LAUREN B	PITTARD	GRADE 1 TEACHER
LEONARD, MADISON R	PITTARD	GRADE 1 TEACHER
MANN, LAURA E	PITTARD	GRADE 1 TEACHER
WILSON, WHITNEY E	PITTARD	GRADE 1 TEACHER
COLLIER, DEBORAH R	PITTARD	GRADE 2 TEACHER
HICKERSON, DEBORAH P	PITTARD	GRADE 2 TEACHER
MORRIS, KATHERINE G	PITTARD	GRADE 2 TEACHER
NEVELS, JALISA	PITTARD	GRADE 2 TEACHER
POPPE, EMMA LOUISE	PITTARD	GRADE 2 TEACHER
TATE, REBEKAH B	PITTARD	GRADE 2 TEACHER
BRASHER, HANNAH	PITTARD	GRADE 3 TEACHER
NASH, KENSLEY LAUREN	PITTARD	GRADE 3 TEACHER
RODGERS, MADELINE	PITTARD	GRADE 3 TEACHER
SCATES, MELISSA S	PITTARD	GRADE 3 TEACHER
SILER, MELISSA W	PITTARD	GRADE 3 TEACHER
SMITH, JULIA M	PITTARD	GRADE 3 TEACHER
STEPHENS, STEPHANIE HOLLY	PITTARD	GRADE 3 TEACHER
CARTER, KAITLYN ROSE	PITTARD	GRADE 4 TEACHER
MARTIN, AMY P	PITTARD	GRADE 4 TEACHER
PENNINGTON, SHANNON M	PITTARD	GRADE 4 TEACHER
SKIPWORTH, MARY ELIZABETH	PITTARD	GRADE 4 TEACHER

SMITH, COURTNEY	PITTARD	GRADE 4 TEACHER
EASTERLY, SARAH J	PITTARD	GRADE 5 TEACHER
JONES, KAYCIE	PITTARD	GRADE 5 TEACHER
LEWIS, JOHN	PITTARD	GRADE 5 TEACHER
MCLANE, TONIA	PITTARD	GRADE 5 TEACHER
BEETS, JENNIFER E	PITTARD	GRADE 6 TEACHER
HARRIS, MARC	PITTARD	GRADE 6 TEACHER
JACKSON, FRANCINA J	PITTARD	GRADE 6 TEACHER
OLIVER, MARGARET L	PITTARD	GRADE 6 TEACHER
BRAMBLETT, SHELBY M	PITTARD	KINDERGARTEN TEACHER
CALHOUN, ERICA T	PITTARD	KINDERGARTEN TEACHER
ELLIOTT, OLIVIA	PITTARD	KINDERGARTEN TEACHER
ESTES, HAROLD BRENT	PITTARD	KINDERGARTEN TEACHER
REASONOVER, AMY C	PITTARD	KINDERGARTEN TEACHER
ROBINSON, AMBER M	PITTARD	KINDERGARTEN TEACHER
ROEDIGER, SARA L	PITTARD	MEDIA SPECIALIST
RAINS, VALERIE K	PITTARD	MUSIC TEACHER
WEHOFER, DONNA L	PITTARD	MUSIC TEACHER
BEASLEY, CASEY	PITTARD	OFFICE EDUCATIONAL ASSISTANT
GRIMES, STANLEY T	PITTARD	PHYSICAL EDUCATION TEACHER
HIGGS, CATHERINE REGAN	PITTARD	PHYSICAL EDUCATION TEACHER
KOLENDRISKI, JANE	PITTARD	PK EDUCATIONAL ASSISTANT
MANNING, REBECCA ANN	PITTARD	PK EDUCATIONAL ASSISTANT
CRUME, KATHERINE M	PITTARD	PRE-K TEACHER
RISING, MELISSA R	PITTARD	PRE-K TEACHER
BRYSON, ADAM	PITTARD	PRINCIPAL
SPICER, MELANIE P	PITTARD	SCH PSYCHOLOGIST
MCGAUGHY, JOSLYN L	PITTARD	SCHOOL COUNSELOR
ROLLER, KALII S	PITTARD	SCHOOL COUNSELOR
BUGG, SUZANNE M	PITTARD	SCHOOL NURSE
CROY, CHARLENE	PITTARD	SECRETARY/BOOKKEEPER
ANDERSON, HEATHER	PITTARD	SOCIAL WORKER
DAVIS, LEE T	PITTARD	SPECIAL EDUCATION TCH
LEBO, ERIN K	PITTARD	SPECIAL EDUCATION TCH
NEELY, TAMMY J	PITTARD	SPECIAL EDUCATION TCH
NELIUS, CRAIG M	PITTARD	SPECIAL EDUCATION TCH
SHAW, ANN ELIZABETH	PITTARD	SPECIAL EDUCATION TCH
BRYAN, ROBIN JUSTINE	PITTARD	SPED EDUCATIONAL ASSISTANT
ENGLAND, KAYLA	PITTARD	SPED EDUCATIONAL ASSISTANT
HILLSMAN, COURTNEY E	PITTARD	SPED EDUCATIONAL ASSISTANT
HOWSE, EVELYN M	PITTARD	SPED EDUCATIONAL ASSISTANT
HOYT, AUDREANNA	PITTARD	SPED EDUCATIONAL ASSISTANT
LEHEW, MALLORY C	PITTARD	SPED EDUCATIONAL ASSISTANT
MCKINNIE, DEANDRE	PITTARD	SPED EDUCATIONAL ASSISTANT
PARKER, DUENA	PITTARD	SPED EDUCATIONAL ASSISTANT
SCHMIDT, NANCY J	PITTARD	SPED EDUCATIONAL ASSISTANT
SPRINGER, MARY K	PITTARD	SPED EDUCATIONAL ASSISTANT

BERARD, STACIE
MICINSKI, MARY
SPENCE, MARY CHARLOTTE
STACEY, DIANA B

PITTARD
PITTARD
PITTARD
PITTARD

SPED MDA
SPEECH LANGUAGE PATHOLOGIST
SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
GRAHAM, GINA M	MNE	ACADEMIC COACH
ELLER, KENDRA L	MNE	ACADEMIC INTERVENTIONIST
KEE, TAMMIE G	MNE	ACADEMIC INTERVENTIONIST
CRUZ, DEENA	MNE	ART TEACHER
DEBERRY, JAMARA J	MNE	ASSISTANT PRINCIPAL
CHAPMAN, MARSHA D	MNP	EDUCATION ASSISTANT
DAVIS, SARAH L	MNE	EDUCATION ASSISTANT
HALE, PAMELA H.	MNP	EDUCATION ASSISTANT
LLOYD, JENNIFER J	MNP	EDUCATION ASSISTANT
MACDAVID, ANDREW	MNE	EDUCATION ASSISTANT
PHILLIPS, JANA	MNE	EDUCATION ASSISTANT
RAMSEY, ALEXANDRA R	MNE	EDUCATION ASSISTANT
SITERS, AMANDA G	MNE	EDUCATION ASSISTANT
SMITH, CHERYL W	MNE	EDUCATION ASSISTANT
STENSGARD, JULIE M	MNE	EDUCATION ASSISTANT
WARRICK, VERA A	MNE	EDUCATION ASSISTANT
HORTON, CAREY E	MNE	ESL TEACHER
MOORE, CHRISTY L	MNE	ESL TEACHER
GUTH, ASHLEE N	MNP	GRADE 1 TEACHER
MCDONALD, JENNIFER	MNP	GRADE 1 TEACHER
TENNANT, KATHERINE L	MNP	GRADE 1 TEACHER
TODD, SENNA JENAE	MNP	GRADE 1 TEACHER
HARRIS, JENNIFER	MNE	GRADE 2 TEACHER
LEE, REBECCA D	MNE	GRADE 2 TEACHER
NOBLIN, TERRILYN M	MNE	GRADE 2 TEACHER
SYKES, KRISTI E	MNE	GRADE 2 TEACHER
WEEKS, ANGELIA C	MNE	GRADE 2 TEACHER
ASHBY, KAITLYN M	MNE	GRADE 3 TEACHER
CURRY, HEATHER M	MNE	GRADE 3 TEACHER
DEWBERRY, SYDNEY	MNE	GRADE 3 TEACHER
O'CONNELL, TRICIA M	MNE	GRADE 3 TEACHER
OLIVER, AMY	MNE	GRADE 3 TEACHER
EMBREE, NEELY S	MNE	GRADE 4 TEACHER
O'BRIEN, SUSANNAH S	MNE	GRADE 4 TEACHER
PERAZA, CHLOE CHRISTINA	MNE	GRADE 4 TEACHER
TRUESDELL, ELIZABETH S	MNE	GRADE 4 TEACHER
WALKER, ASHLEE N	MNE	GRADE 4 TEACHER
BROWN, CORREY	MNE	GRADE 5 TEACHER
CLARADY, MATTHEW	MNE	GRADE 5 TEACHER
GATEWOOD, KENDA ALYSE	MNE	GRADE 5 TEACHER
MORTON, ANITA	MNE	GRADE 5 TEACHER
AMOS-WORDLAW, OLIVIA L	MNE	GRADE 6 TEACHER
KNITTER, CHARLES V	MNE	GRADE 6 TEACHER
STAGGS, CLINTON T	MNE	GRADE 6 TEACHER
CURTIS, KIMBERLY	MNP	KINDERGARTEN TEACHER
FUQUA, DEREK	MNP	KINDERGARTEN TEACHER

SIMMONS, CHRISTINA	MNP	KINDERGARTEN TEACHER
SLUSHER, MICHELE	MNP	KINDERGARTEN TEACHER
STAPLES, SHAREEN M	MNP	KINDERGARTEN TEACHER
HOOTER, ANGELA S	MNP	MDA
JOHNSON, ALANNA E	MNP	MDA
MARGETJAK, KIMBERLY C	MNE	MEDIA SPECIALIST
GOLDEN, SARAH B	MNE	MUSIC TEACHER
SCRUGGS, JESSICA	MNE	MUSIC TEACHER
BOWMAN, SUMMER	MNE	OFFICE EDUCATIONAL ASSISTANT
LLOYD, HEATHER D	MNE	OFFICE EDUCATIONAL ASSISTANT
SUTHERLAND, EMILY A	MNP	OFFICE EDUCATIONAL ASSISTANT
KING, BRENNAN L	MNE	PHYSICAL EDUCATION TEACHER
TATE, LYNN M	MNE	PHYSICAL EDUCATION TEACHER
CORRIGAN, AMBER D	MNP	PK EDUCATIONAL ASSISTANT
SMITH, PATRICIA L	MNP	PK EDUCATIONAL ASSISTANT
TUCK, KYLE L	MNP	PK EDUCATIONAL ASSISTANT
ADCOCK, AMY B	MNP	PRE-K TEACHER
DUDLEY, JENNY L	MNP	PRE-K TEACHER
NEWELL, ROBIN	MNP	PRINCIPAL
SHIELDS, VICTORIA	MNE	PRINCIPAL
BRASHER, CASEY F	MNE	SCH PSYCHOLOGIST
BURKS, JENNIFER L	MNE	SCHOOL COUNSELOR
MCGAUGHY, JOSLYN L	MNP	SCHOOL COUNSELOR
MORGAN, MEAGAN B	MNE	SCHOOL NURSE
GIVENS, SHERRY	MNE	SECRETARY/BOOKKEEPER
BEARD, LATOYA S	MNE	SOCIAL WORKER
CAPPS, JENNIFER R	MNP	SPECIAL EDUCATION TCH
CLEMENTI, LARA B	MNE	SPECIAL EDUCATION TCH
GOOD, MIRANDA	MNE	SPECIAL EDUCATION TCH
HAYES, KIRTSIE R	MNE	SPECIAL EDUCATION TCH
HEROD, ASHLEY	MNE	SPECIAL EDUCATION TCH
PETERS, KATELYN	MNE	SPECIAL EDUCATION TCH
REED, BRICE D	MNE	SPECIAL EDUCATION TCH
RAY, LISA M	MNE	SPED 1 TO 1 EDUC ASST
FOX, LUANN M	MNE	SPED EDUCATIONAL ASSISTANT
GONZALEZ-HILL, RUTH E	MNE	SPED EDUCATIONAL ASSISTANT
LEATHERS, JENNIFER L	MNE	SPED EDUCATIONAL ASSISTANT
LOCKE, DEEQUESSIA K	MNE	SPED EDUCATIONAL ASSISTANT
MACDAVID, LYDIA A	MNE	SPED EDUCATIONAL ASSISTANT
MASON, GERALYN K	MNE	SPED EDUCATIONAL ASSISTANT
MCADOO, ANTHONY	MNP	SPED EDUCATIONAL ASSISTANT
MCADOO, CONNIE L.	MNE	SPED EDUCATIONAL ASSISTANT
OTT, CARISSA D	MNE	SPED EDUCATIONAL ASSISTANT
PULIDO, DEBORAH	MNP	SPED EDUCATIONAL ASSISTANT
TOMPKINS, RACHAEL	MNE	SPEECH LANGUAGE PATHOLOGIST
LANGE, JEANNE	MNE	TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
COOK, KAREN G	NORTHFIELD	ACADEMIC COACH
CASE, TAMMY H	NORTHFIELD	ACADEMIC INTERVENTIONIST
HESTON, MELANIE K	NORTHFIELD	ACADEMIC INTERVENTIONIST
DAVENPORT, RACHEL	NORTHFIELD	ART TEACHER
MIFFLETON, M'LISA B	NORTHFIELD	ASSISTANT PRINCIPAL
WALDECKER, KATHY	NORTHFIELD	BAND TEACHER
BUNT, SHERRY L	NORTHFIELD	EDUCATION ASSISTANT
DEAN, PHYLLIS R	NORTHFIELD	EDUCATION ASSISTANT
GLINN, JULIE THERIAC	NORTHFIELD	EDUCATION ASSISTANT
KENNEDY, CHRISTI S	NORTHFIELD	EDUCATION ASSISTANT
MOBLEY, COURTNEY W	NORTHFIELD	EDUCATION ASSISTANT
SLOAN, REGINA C	NORTHFIELD	EDUCATION ASSISTANT
SMITH, GLENDA D	NORTHFIELD	EDUCATION ASSISTANT
SWANN, STARLING C	NORTHFIELD	EDUCATION ASSISTANT
TALMADGE, TRACIE S	NORTHFIELD	EDUCATION ASSISTANT
DICKERSON, LUKE E	NORTHFIELD	ESL TEACHER
HASSAN, BASMA F	NORTHFIELD	ESL TEACHER
DEMONBREUN, ROSALIND R	NORTHFIELD	GRADE 1 TEACHER
FISHPAW, AMANDA MICHELLE	NORTHFIELD	GRADE 1 TEACHER
LUBASH, MELISSA	NORTHFIELD	GRADE 1 TEACHER
TATE, BRITTNEY	NORTHFIELD	GRADE 1 TEACHER
YOUNG, CODIE REBECCA	NORTHFIELD	GRADE 1 TEACHER
SHELTON, JARED D	NORTHFIELD	GRADE 2 TEACHER
SIMPSON, NELL R	NORTHFIELD	GRADE 2 TEACHER
WEHBY, DEMING L	NORTHFIELD	GRADE 2 TEACHER
YOUNG, STACI R	NORTHFIELD	GRADE 2 TEACHER
BLACK, KARLIN M	NORTHFIELD	GRADE 3 TEACHER
BYRD, ALICIA R	NORTHFIELD	GRADE 3 TEACHER
HARRIS, KELLY A	NORTHFIELD	GRADE 3 TEACHER
ORCUTT, MARY E	NORTHFIELD	GRADE 3 TEACHER
STRICKLAND, LAURIE B	NORTHFIELD	GRADE 3 TEACHER
TRAMMELL, CAITLIN E	NORTHFIELD	GRADE 3 TEACHER
FORD-JACKSON, SHIRELLE	NORTHFIELD	GRADE 4 TEACHER
HOLLIS, LORI F	NORTHFIELD	GRADE 4 TEACHER
KARRH, DONNA	NORTHFIELD	GRADE 4 TEACHER
SULLIVAN, KENECIA	NORTHFIELD	GRADE 4 TEACHER
GIANNINI, ALICIA M	NORTHFIELD	GRADE 5 TEACHER
KELLEY, NANCY M	NORTHFIELD	GRADE 5 TEACHER
LEWIS, DIANE M	NORTHFIELD	GRADE 5 TEACHER
MARALESCU, MARISA D	NORTHFIELD	GRADE 5 TEACHER
BROWN, MONICA	NORTHFIELD	GRADE 6 TEACHER
MCKENZIE, LATORIA	NORTHFIELD	GRADE 6 TEACHER
BROWN, EMILY B	NORTHFIELD	KINDERGARTEN TEACHER
ENGLAND, BRITTNEY C	NORTHFIELD	KINDERGARTEN TEACHER
PIERCE, ALICIA R	NORTHFIELD	KINDERGARTEN TEACHER
TRUITT, PAMELA N	NORTHFIELD	KINDERGARTEN TEACHER

WEBER, EMILY	NORTHFIELD	KINDERGARTEN TEACHER
FUNDERBURK, ERIN S	NORTHFIELD	MDA
PASCHAL, JANET A	NORTHFIELD	MEDIA SPECIALIST
BJORK, RACHEL G	NORTHFIELD	MUSIC TEACHER
NOE, MELANIE L	NORTHFIELD	MUSIC TEACHER
BAKER, SUSAN D	NORTHFIELD	OFFICE EDUCATIONAL ASSISTANT
BEARD, LAUREN M	NORTHFIELD	PHYSICAL EDUCATION TEACHER
SMITH, ORION H	NORTHFIELD	PHYSICAL EDUCATION TEACHER
GARREN, ELIZABETH S	NORTHFIELD	PK EDUCATIONAL ASSISTANT
SHELTON, NICHELLE A	NORTHFIELD	PK EDUCATIONAL ASSISTANT
ZEWICKY, ANGELA C	NORTHFIELD	PK EDUCATIONAL ASSISTANT
FRAZIER, JERNIKA S	NORTHFIELD	PK SPECIAL EDUCATION TEACHER
KENNAMER, JILLIAN A	NORTHFIELD	PK SPECIAL EDUCATION TEACHER
MILNAR, ELIZABETH R	NORTHFIELD	PK SPECIAL EDUCATION TEACHER
AMONETT, SHARON K	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
CARUTHERS, KELLESA P	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
FISHER, JAMIE A	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
NORTHERN, GRACEN C	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
TURNER, MISTY	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
WINTON-YOUNG, KANISE Y	NORTHFIELD	PK SPED EDUCATIONAL ASSISTANT
SUMMERS, ELLEN D	NORTHFIELD	PRE-K TEACHER
URBINA, KATHY A	NORTHFIELD	PRE-K TEACHER
CAMPBELL, YNETIA	NORTHFIELD	PRINCIPAL
BAKER, MARY B	NORTHFIELD	SCH PSYCHOLOGIST
HEFLIN, KELLEY D	NORTHFIELD	SCH PSYCHOLOGIST PK
ESKRIDGE, HEATHER ANNE	NORTHFIELD	SCHOOL COUNSELOR
HERRICK, AMBER LARUE	NORTHFIELD	SCHOOL COUNSELOR
LEMONDS, LORI S	NORTHFIELD	SCHOOL NURSE
SCHULTE, MELANIE F	NORTHFIELD	SECRETARY/BOOKKEEPER
BLANCHARD, KELLY H	NORTHFIELD	SOCIAL WORKER
RICHARDSON, TAYLOR	NORTHFIELD	SOCIAL WORKER
DONNELL, BARBARA	NORTHFIELD	SPECIAL EDUCATION TCH
HAWKINS, COLLEEN M	NORTHFIELD	SPECIAL EDUCATION TCH
HOGGATT, REBECCA	NORTHFIELD	SPECIAL EDUCATION TCH
IRWIN, SARA M	NORTHFIELD	SPECIAL EDUCATION TCH
MCGRATH, TRACIE M	NORTHFIELD	SPECIAL EDUCATION TCH
TAYLOR, BRENDA J	NORTHFIELD	SPECIAL EDUCATION TCH
KIMMEL, DEBORAH S	NORTHFIELD	SPED 1 TO 1 EDUC ASST
MELTON, SHELBY F	NORTHFIELD	SPED 1 TO 1 EDUC ASST
CLEMMER, MORGAN L	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
KOMLOFSKE, TATUM M	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
LAFORCE, MELISSA J	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
MEYER, MICA L	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
NOBLES, PATRICIA	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
PHILLIPS, DARBY L	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
QUALLS, MELANIE D	NORTHFIELD	SPED EDUCATIONAL ASSISTANT
SMITH, JUDITH E	NORTHFIELD	SPED EDUCATIONAL ASSISTANT

WALLACE, JENNIFER L.
HAND, CLARISSA L
HOOD, LYNNA S
RUTH, KELLEY G
CASE, ANGELA R

NORTHFIELD
NORTHFIELD
NORTHFIELD
NORTHFIELD
NORTHFIELD

SPED EDUCATIONAL ASSISTANT
SPED MDA
SPEECH LANGUAGE PATHOLOGIST
SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
ROSS, CHERRY G	OVERALL CREEK	ACADEMIC COACH
SUBLETT, REBECCA H	OVERALL CREEK	ACADEMIC INTERVENTIONIST
MYERS, RITA L	OVERALL CREEK	ART TEACHER
ORTIZ, JENNY M	OVERALL CREEK	ASSISTANT PRINCIPAL
HILL, LUKE	OVERALL CREEK	BAND TEACHER
BROWN, KATHRYN K	OVERALL CREEK	EDUCATION ASSISTANT
CROWLEY, DIANNA K	OVERALL CREEK	EDUCATION ASSISTANT
EATON, TAYLOR M	OVERALL CREEK	EDUCATION ASSISTANT
FLETCHER, AMANDA N	OVERALL CREEK	EDUCATION ASSISTANT
GILLUM, STACEY L	OVERALL CREEK	EDUCATION ASSISTANT
MERRITT, KRISTI M	OVERALL CREEK	EDUCATION ASSISTANT
ORTEGA, TRACY	OVERALL CREEK	EDUCATION ASSISTANT
POWELL, CANDACE L	OVERALL CREEK	EDUCATION ASSISTANT
RILEY, MALLORY	OVERALL CREEK	EDUCATION ASSISTANT
SANDERS, LAUREL A	OVERALL CREEK	EDUCATION ASSISTANT
HOUSLEY, LORI M	OVERALL CREEK	ESL TEACHER
BATTS, TYSHA M	OVERALL CREEK	GRADE 1 TEACHER
BEVERLEY, JELECIA R	OVERALL CREEK	GRADE 1 TEACHER
HOLT, RACHEL H	OVERALL CREEK	GRADE 1 TEACHER
JONES, CALEB L	OVERALL CREEK	GRADE 1 TEACHER
KINNEY, MARY L	OVERALL CREEK	GRADE 1 TEACHER
LANDRETH, KASEY E	OVERALL CREEK	GRADE 1 TEACHER
OWENS, ELIZABETH L	OVERALL CREEK	GRADE 1 TEACHER
PERKINS, HEATHER T	OVERALL CREEK	GRADE 1 TEACHER
BARTLETT SPANN, ANITA J	OVERALL CREEK	GRADE 2 TEACHER
BERRY, HOLLIE	OVERALL CREEK	GRADE 2 TEACHER
DEFERE, JENNIFER L	OVERALL CREEK	GRADE 2 TEACHER
GILLESPIE, BOBBIE K	OVERALL CREEK	GRADE 2 TEACHER
HARRIS, ALISON M	OVERALL CREEK	GRADE 2 TEACHER
PACE, DANYA R	OVERALL CREEK	GRADE 2 TEACHER
RIDDLE, EMILY R	OVERALL CREEK	GRADE 2 TEACHER
TIDWELL, BIPPY	OVERALL CREEK	GRADE 2 TEACHER
COWAN, OLIVIA	OVERALL CREEK	GRADE 3 TEACHER
DOSSETT, KYNDAL LYNN	OVERALL CREEK	GRADE 3 TEACHER
GRANDE, JANICE MICHELLE	OVERALL CREEK	GRADE 3 TEACHER
HORN, MELISSA LYNN	OVERALL CREEK	GRADE 3 TEACHER
JACKSON, CHARLOTTE FELICIA	OVERALL CREEK	GRADE 3 TEACHER
MCCONNELL, MADISON P	OVERALL CREEK	GRADE 3 TEACHER
SAMS, TAYLOR	OVERALL CREEK	GRADE 3 TEACHER
SANDERS, ABBEY C	OVERALL CREEK	GRADE 3 TEACHER
BLANKS, HANNAH E	OVERALL CREEK	GRADE 4 TEACHER
HILL, HANNAH MARIE	OVERALL CREEK	GRADE 4 TEACHER
MCDONALD, ANNA REBECCA	OVERALL CREEK	GRADE 4 TEACHER
NORTON, ALLISON W	OVERALL CREEK	GRADE 4 TEACHER
SCHLESINGER-COSBY, TAMARA L	OVERALL CREEK	GRADE 4 TEACHER
TAYLOR, KASEY F	OVERALL CREEK	GRADE 4 TEACHER

THORNTON, ALEXANDRIA D	OVERALL CREEK	GRADE 4 TEACHER
BERGERON, KARA	OVERALL CREEK	GRADE 5 TEACHER
EATON, MALLORY	OVERALL CREEK	GRADE 5 TEACHER
FLETCHER, JESSICA L	OVERALL CREEK	GRADE 5 TEACHER
MOORE, LAUREN N	OVERALL CREEK	GRADE 5 TEACHER
SHOPE, COURTNEY L	OVERALL CREEK	GRADE 5 TEACHER
TROUTMAN, WHITLEY B	OVERALL CREEK	GRADE 5 TEACHER
MOORE, CHRISTY S	OVERALL CREEK	GRADE 6 TEACHER
NUNLEY, ERIN S	OVERALL CREEK	GRADE 6 TEACHER
BRASIER, SARAH E	OVERALL CREEK	KINDERGARTEN TEACHER
BROWN, AMANDA C	OVERALL CREEK	KINDERGARTEN TEACHER
BROWN, SARA E	OVERALL CREEK	KINDERGARTEN TEACHER
GANNON, CATRYNIA E	OVERALL CREEK	KINDERGARTEN TEACHER
MALLORY, SHELBY P	OVERALL CREEK	KINDERGARTEN TEACHER
SHEPHERD, JOY	OVERALL CREEK	KINDERGARTEN TEACHER
SIMPKINS, JENNIFER L	OVERALL CREEK	KINDERGARTEN TEACHER
WILKES, SARAH E	OVERALL CREEK	MDA
HONEY, CHRISTINA K	OVERALL CREEK	MEDIA SPECIALIST
GORDON, CATHRINE S	OVERALL CREEK	MUSIC TEACHER
SHREEVE, ERICA L	OVERALL CREEK	MUSIC TEACHER
LITVJAK, TIFFANY JO	OVERALL CREEK	OFFICE EDUCATIONAL ASSISTANT
HOYT, DANIEL S	OVERALL CREEK	PHYSICAL EDUCATION TEACHER
WITSMAN, THERESA	OVERALL CREEK	PHYSICAL EDUCATION TEACHER
BARTCH, DONALD D	OVERALL CREEK	PRINCIPAL
HOLMES, KATHERINE E	OVERALL CREEK	SCH PSYCHOLOGIST
EVILSIZER, MARIAN	OVERALL CREEK	SCHOOL COUNSELOR
VAN WINKLE, STEPHANIE	OVERALL CREEK	SCHOOL COUNSELOR
DARLING, JENNIFER S	OVERALL CREEK	SCHOOL NURSE
WILLIAMS, AMANDA S	OVERALL CREEK	SECRETARY/BOOKKEEPER
WYATT, AMY T	OVERALL CREEK	SOCIAL WORKER
HAMILTON, BRANDON	OVERALL CREEK	SPECIAL EDUCATION TCH
TURNBO, AMANDA	OVERALL CREEK	SPECIAL EDUCATION TCH
WILLIAMS, ASHLEY A	OVERALL CREEK	SPED 1 TO 1 EDUC ASST
RUMLEY, ANDREA M	OVERALL CREEK	SPED EDUCATIONAL ASSISTANT
DILLIHAY, LARA CHRISTINE	OVERALL CREEK	SPEECH LANGUAGE PATHOLOGIST
CREECH, NORMA JEANNIE	OVERALL CREEK	TECHNICAL SECRETARY
PENROSE, CHRISTOPHER D	OVERALL CREEK	Virtual Teacher/Academic Inter

Full Name	Position Building Desc	Position Assignment Desc
STUMP, STEPHANIE K	REEVES ROGERS	ACADEMIC COACH
STONE, ASHLEIGH E	REEVES ROGERS	ACADEMIC INTERVENTIONIST
WEBB, RIKI L	REEVES ROGERS	ACADEMIC INTERVENTIONIST
HARVEY, SHANNON K	REEVES ROGERS	ART TEACHER
BOYD, GAIL	REEVES ROGERS	ASSISTANT PRINCIPAL
BLANKENSHIP, ANGELA B	REEVES ROGERS	EDUCATION ASSISTANT
BRADLEY, EMILY A	REEVES ROGERS	EDUCATION ASSISTANT
COOPER, JANE	REEVES ROGERS	EDUCATION ASSISTANT
HOUGH, JOSHUA E T	REEVES ROGERS	EDUCATION ASSISTANT
PARKS, CHRISTINA	REEVES ROGERS	EDUCATION ASSISTANT
REASON, AMY D	REEVES ROGERS	EDUCATION ASSISTANT
WAKEFIELD, CHRISTY L	REEVES ROGERS	EDUCATION ASSISTANT
BAILEY, TENA B	REEVES ROGERS	ESL TEACHER
LINELL, LINELL	REEVES ROGERS	ESL TEACHER
CROWLEY, ELIZABETH D	REEVES ROGERS	GRADE 1 TEACHER
HILL, LAUREN E	REEVES ROGERS	GRADE 1 TEACHER
LAURA, NICOLE	REEVES ROGERS	GRADE 1 TEACHER
MOORE, CHRISTINA L	REEVES ROGERS	GRADE 1 TEACHER
SCHROEDER, RACHEL	REEVES ROGERS	GRADE 1 TEACHER
HENSON, DERIAN HOLLEE	REEVES ROGERS	GRADE 2 TEACHER
JACKSON, CARLA	REEVES ROGERS	GRADE 2 TEACHER
MIGA, SHAE	REEVES ROGERS	GRADE 2 TEACHER
RANKINS, MALIA K	REEVES ROGERS	GRADE 2 TEACHER
ARGO, CHRISTY L	REEVES ROGERS	GRADE 3 TEACHER
WOMBLE, SIERRA DOMINIQUE	REEVES ROGERS	GRADE 3 TEACHER
BROWNING, CYNTHIA F	REEVES ROGERS	GRADE 4 TEACHER
MILLIGAN, JACQUELINE S	REEVES ROGERS	GRADE 4 TEACHER
SWARTZLANDER, SARAH	REEVES ROGERS	GRADE 4 TEACHER
CLEMANS-STANLEY, JENNIFER R	REEVES ROGERS	GRADE 5 TEACHER
MCCLAIN, BREANA N	REEVES ROGERS	GRADE 5 TEACHER
PFEIFFER-HOENS, MAREEN	REEVES ROGERS	GRADE 5 TEACHER
HOLT, BRANDI A	REEVES ROGERS	GRADE 6 TEACHER
CARTER, BRANDI S	REEVES ROGERS	KINDERGARTEN TEACHER
HOOVER, SAVANNA B	REEVES ROGERS	KINDERGARTEN TEACHER
MAURTUA, RENEE	REEVES ROGERS	KINDERGARTEN TEACHER
MORGAN, MARY K	REEVES ROGERS	KINDERGARTEN TEACHER
PRESTON, VICKI H	REEVES ROGERS	MDA
MINNER, SHANNON M	REEVES ROGERS	MEDIA SPECIALIST
BURTON, MIRA JENNIFER	REEVES ROGERS	MUSIC TEACHER
PHILLIPS, CHELSEA L	REEVES ROGERS	OFFICE EDUCATIONAL ASSISTANT
HEISER, SUSAN L	REEVES ROGERS	PHYSICAL EDUCATION TEACHER
HOPKINS, NATALIE K	REEVES ROGERS	PRINCIPAL
BOWKER, TARA D	REEVES ROGERS	SCH PSYCHOLOGIST
DAVISON, BRITTANY D	REEVES ROGERS	SCHOOL COUNSELOR
LEE, AMY D	REEVES ROGERS	SCHOOL NURSE
REYNOLDS, LORI S	REEVES ROGERS	SECRETARY/BOOKKEEPER

ANDERSON, HEATHER

DANIEL, SANDRA

TRUELOVE, HAILEE

WESTRAY, JULIANNA ALUDIZ

BRYANT, ANTOINETTE F.

ADAMS, HOLLY

BAYLOR, AYANNA Y

REEVES ROGERS

REEVES ROGERS

REEVES ROGERS

REEVES ROGERS

REEVES ROGERS

REEVES ROGERS

REEVES ROGERS

SOCIAL WORKER

SPECIAL EDUCATION TCH

SPECIAL EDUCATION TCH

SPECIAL EDUCATION TCH

SPED EDUCATIONAL ASSISTANT

SPED EDUCATIONAL ASSISTANT

TECHNICAL SECRETARY

Full Name	Position Building Desc	Position Assignment Desc
BROWN, TAYLOR L	SALEM ELEMENTAR	ACADEMIC COACH
SMITH, FLORA LYNN	SALEM ELEMENTAR	ACADEMIC INTERVENTIONIST
LARSON, SARAH M	SALEM ELEMENTAR	ART TEACHER
LATTIMORE, JUSTIN R	SALEM ELEMENTAR	ASSISTANT PRINCIPAL
HILL, LUKE	SALEM ELEMENTAR	BAND TEACHER
BENJAMIN, KATHRYN H	SALEM ELEMENTAR	EDUCATION ASSISTANT
BRINKLEY, TIFFANY	SALEM ELEMENTAR	EDUCATION ASSISTANT
CARPENTER, MONICA S	SALEM ELEMENTAR	EDUCATION ASSISTANT
EAKES, SARAH E	SALEM ELEMENTAR	EDUCATION ASSISTANT
GOFORTH, KARI ALLISON	SALEM ELEMENTAR	EDUCATION ASSISTANT
JONES, HOPE E	SALEM ELEMENTAR	EDUCATION ASSISTANT
MEARS, HEATHER E	SALEM ELEMENTAR	EDUCATION ASSISTANT
PIAZZA, DINA	SALEM ELEMENTAR	EDUCATION ASSISTANT
SHIPLEY, LINDSEY N	SALEM ELEMENTAR	EDUCATION ASSISTANT
WALKER, CINDY R	SALEM ELEMENTAR	EDUCATION ASSISTANT
WATTS, SANDRA J	SALEM ELEMENTAR	EDUCATION ASSISTANT
CHUMNEY, SARAH A	SALEM ELEMENTAR	ESL TEACHER
HOLLOWAY, BRITTANY G	SALEM ELEMENTAR	ESL TEACHER
CONE, EMILY A	SALEM ELEMENTAR	GRADE 1 TEACHER
DECKER, MEGAN S	SALEM ELEMENTAR	GRADE 1 TEACHER
FOSTER, EMMA E	SALEM ELEMENTAR	GRADE 1 TEACHER
FRANKS, ALYSSA A	SALEM ELEMENTAR	GRADE 1 TEACHER
HARRISON, SHANAN L	SALEM ELEMENTAR	GRADE 1 TEACHER
KAHLE, KIMBERLY	SALEM ELEMENTAR	GRADE 1 TEACHER
KILGORE, SABRINA A	SALEM ELEMENTAR	GRADE 1 TEACHER
PETTY, EMILY C	SALEM ELEMENTAR	GRADE 1 TEACHER
WEEMS, LESLIE	SALEM ELEMENTAR	GRADE 1 TEACHER
BAUGHMAN, JOSEPH P	SALEM ELEMENTAR	GRADE 2 TEACHER
CLAYTON, CANDICE SUZANNE	SALEM ELEMENTAR	GRADE 2 TEACHER
FLINT, BAILEY E	SALEM ELEMENTAR	GRADE 2 TEACHER
HANSEN, AIDAN C	SALEM ELEMENTAR	GRADE 2 TEACHER
MCDANIEL, SARAH N	SALEM ELEMENTAR	GRADE 2 TEACHER
NICHOLS, JILLIAN R	SALEM ELEMENTAR	GRADE 2 TEACHER
PHIMMACHACK, KAITLIN T	SALEM ELEMENTAR	GRADE 2 TEACHER
PRIMM, SARAH	SALEM ELEMENTAR	GRADE 2 TEACHER
ROBINSON, MONTINA J	SALEM ELEMENTAR	GRADE 2 TEACHER
TACKETT, KIRSTYN L	SALEM ELEMENTAR	GRADE 2 TEACHER
ARNETTE, EMMA A	SALEM ELEMENTAR	GRADE 3 TEACHER
GALLAGHER, JOY A	SALEM ELEMENTAR	GRADE 3 TEACHER
GARRETTE, LAUREN K	SALEM ELEMENTAR	GRADE 3 TEACHER
JAMES, IKEA TYSHAI	SALEM ELEMENTAR	GRADE 3 TEACHER
MODESITT, TAYLOR B	SALEM ELEMENTAR	GRADE 3 TEACHER
MOORE, JENNIFER L	SALEM ELEMENTAR	GRADE 3 TEACHER
PALOMBO, CHRISTOPHER RYAN	SALEM ELEMENTAR	GRADE 3 TEACHER
PRAGEL, COURTNEY	SALEM ELEMENTAR	GRADE 3 TEACHER
CABLE, JACOB LANDON	SALEM ELEMENTAR	GRADE 4 TEACHER

DRAPER, TAYLOR D	SALEM ELEMENTAR	GRADE 4 TEACHER
HIGDON, BETHANY A	SALEM ELEMENTAR	GRADE 4 TEACHER
MCCRARY, ALISA	SALEM ELEMENTAR	GRADE 4 TEACHER
MCELROY, SHERRI E	SALEM ELEMENTAR	GRADE 4 TEACHER
SPRAY, KAYLA M	SALEM ELEMENTAR	GRADE 4 TEACHER
WEBB, KAYLA M	SALEM ELEMENTAR	GRADE 4 TEACHER
BOGGS, ELIZABETH L	SALEM ELEMENTAR	GRADE 5 TEACHER
HERNANDEZ, ALEXANDRIA L	SALEM ELEMENTAR	GRADE 5 TEACHER
HOUCHENS, CAROLINE	SALEM ELEMENTAR	GRADE 5 TEACHER
PIETY, JESSICA R	SALEM ELEMENTAR	GRADE 5 TEACHER
SMITH, PETRINA	SALEM ELEMENTAR	GRADE 5 TEACHER
STEPHENS, KAYLA C	SALEM ELEMENTAR	GRADE 5 TEACHER
ABBOTT, LUCIE	SALEM ELEMENTAR	GRADE 6 TEACHER
SEPULVEDA, MIRANDA C	SALEM ELEMENTAR	GRADE 6 TEACHER
WATSON, SUSAN M	SALEM ELEMENTAR	GRADE 6 TEACHER
BEGGIN, DARINKA A	SALEM ELEMENTAR	KINDERGARTEN TEACHER
BOLDEN, SAMANTHA C	SALEM ELEMENTAR	KINDERGARTEN TEACHER
CUNNINGHAM, JANIE	SALEM ELEMENTAR	KINDERGARTEN TEACHER
FONTENELLE, MEGAN L	SALEM ELEMENTAR	KINDERGARTEN TEACHER
LANDRITH, KAITLYN J	SALEM ELEMENTAR	KINDERGARTEN TEACHER
LATONDRESS, KATHLEEN	SALEM ELEMENTAR	KINDERGARTEN TEACHER
STEVENSON, AMY	SALEM ELEMENTAR	KINDERGARTEN TEACHER
WOOD, RHONDA B	SALEM ELEMENTAR	KINDERGARTEN TEACHER
MARTIN, CYNTHIA G	SALEM ELEMENTAR	MEDIA SPECIALIST
LITTLETON, CALEB J	SALEM ELEMENTAR	MUSIC TEACHER
WELCH, GARY W	SALEM ELEMENTAR	MUSIC TEACHER
PATTERSON, DORCAS L	SALEM ELEMENTAR	OFFICE EDUCATIONAL ASSISTANT
PEARCY, LANCE R	SALEM ELEMENTAR	PHYSICAL EDUCATION TEACHER
WOOD, RICHARD L	SALEM ELEMENTAR	PHYSICAL EDUCATION TEACHER
PHILLIPS, ANASTASIA	SALEM ELEMENTAR	PRINCIPAL
BALTIMORE, AMY ELISABETH	SALEM ELEMENTAR	SCHOOL COUNSELOR
WATTS, ASHLEE A	SALEM ELEMENTAR	SCHOOL NURSE
YOUNG, LACIE J	SALEM ELEMENTAR	SECRETARY/BOOKKEEPER
ADCOCK, NATALIE D	SALEM ELEMENTAR	SPECIAL EDUCATION TCH
AUSTIN, COOPER L	SALEM ELEMENTAR	SPECIAL EDUCATION TCH
CHEW, LORI E	SALEM ELEMENTAR	SPECIAL EDUCATION TCH
FISHER, REGINA	SALEM ELEMENTAR	SPECIAL EDUCATION TCH
FORBES, SHANNON N	SALEM ELEMENTAR	SPED 1 TO 1 EDUC ASST
HUNT, KRISTINA T	SALEM ELEMENTAR	SPED 1 TO 1 EDUC ASST
RILEY, LAURA C	SALEM ELEMENTAR	SPED 1 TO 1 EDUC ASST
BURRELL, BETHANY	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
ESTRADA, TANYA	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
HARNISH, MICHELLE S	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
HINES, AMY A	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
JOHNSON, GAIL	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
JOHNSON, LEONETTA L	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT
SCHULER, JAMIE N	SALEM ELEMENTAR	SPED EDUCATIONAL ASSISTANT

JONES, ABBY
WILLIS, AMANDA K
WHITAKER, ASHLEY

SALEM ELEMENTAR
SALEM ELEMENTAR
SALEM ELEMENTAR

SPEECH LANGUAGE PATHOLOGIST
TECHNICAL SECRETARY
Virtual Teacher/Academic Inter

Full Name	Position Building Desc	Position Assignment Desc
TODD, SARAH R	SCALES	ACADEMIC COACH
DAVIS, MEREDITH L	SCALES	ACADEMIC INTERVENTIONIST
VANEK, KENNETH J	SCALES	ART TEACHER
RUEBY, ELIZABETH	SCALES	ASSISTANT PRINCIPAL
HARTMAN, ANTHONY	SCALES	BAND TEACHER
AL JAMMAL, AMANI	SCALES	EDUCATION ASSISTANT
BONNER, ERIC S	SCALES	EDUCATION ASSISTANT
CHABRIES, TANJA E	SCALES	EDUCATION ASSISTANT
COLLINS, BRIAN	SCALES	EDUCATION ASSISTANT
DECKER, DENA L	SCALES	EDUCATION ASSISTANT
KNOX, KATINA L	SCALES	EDUCATION ASSISTANT
LE, DIEM B	SCALES	EDUCATION ASSISTANT
PYNE, KRISTIE J.	SCALES	EDUCATION ASSISTANT
RUSSELL, ERIN M	SCALES	EDUCATION ASSISTANT
SMITH, SHERRY A	SCALES	EDUCATION ASSISTANT
THOMAS, CHYNA	SCALES	EDUCATION ASSISTANT
BARKER, MARIE N.	SCALES	ESL TEACHER
POZO, ISORMARI	SCALES	ESL TEACHER
QUIGLEY, KATHERINE S	SCALES	ESL TEACHER
JACKSON-MESSICK, KRISTIN K	SCALES	GRADE 1 TEACHER
LAMBERT, TERESA L	SCALES	GRADE 1 TEACHER
MASTELLER, AMANDA B	SCALES	GRADE 1 TEACHER
MCBRYAR, AMANDA N	SCALES	GRADE 1 TEACHER
MCGINNIS, JODIE C	SCALES	GRADE 1 TEACHER
STOVALL, ALLISON ELIZABETH	SCALES	GRADE 1 TEACHER
WOOLUM, MARIANNE L	SCALES	GRADE 1 TEACHER
BREWER, MEGAN L	SCALES	GRADE 2 TEACHER
BURNETTE, CHELSEA	SCALES	GRADE 2 TEACHER
COX, ABIGAIL	SCALES	GRADE 2 TEACHER
GIBSON, TRISTA	SCALES	GRADE 2 TEACHER
JACOBS, JESSICA	SCALES	GRADE 2 TEACHER
PASLEY, MANIVONE S	SCALES	GRADE 2 TEACHER
ROBESON, AMBER D	SCALES	GRADE 2 TEACHER
ARONNA, PAULA C	SCALES	GRADE 3 TEACHER
CHRISTOPHER, KIMBERLY R	SCALES	GRADE 3 TEACHER
EUVERARD, JESSICA	SCALES	GRADE 3 TEACHER
HIX, KIMBERLY	SCALES	GRADE 3 TEACHER
MARTIE, MADELINE R	SCALES	GRADE 3 TEACHER
RICHARDS, KAYLA	SCALES	GRADE 3 TEACHER
GOODMAN, KRISTEN ELIZABETH	SCALES	GRADE 4 TEACHER
HUTCHENS, ALEXIS	SCALES	GRADE 4 TEACHER
JOHNSON, KEONA DESCHANEL	SCALES	GRADE 4 TEACHER
LOOPER, LINDSAY	SCALES	GRADE 4 TEACHER
SLOUGH, RACHAEL ANN	SCALES	GRADE 4 TEACHER
TOUSIGNANT, ANDREA	SCALES	GRADE 4 TEACHER
WILLIAMS, GINA M	SCALES	GRADE 4 TEACHER

BOND, KELSEY F	SCALES	GRADE 5 TEACHER
BOWE, LISA M	SCALES	GRADE 5 TEACHER
EMBRY, KAYLA N	SCALES	GRADE 5 TEACHER
LAWSON, FRANCES L	SCALES	GRADE 5 TEACHER
O'LEARY, WHITNEY R	SCALES	GRADE 5 TEACHER
RITTLING, AMANDA	SCALES	GRADE 5 TEACHER
BLACKBURN, ANDREA R	SCALES	GRADE 6 TEACHER
OFFUTT, CRAIG A	SCALES	GRADE 6 TEACHER
ROTELLA, TERESA L	SCALES	GRADE 6 TEACHER
BERRY, JULIE A.	SCALES	KINDERGARTEN TEACHER
BYRD, AMY K	SCALES	KINDERGARTEN TEACHER
HARDING, JOHN L	SCALES	KINDERGARTEN TEACHER
KELLY, AMBER N	SCALES	KINDERGARTEN TEACHER
MILLER, MARY ELIZABETH	SCALES	KINDERGARTEN TEACHER
SORTH, JESSICA R	SCALES	KINDERGARTEN TEACHER
TROGLEN, HOLLY E	SCALES	KINDERGARTEN TEACHER
VEHR, KATHRYN L	SCALES	KINDERGARTEN TEACHER
ISMAIL, NARIMAN J	SCALES	MDA
PITTS, JOANN	SCALES	MDA
DANIELS, AMY A	SCALES	MEDIA SPECIALIST
HARTMAN, ANTHONY	SCALES	MUSIC TEACHER
STEWART, RYAN A	SCALES	MUSIC TEACHER
WILLIAMSON, KIMBERLY	SCALES	OFFICE EDUCATIONAL ASSISTANT
ALEXANDER, RICHARD L	SCALES	PHYSICAL EDUCATION TEACHER
BRANSFORD, SARAH N	SCALES	PHYSICAL EDUCATION TEACHER
CASTER, JULIE A	SCALES	PK SPECIAL EDUCATION TEACHER
HIXSON, JESSICA M	SCALES	PK SPECIAL EDUCATION TEACHER
BONNER, MELISSA	SCALES	PK SPED EDUCATIONAL ASSISTANT
GUPTON, MARIE ANNETTE	SCALES	PK SPED EDUCATIONAL ASSISTANT
JOHNSON, KWANDRA	SCALES	PK SPED EDUCATIONAL ASSISTANT
ROBERTSON, BOB J	SCALES	PK SPED EDUCATIONAL ASSISTANT
JOHNSON, MARIA H.	SCALES	PRINCIPAL
CHITTENDEN, KAYLEE	SCALES	SCH PSYCHOLOGIST
CARNEY, JENNIFER M	SCALES	SCHOOL COUNSELOR
SURGENER, GENA F	SCALES	SCHOOL COUNSELOR
ESTES, HOLLY	SCALES	SCHOOL NURSE
HAMILTON, CYNTHIA	SCALES	SECRETARY/BOOKKEEPER
CRUESOE, CHARLOTTE	SCALES	SPECIAL EDUCATION TCH
MCCELHANEY, RACHEL	SCALES	SPECIAL EDUCATION TCH
PARRISH, ANASTASIA	SCALES	SPECIAL EDUCATION TCH
PINKSTON, CANDACE C	SCALES	SPECIAL EDUCATION TCH
SCOTT-MOORE, CHARLOTTE C	SCALES	SPECIAL EDUCATION TCH
FUGATE, AUSTEN C	SCALES	SPED 1 TO 1 EDUC ASST
HERBERT, SIDNEY T	SCALES	SPED 1 TO 1 EDUC ASST
BENOIT, JOANNE M	SCALES	SPED EDUCATIONAL ASSISTANT
FISHER, NOAH	SCALES	SPED EDUCATIONAL ASSISTANT
KAPAMAS, CHRISTINE	SCALES	SPED EDUCATIONAL ASSISTANT

MCELHANEY, JAMES	SCALES	SPED EDUCATIONAL ASSISTANT
MIRACLE, ALYSSA M	SCALES	SPED EDUCATIONAL ASSISTANT
SPIELMAN, JAMIE L.	SCALES	SPED EDUCATIONAL ASSISTANT
WASHINGTON, FELICIA K	SCALES	SPED EDUCATIONAL ASSISTANT
WEIMANN, LAURA J	SCALES	SPED EDUCATIONAL ASSISTANT
NELSON, ALLIE ELIZABETH	SCALES	SPEECH LANGUAGE PATHOLOGIST
GROOGAN, KIMBERLY A	SCALES	TECHNICAL SECRETARY
NOVAK, JESSICA Y	SCALES	Virtual Teacher/Academic Inter