

**Board of Education Regular Meeting**

June 13, 2023 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item <b>Present:</b> Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mr. Jimmy Richardson III, Mr. David Settles, <b>Absent:</b> Mr. Wesley Ballard. In attendance: Dr. Trey Duke, Ralph Ringstaff, Sheri Arnette, Angela Fairchild, Joe Marlin, Kim Williams, Chris George, Maria Johnson, Lisa Trail, Cindy Cliche, Amanda Adams, Ms. Florence Smith, Stephanie Turner  City Liaison Bill Shacklett</p>	<p>Chair Butch Campbell</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Mr. Ralph Ringstaff, retiring Assistant Superintendent of Human Resources and School Operations and Mr. Joe Marlin, retiring Assistant Superintendent of Student Services.</p>	<p>Ralph Ringstaff/Joe Marlin</p>
<p>B. Moment of Silence Procedural Item</p>	
<p><b>II. APPROVAL OF AGENDA</b> Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	<p>Chair Butch Campbell</p>
<p><b>III. COMMUNICATIONS</b> Information Item</p>	<p>Mrs. Lisa Trail</p>
<p>A. The Best of MCS-Cindy Cliche and Stephanie Turner Procedural Item</p>	<p>Dr. Trey Duke</p>
<p>B. Spotlight on Education-Summer School Update and Update on 3rd Grade Data Procedural Item Sheri Arnette did a PowerPoint presentation for the Board with an update on Summer School and Dr. Chris George also did a presentation with information on 3rd grade testing. (Attached)  Mr. David Settles publicly commended Mrs. Arnette and Dr. George for this Herculean task. He appreciates their responsiveness and speed at which they got things done. He thanked them both for their hard work.  Mr. Jimmy Richardson asked if we had received feedback from the State on appeals. Dr. George said that he should be receiving a master list from the State each week on how the appeals are going.  Ms. Karen Dodd said that she visited Bradley's summer school today, and it was amazing. She was very impressed with the low student-teacher ratio and how smoothly it was all running.  Dr. Duke told the Board that Ms. Arnette and Dr. George will be working on a significant schedule to make sure that the tutoring program is structured. Tutoring will be provided during the school day when school starts with a 1 to 3 ratio and a certain number of minutes per day.</p>	<p>Ms. Sheri Arnette</p>
<p>C. Presentation of Director's Evaluation Results Information Item</p>	<p>Mr. Adam Tucker</p>

<p>Mr. Adam Tucker presented the results of the qualitative section of Dr. Duke's evaluation.</p> <p>He explained that this section was broken into the survey to administrators and school board members</p> <p>He informed the board that 20 administrators responded, and Dr. Duke received an average score of 4.85. This was based on survey questions where administrators ranked Dr. Duke on a scale from 1 to 5.</p> <p>The score from the board totaled 4.71</p> <p>The last section of the evaluation is the quantitative section and will be done when TCAP scores come back.</p> <p>Chair Campbell thanked Mr. Tucker for attending the meeting and presented those results to the Board.</p> <p>Chair Campbell's words to Dr. Duke was "Job well done for sure."</p>	
<p><b>IV. CONSENT ITEMS</b>  Consent Agenda  Motion to approve consent agenda.. This motion, made by Ms. Amanda Moore and seconded by Ms. Karen Dodd, passed.  Yea: 6, Nay: 0, Absent: 1</p>	Chair Butch Campbell
<p>A. Approval of 5-23-23 Board Minutes  Consent Item</p>	
<p><b>V. ACTION ITEMS</b>  Action Item</p>	Chair Butch Campbell
<p>A. Approval of MOU for City Schools Legal Counsel  Action Item  Motion to approve MOU for City Schools Legal Counsel. This motion, made by Mr. David Settles and seconded by Ms. Karen Dodd, passed.  Yea: 6, Nay: 0, Absent: 1  Dr. Duke informed the Board that we have hired a new in-house Assistant City Attorney. He explained that she would be a joint employee of MCS and the City of Murfreesboro. He said that unlike previous MCS attorneys, she will be placed on the MCS payroll, but her evaluation will remain with the city attorney.</p> <p>Amanda Moore had questions about the relationship between the attorney and the board. She stated that since Ms. Bush is part of the city legal team, she wanted to clarify who the client is.</p> <p>Mr. Tucker said that it is unlikely for conflict between a school district and its funding body, but according to the city charter, it has two provisions. One provision is that the city attorney is responsible for all legal matters relating to the city and the city council creates a school district as part of the city so from Mr. Tucker's standpoint is that the client is, in fact, City Schools.</p>	Dr. Trey Duke
<p>B. Approval of Surety Bond for Finance Director  Action Item  Motion to approve the Surety Bond for Finance Director. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed.  Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>C. Approval of Agreement with Mid-Cumberland Head Start  Action Item</p>	Dr. Trey Duke

<p>Motion to approve the Agreement with Mid-Cumberland Head Start. This motion, made by Mr. David Settles and seconded by Mr. Jimmy Richardson III, passed. Yea: 6, Nay: 0, Absent: 1</p>	
<p>D. Approval of 2023-2024 Board Annual Agenda Action Item Motion to approve the 2023-2024 Board Annual Agenda. This motion, made by Mr. David Settles and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>E. Approval of Board Attendance at Conventions and Other Educational Meetings as per Board Policy 2.804 Action Item Motion to approve Board Attendance at Conventions and Other Educational Meetings as per Board Policy 2.804. This motion, made by Ms. Karen Dodd and seconded by Mr. David Settles, passed. Yea: 6, Nay: 0, Absent: 1 Dr. Duke explained that other than TSBA-sponsored events will have to be approved by the Board. He said that the new National School Board Organization COSSBA will also require approval by the Board.</p>	Dr. Trey Duke
<p>F. Approval of the Revenue and Expenditure Report Action Item Motion to approve the Revenue and Expenditure Report. This motion, made by Mr. David Settles and seconded by Mr. Jimmy Richardson III, passed. Yea: 6, Nay: 0, Absent: 1 Mr. Settles asked when TISA funding starts. Ms. Williams said that TISA funding begins in July and will be 10-month installments, just like BEP funding.</p>	Dr. Trey Duke
<p><b>VI. REPORTS AND INFORMATION</b> Information Item</p>	Chair Butch Campbell
<p>A. Tentative Assignment Lists Information Item</p>	Ms. Maria Johnson
<p>B. Bullying Report Information Item Amanda Adams presented the yearly bullying report. She stated that there has been a decrease in bullying reports in every category, and she feels that it is because school counselors have been complained in bullying curriculum, along with admin being trained as well. She said that the curriculum is a research-based curriculum and was a great tool.  Dr. Duke commended Ms. Adams on an amazing first year. He appreciated having Ms. Adams in the system, especially with Mr. Marlin retiring.</p>	Ms. Amanda Adams
<p>C. Enrollment (PTR) Report Information Item After presenting the Enrollment Report, Dr. Duke told the Board that Mr. Marlin does a great job of pinpointing numbers and trends and sparks administrators to come up with ideas. Dr. Duke said that our major absenteeism trends seem to be in kindergarten and 1st grade, and we will begin planning to target these grades.</p>	Mr. Joe Marlin
<p>D. Personnel Report Information Item</p>	Dr. Trey Duke
<p>E. Director's Update Information Item Dr. Duke told the Board that with Summer School, we have had a very busy first 13 days of June. Dr. Duke gave the Board an update on major construction projects that are going on over the summer months.</p>	Dr. Trey Duke

<p>He said that they are still working on the roof at Mitchell Neilson and should be done by early July. He said that Mitchell Neilson Elementary also has a new ceiling throughout the building.</p> <p>Because of a Coordinated School Health grant, the tennis courts are being replaced and refinished as multi-surface courts at Erma Siegel and Cason Lane and will done by June 30.</p> <p>He told the Board that there is alot of work going on at the new Prek building. They have removed the old playground equipment and are moving in new equipment.</p> <p>Gym floors and bleachers have been replaced at Black Fox and Erma Siegel, and every classroom and the gym has been painted at Reeves Rogers.</p> <p>He gave the Board an ABM custodial update. He said that they cleaning and waxing floors in all schools that do not have summer school and will be finished with all schools over the next few months.</p> <p>Dr. Duke thanked Ralph Ringstaff and Joe Marlin for their support and hard work as he transitioned into the position of Director of Schools. He said that they were beyond gracious with him and would be missed.</p> <p>Chair Campbell agreed that they have both done an amazing job during their time at MCS and he also appreciated their hard work.</p>	
<p><b>VII. OTHER BUSINESS</b> Information Item</p>	<p>Chair Butch Campbell</p>
<p><b>VIII. ADJOURNMENT</b> Action Item The meeting adjourned at 7:15 p.m.</p>	<p>Chair Butch Campbell</p>



# MCS Summer School 2023

Summer School by the numbers in 7  
days-



5 schools (BF, BR, CLA, DS, JPE)  
5 hours a day (7:30-12:30)  
5 days a week



**7:15-7:30 Breakfast/arrival**

**7:30-9:15 Literacy (105 min.)**

**9:15-9:45 Recess**

**9:45-11:30 Math (105 min.)**

**11:30-12:30 Intervention**



102 general ed. teachers  
7 SPED teachers  
5 office secretaries  
11 Educational Assistants



**1 Prek classroom**  
**2 CDC classrooms**  
**101 K-6 classrooms**

**48 third grade classrooms**



**7 administrators**  
**5 SROs**  
**5 nurses**  
**10 crossing guards**  
**19 bus drivers**  
**11,550 meals served**



Average Daily Attendance  
825



314 third graders in  
attendance = 38%



More great things to come  
in the next 13 days...






*... creating a better quality of life*

## LEGAL DEPARTMENT - MEMORANDUM

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**TO:** Butch Campbell, Chair of the Murfreesboro City Schools Board

**CC:** Trey Duke, Director of Schools  
Lisa Van Cleave, Administrative Assistant to Director of Schools

**FROM:** Adam F. Tucker 

**DATE:** June 13, 2023

**RE:** Director of Schools Performance Evaluation—2022-2023

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Attached please find the tabulated results for the qualitative section of Dr. Trey Duke's performance evaluation for the 2022-2023 School Year.

The average score from administrators was 4.85.

The average score from board members was 4.71. The individual board member scores were: 4.12, 4.23, 4.83, 4.84, 4.94, 5.00, and 5.00.

Should you have any questions, please do not hesitate to contact me.

**Director of Schools  
Overall Evaluation Score**

**Section I Qualitative:**

Appendix A-Administrator Survey      4.85 X 33% = 1.60

Appendix B-Board Observational Data      4.71 X 33% = 1.55

**Section II Quantitative**

Appendix C-Achievement of Board Goals/Strategic Plan      \_\_\_\_\_ X \_\_\_\_\_% = \_\_\_\_\_

**OVERALL EVALUATION SCORE**      \_\_\_\_\_

**Board of Education Regular Meeting**

May 23, 2023 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item <b>Present:</b> Mr. Wesley Ballard, Mr. Butch Campbell, Karen Dodd, Barbara Long, Ms. Amanda Moore, Jimmy Richardson III, Mr. David Settles</p> <p>In attendance: Dr. Trey Duke, Sheri Arnette, Jenny Ortiz, Angela Fairchild, Ralph Ringstaff, Kim Williams, Beth Prater, Dr. Chris George, Joe Marlin, Adam Bryson, Ynetia Campbell, Lisa Trail, Tiffany Strevel, Francina Jackson, Marc Harris, M'Lisa Miffleton, Maria Johnson, Ken Rocha, Donna Karrh, and Amanda Turnbo</p> <p>City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p><b>A. Pledge of Allegiance</b> Procedural Item</p> <p>The Pledge of Allegiance was led by Zariyah Benford, a sixth grade student at Bradley and her brother Taron Benford, a fifth grade student at Bradley along with Rachel Peters a kindergarten student at Black Fox Elementary.</p>	
<p><b>B. Moment of Silence-</b>Ms. Jane Cooper-EA at Reeves Rogers passed away on Sunday, May 21. Procedural Item</p>	
<p><b>II. APPROVAL OF AGENDA</b> Action Item</p> <p>Motion to approve the agenda. This motion, made by Jimmy Richardson III and seconded by Barbara Long, passed. Yea: 7, Nay: 0</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> Information Item</p>	Mrs. Lisa Trail
<p><b>A. Introduction of new Overall Creek Elementary Principal-</b>Ms. Jenny Ortiz Procedural Item</p>	Dr. Trey Duke
<p><b>B. The Best of MCS-</b>Francina Jackson and Marc Harris Procedural Item</p>	Dr. Trey Duke
<p><b>C. Spotlight on Education-</b>MTSU Mentor Teachers of the Year-Amanda Turnbo and Donna Karrh Procedural Item</p>	Dr. Trey Duke
<p><b>IV. CONSENT ITEMS</b> Consent Agenda</p> <p>Motion to approve consent agenda.. This motion, made by Mr. David Settles and seconded by Karen Dodd, passed. Yea: 7, Nay: 0</p>	Chair Butch Campbell
<p><b>A. Approval of 5-9 Board Minutes</b> Consent Item</p>	

B. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 6.501 Special Education Behavioral Support on Second Reading Consent Item	
<b>V. ACTION ITEMS</b> Action Item	Chair Butch Campbell
A. Approval of the Sub Recipient Agreement with City Action Item  Motion to approve the Sub Recipient Agreement with City. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. Yea: 7, Nay: 0	Dr. Trey Duke
B. Approval of Resolution on the Sub Recipient Agreement Action Item  Motion to approve the Resolution on the Sub Recipient Agreement. This motion, made by Barbara Long and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0	Dr. Trey Duke
C. Approval of Budget Amendment-FY24 Sub Recipient Agreement Action Item  Motion to approve the Budget Amendment-FY24 Sub Recipient Agreement. This motion, made by Ms. Amanda Moore and seconded by Karen Dodd, passed. Yea: 7, Nay: 0	Dr. Trey Duke
D. Approval of GPS Budget Amendment Action Item  Motion to approve the GPS Budget Amendment. This motion, made by Jimmy Richardson III and seconded by Barbara Long, passed. Yea: 7, Nay: 0	Dr. Trey Duke
E. Approval of the ESP Fund 146 Budget Amendment Action Item  Motion to approve the ESP Fund 146 Budget Amendment. This motion, made by Mr. Wesley Ballard and seconded by Barbara Long, passed. Yea: 7, Nay: 0	Dr. Trey Duke
F. Approval of the 2023-2024 Board Meeting Schedule Action Item  Motion to approve the 2023-2024 Board Meeting Schedule. This motion, made by Mr. David Settles and seconded by Karen Dodd, passed. Yea: 7, Nay: 0	Dr. Trey Duke
G. Approval of the Revenue and Expenditure Report Action Item	Ms. Kim Williams

<p>Motion to approve the April Revenue and Expenditure Report. This motion, made by Mr. Wesley Ballard and seconded by Ms. Amanda Moore, passed. Yea: 7, Nay: 0</p>	
<p><b>VI. REPORTS AND INFORMATION</b> Information Item</p>	<p>Chair Butch Campbell</p>
<p>A. Enrollment (PTR) Report Information Item</p> <p>David Settles expressed his gratitude toward Joe Marlin for a job well done and wished him well on his retirement. The board echoed the sentiment. Mr. Marlin thanked the board and said that the last ten years with MCS have been great.</p>	<p>Mr. Joe Marlin</p>
<p>B. Personnel Report Information Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>C. Director's Update Information Item</p> <p>Dr. Duke told the board that Friday is the last day of school. Then Summer School begins on June 5th and go through June 30.</p> <p>Dr. Duke invited the board to join him as he presents the 2023-2024 budget to city council on Thursday at 4:00 p.m.</p> <p>Dr. Duke congratulated City TV's John Padgett for winning a Telly for the MCS Take 20 production. Dr. Duke told the board that he and Mrs. Maria Johnson host the show and Mr. Padgett, Lisa Trail, and Tori Carr do a great job of editing and publishing it. Last year the show received the bronze award and this year they received the silver in Best Children's Programming Series, second to Jim Henson Productions.</p> <p>With 3rd grade testing being the main concern for parents and students at this time, Dr. Duke called Dr. Chris George to the podium to explain the process of retests, appeals, and exemptions and where MCS stands.</p> <p>Dr. George informed the board that after receiving preliminary data on Friday, MCS had 43.53% of 3<sup>rd</sup> grade students meeting or exceeding expectations, which was an increase from last year. 15.5% of those students qualify for exemptions, and finally 19.25% that did not meet or exceed expectations will qualify for the appeal process because of their district screening data.</p> <p>Dr. George explained the qualifications for each category. He told the board that parents can appeal from May 30-June 30. He informed the board that next week, schools and central office will be hosting days that parents can come in a file appeals.</p> <p>Dr. George said that schools started retesting on Tuesday of this week and our numbers are already changing for the better.</p> <p>There was much discussion regarding retesting and appeals along with discussion about summer school. Dr. Duke strongly encourages parents to choose summer school if they feel their child needs that little extra help. He explained that schools will be providing tutoring during the school day as part of intervention time for below and approaching and could</p>	<p>Dr. Trey Duke</p>

<p>possibly change that to before and after school if needed.</p> <p>Barbara Long applauded Dr. Duke, Dr. George, and the Instructional department for supporting parents and students and getting through all of the data so quickly which seemed like such a big undertaking.</p> <p>Dr. Duke told the board that he and his staff would continue to work with principals and would find a pathway of promotion for every student.</p> <p>Dr. Duke also congratulated Sheri Arnette on the job that she does, especially in testing and summer school. He said that there are many more demands on the district and instructional staff because we now offer a full summer school.</p>	
<p><b>VII. OTHER BUSINESS</b> Information Item</p>	<p>Chair Butch Campbell</p>
<p><b>VIII. ADJOURNMENT</b> Action Item</p> <p>Motion to adjourn. This motion, made by Mr. Wesley Ballard and seconded by Karen Dodd, passed. Yea: 7, Nay: 0 The meeting adjourned at 7:10 p.m.</p>	<p>Chair Butch Campbell</p>

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Director of Schools

**To: Board of Education**

**RE: Approval of Memorandum of Understanding for City Schools Legal Counsel**

**Board Meeting Date: June 13, 2023**

The Director of Schools and City Attorney have jointly hired new in-house legal counsel for Murfreesboro City Schools, and the employee will assume the position of Assistant City Attorney- City Schools on July 3, 2023.

The attached MOU specifies the employee will be considered a joint employee of both MCS and the City and outlines the terms and conditions under which the employee will provide services to the district as well as supervision, payment of salary and benefits, and legal costs.

Unlike previous in-house legal counsel for the district, the new employee will be placed on MCS's payroll so that she may continue to participate in the TN Consolidated Retirement system while direct supervision and evaluation will remain the responsibility of the City Attorney as has historically be done.

**MEMORANDUM OF UNDERSTANDING  
REGARDING ASSISTANT CITY ATTORNEY  
FOR THE MURFREESBORO CITY SCHOOLS**

This Memorandum of Understanding ("MOU") is made and entered into as of July 3, 2023 (the "**Effective Date**"), by and between the City of Murfreesboro (the "**City**") and the Murfreesboro City Schools ("**MCS**").

**WHEREAS**, the Murfreesboro City Schools is a department and component unit of the City;

**WHEREAS**, under the City Charter, it is the responsibility of the City Attorney, among other things, to advise the heads of all departments as to all legal questions affecting the City's interest and to represent the City in all legal matters and proceedings in which the City is a party or interested;

**WHEREAS**, Lauren Bush ("**Employee**") is an attorney licensed to practice law in the State of Tennessee; and

**WHEREAS**, MCS and the City have jointly hired Employee to provide legal advice and representation for MCS, and Employee will assume the position of Assistant City Attorney-City Schools on July 3, 2023; and

**WHEREAS**, MCS and the City desire to have the City Attorney serve as Employee's administrative supervisor and more generally to have the delivery of legal representation and services by Employee supported by and coordinated with the City's Legal Department; and

**WHEREAS**, MCS and the City desire to have Employee placed on MCS's payroll so that she may continue as a participant in the Tennessee Consolidated Retirement System; and

**WHEREAS**, the Parties desire to enter into this MOU to set forth the terms and conditions under which Employee will provide the services to the Company during the Secondment.

**NOW, THEREFORE**, in consideration of the mutual covenants, promises, and obligations set forth herein, and for other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, the Parties agree as follows:

1. Term. The Term of this MOU shall commence on the Effective Date and shall continue for as long as Employee is employed by MCS.

2. Joint Employee of MCS and the City. At all times during the MOU's term, the Employee will be a joint employee of the City and MCS. The City and MCS agree that each will have the respective duties and obligations with respect to Employee's employment as specifically set forth in this MOU. While the Employee shall be subject to the personnel policies and other terms and conditions of employment administered by the City regarding its employees generally, Employee shall be entitled to receive from MCS all benefits, perquisites, and privileges available to similarly situated MCS employees. Except as may be explicitly provided otherwise in this MOU, Employee shall not be entitled to receive any such benefits, perquisites, or privileges from the City.

3. Employee's Services and Supervision. The Parties acknowledge that under the City Charter, the City Attorney bears the ultimately responsibility, whether directly or through the supervision of other attorneys, for to advising MCS on legal matters affecting MCS and to represent MCS in all legal matters and proceedings in which MCS is a party or interested. As such, Employee shall work under the exclusive direction, control, and supervision of the City Attorney. Employee shall provide legal and other related professional services to MCS in the capacity of Assistant City Attorney – City Schools as needed and requested by the School Board, Director of Schools, and other MCS employees and as more specifically set forth in the job description attached hereto as Exhibit A.

The City Attorney shall be responsible for evaluating Employee's job performance in consultation with the Director of Schools. As Employee's administrative supervisor, the City Attorney shall also be responsible for issuing any needed counseling or reprimands with respect to Employee's job performance and, if required by the circumstances, recommending that further disciplinary action be taken in accordance with City policy. Any disciplinary action imposed with respect to Employee, up to and including termination, shall be made pursuant to and consistent with City policy and the City Charter following consultation with the Director of Schools.

Employee's primary office will be located at the MCS Central Office. Employee, however, shall utilize the computer hardware, software applications, printers, cell phone, and other related technology to provided by the City in performing work for MCS.

MCS acknowledges and agrees that the City Attorney, following consultation with the Director of Schools, may direct Employee to perform discrete, *ad hoc* assignments, such as internal investigations, for the City, provided such assignments to not impair Employee's primary responsibilities to MCS.

4. Payment of Salary and Other Benefits. MCS shall pay the Employee's salary, incentives, health and retirement benefits, and any other compensation or benefits to which the Employee is entitled as an MCS employee. MCS shall also pay all necessary employment taxes as required by law regarding Employee, report the Employee's income to the appropriate tax authorities, and withhold all taxes from the Employee's income, as required by law. MCS shall also maintain workers' compensation insurance (either through an insurance company or qualified self-insured program) applicable to the Employee.

5. Payment of Additional Costs to the Legal Department. Each year MCS shall reimburse the City for the reasonable cost of additional legal services provided by the City Legal Department to MCS. These costs shall include: (a) the cost of having the City Attorney supervise Employee, in an amount not to exceed five percent of the City Attorney's salary; (b) the cost of administrative and paralegal support, in an amount not to exceed five percent of the total salary expense for the Legal Department's paralegals and legal assistants; and (c) general operating and overhead expenses, in amount not to ten percent of such budgeted expenses. Such general operating and overhead expenses may include, but are not necessarily limited to, associated with: continuing legal education, professional privilege taxes, membership in professional associations, software licensure fees, IT hardware costs, cell phone service, and office supplies.

The City will include a reasonable estimate of such expenses to MCS as part of the annual budgeting process and invoice MCS at the end of each fiscal year for payment.

6. Indemnification. In accordance with City, the City Charter, and other applicable law, the City shall indemnify, hold harmless, and defend Employee against any claim or demand made by a third-party against Employee, including claims of professional malpractice, arising from Employee's employment.

7. Termination of MOU. This MOU shall terminate automatically, without notice to either Party, if the Employee's employment is terminated for any reason.

8. No Third-Party Beneficiaries. No person that is not a Party to this MOU has any rights under this MOU as a third-party beneficiary or otherwise, including the Employee, except with respect to indemnification as set forth in Section 6. This MOU is not to be construed as granting Employee an employment contract of fixed duration with MCS, nor should it be interpreted as making an implied or express contract of employment with MCS or the City.

9. Further Assurances. The Parties agree to execute and deliver such additional instruments, agreements, and documents and perform such further acts as may reasonably be required to carry out the intent and purpose of this MOU.

10. Modification and Waiver. This MOU may only be amended, modified, or supplemented by an agreement in writing signed by each Party. No waiver by any Party of any provision of this MOU shall be effective unless explicitly set forth in writing and signed by the Party waiving it.

**IN WITNESS WHEREOF**, the Parties have executed this Memorandum of Agreement as of the Effective Date above.

City of Murfreesboro

Murfreesboro City Schools

\_\_\_\_\_  
Craig D. Tindall  
City Manager

\_\_\_\_\_  
Bobby N. Duke, III  
Director of Schools

\_\_\_\_\_  
Adam F. Tucker  
City Attorney

## **EXHIBIT A**



**General Description**

The Assistant City Attorney provides legal counsel and representation to the City and/or the Murfreesboro City Schools. The position requires an individual who is a skilled professional capable of exercising independent judgment and who possesses excellent legal research, writing, and oral communication skills. The individual must have high personal and professional ethical standards and have the personal disposition and character necessary to work effectively with individuals from all levels of the organization (including elected and appointed officials), within the legal community, in judicial forums, and with members of the public. The Assistant City Attorney reports to the City Attorney and works under the general supervision of the City Attorney and/or Deputy City Attorney.

**Essential Functions:**

Provides legal representation and advice to the City and Murfreesboro City Schools (collectively, "City"), through their officials, employees, boards, and commissions, privately and at public meetings, on a variety of complex legal topics.

Drafts and reviews ordinances, resolutions, policies, administrative directives, general orders, and forms to ensure compliance with applicable laws, often developing these documents collaboratively with other City employees.

Prepares and reviews contracts and other legal documents in connection with procurements and a wide variety of real estate and other transactions and when requested assists with negotiation of these transactions.

Responds to legal inquiries by City officials and staff often requiring legal and factual research and preparation of written opinions. Researches and analyzes complex legal issues and prepares legal advice relative to a broad variety of areas of the law including municipal law, employment, regulatory compliance, constitutional, public safety, real estate, zoning, land use, contract, collections, tax, bankruptcy, tort, education, and workers' compensation.

Performs one or more of the following, as assigned by the City Attorney:

Represents the City in federal, state, and City courts, handling all aspects of litigation brought by or against the City, including pleadings, discovery, motions, trial, and appeal.

Represents the City in federal, state, and local administrative hearings.

Handles real estate transactions, including the preparation of contracts, leases, easements, deeds, trust deeds, instruments of title, liens, releases, and other documents; conducting title examinations; coordinating the services of surveyors, appraisers, and engineers; and negotiating the terms of transactions with property owners, tenants, and attorneys.

Provides legal counsel to the Murfreesboro City Schools.

**Additional Duties:**

Supervises the work of Legal Assistants

Coordinates or supervises the work of outside counsel

May be required to perform the duties and handle the responsibilities of City Attorney in City Attorney's absence

Performs other work as assigned.

City of Murfreesboro, TN  
Class Title: Assistant City Attorney



Status: Exempt  
Class Code: A015

Non-Safety Sensitive  
Revised: 03/25/2022

**Physical Demands:**

Performs sedentary work that involves walking or standing some of the time and involves exerting up to ten (10) pounds of force on a regular and recurring basis or sustained keyboard operations.

**Minimum Education and Experience Requirements:**

Requires a Doctor of Jurisprudence degree and at least six (6) years of experience handling civil legal matters. Experience representing governmental or corporate entities preferred.

**Special Certifications and Licenses:**

Must be licensed to practice law in Tennessee or be eligible for admission to practice in Tennessee within six (6) months of employment.

**Special Certifications and Licenses:**

Must have a valid driver's license.

The City of Murfreesboro is an Equal Opportunity Employer.

## **Job Description Addendum for Assistant City Attorney – City Schools**

The Assistant City Attorney – City Schools provides legal counsel and representation to the Murfreesboro City Schools through the Murfreesboro City School Board and the Director of Schools and other school employees. The Assistant City Attorney – City Schools provides legal services under the direction and supervision of the City Attorney but works closely with and receives most assignments from the Director of Schools.

Candidates for the Assistant City Attorney must have at least six (6) years of experience as an attorney handling civil matters, including at least three (3) years of experience in education/school law.

The Assistant City Attorney – City Schools has the following specific job duties and responsibilities (in addition to those set forth in the Assistant City Attorney job description):

- Remains current on a broad variety of laws and regulations affecting the school system, including education, special education, employment, constitutional, contracts, general liability, and child custody.
- Represents the Murfreesboro City Schools in federal, state, and local administrative hearings on matters ranging from personnel and student discipline, unemployment, special education, civil rights, and truancy.
- Conducts or provides legal counsel in connection with investigations of complaints filed against school employees, as directed by the City Attorney and Director of Schools.
- Provides training to staff on legal matters as needed.
- Attends all regular meetings of the Murfreesboro City Schools Board of Education, unless excused by the City Attorney.

To: Board of Education

RE: Surety Bond for Finance Director

Board Meeting Date: June 13, 2023

This is the renewal of the statutory bond for the MCS Finance Director for a one-year term beginning March 1, 2023, through February 28, 2024.

State law requires the Treasurer or fiscal agent of a Local Education Agency (LEA), other than a County LEA, to execute a statutory bond. This bond protects the School District from loss of funds.

The amount of the bond, \$2,482.00, is a calculation formula based on budgeted Revenues.

We recommend approval of the 2023-2024 Surety Bond.



SURETY'S BOND NO. B6861990

STATE OF TENNESSEE  
Murfreesboro City Schools SCHOOL DISTRICT  
OFFICIAL STATUTORY BOND  
TREASURER OR FISCAL AGENT FOR  
LOCAL EDUCATION AGENCY  
OFFICE OF \_\_\_\_\_

KNOW ALL MEN BY THESE PRESENTS:

That Kimberly Williams of Murfreesboro City Schools (Special/City School District), of \_\_\_\_\_ Tennessee, as Principal, and The Cincinnati Insurance Company as Surety, are held and firmly bound unto **THE STATE OF TENNESSEE** in the full amount of Three Million Twenty-Two Thousand Seven Hundred Dollars (\$ 3,022,700.00) lawful money of the United States of America for the full and prompt payment whereof we bind ourselves, our representatives, successors and assigns, each jointly and severally, firmly and unequivocally by these presents.

WHEREAS, The said Principal was duly appointed to the office of \_\_\_\_\_ of and for Murfreesboro City Schools School District for the 1 year term beginning on the 1st day of March, 2023 and ending on the 28th day of February, 2024, and in such capacity is required to give this bond under T. C. A. § 49-3-315(b).

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH:

- That if the said Kimberly Williams, Principal, shall:
1. Faithfully perform the duties of the office of \_\_\_\_\_ of Murfreesboro City School District during such person's term of office or continuance therein; and,
  2. Pay over to the persons authorized by law to receive them, all moneys, properties, or things of value that may come into such Principal's hands during such Principal's term of office or continuance therein without fraud or delay, and shall faithfully and safely keep all records required in such Principal's official capacity, and at the expiration of the term, or in case of resignation or removal from office, shall turn over to the successor all records and property which have come into such Principal's hands, then this obligation shall be null and void; otherwise to remain in full force and effect.

WITNESS our hands and seals this 26th day of January, 2023.

WITNESS - ATTEST:

PRINCIPAL:

COUNTERSIGNED BY:

[Signature]  
Tennessee Resident Agent



SURETY: The Cincinnati Insurance Company

by: [Signature]  
James W Miley

(Attach evidence of authority to execute bond)

ACKNOWLEDGEMENT OF PRINCIPAL

STATE OF TENNESSEE  
COUNTY OF \_\_\_\_\_

Before me, a Notary Public, of the State and County aforesaid, personally appeared Kimberly Williams to me known (or proved to me on the basis of satisfactory evidence) to be the individual described in the foregoing bond as Principal, and who, upon oath, acknowledged that such individual executed the foregoing bond as such individual's free act and deed.

Witness my hand and seal this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

My Commission Expires:

\_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Notary Public

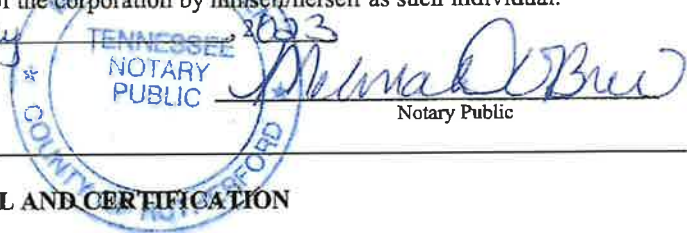
(over)

ACKNOWLEDGEMENT OF SURETY

STATE OF TN  
COUNTY OF Rutherford

Before me, a Notary Public, of the State and County aforesaid, personally appeared James W Miley with whom I am personally acquainted and, who, upon oath, acknowledged himself/herself to be the individual who executed the foregoing bond on behalf of The Cincinnati Insurance Company, the within named Surety, a corporation duly licensed to do business in the State of Tennessee, and that he/she as such individual being authorized so to do, executed the foregoing bond, by signing the name of the corporation by himself/herself as such individual.

Witness my hand and seal this 4<sup>th</sup> day of May, 2026  
My Commission Expires: May 16, 2026



APPROVAL AND CERTIFICATION

SECTION I. (Applicable to Treasurer and Fiscal Agents of Local Education Agencies)

Bond and Sureties approved by Butch Campbell, Chairman of Murfreesboro City School District, on this 13<sup>th</sup> day of June, 2023.

Signed: Butch Campbell  
Chairman Board of Education

CERTIFICATION:

I, Bobby N. Duke III, Secretary of Murfreesboro City School District, hereby certify that the foregoing bond was approved by the Board of Education, in open session on the 13<sup>th</sup> day of June, 2023 and entered upon the minutes thereof.

Signed: Bobby N. Duke III  
Secretary

SECTION II.

FOR USE BY REGISTER OF DEEDS

SECTION III.

ENDORSEMENT:

Filed with the Office of the County Clerk, County of \_\_\_\_\_, this \_\_\_ day of \_\_\_\_\_, 2\_\_\_\_.

Signed: \_\_\_\_\_  
County Clerk

Form Prescribed by the Comptroller of the Treasury, State of Tennessee  
Form Approved by the Attorney General, State of Tennessee

THE  
**CINCINNATI**  
INSURANCE COMPANY

CONTINUATION CERTIFICATE

Bond Number: B6861990  
Bond Amount: \$ 3,022,700.00  
Bond Description: School Treasurer or Fiscal Agent Bond

Principal:

Kimberly Williams  
1921 Thomas Ct  
Murfreesboro, TN 37127-6992

Obligee:

Murfreesboro City Schools  
2552 S Church St Ste 100  
Murfreesboro, TN 37127-7135

It is expressly understood and agreed that the subject bond and all renewal or continuation certificates attached thereto (including this one) are not cumulative, and that the total liability of THE CINCINNATI INSURANCE COMPANY under the attached bond and all such renewal or continuation certificates shall not exceed the penalty named in the subject bond.

This bond is extended to 02/28/2024

Signed and sealed this 1/26/2023



THE CINCINNATI INSURANCE COMPANY

  
\_\_\_\_\_  
ATTORNEY-IN-FACT James W Miley

Agency: Miller, Loughry & Beach Insurance Services, Inc.  
41001  
214 W College St  
Murfreesboro, TN 37130-3532

BN-1003(3/97)

THE CINCINNATI INSURANCE COMPANY  
THE CINCINNATI CASUALTY COMPANY

Fairfield, Ohio

B6861990

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That THE CINCINNATI INSURANCE COMPANY and THE CINCINNATI CASUALTY COMPANY, corporations organized under the laws of the State of Ohio, and having their principal offices in the City of Fairfield, Ohio (herein collectively called the "Companies"), do hereby constitute and appoint

James W Miley

of **Murfreesboro TN**  
their true and legal Attorney(s)-in-Fact, each in their separate capacity if more than one is named above, to sign, execute, seal and deliver on behalf of the Companies as Surety, any and all bonds, policies, undertakings or other like instruments, as follows:

**Three Million Twenty-Two Thousand Seven Hundred Dollars \$ 3,022,700.00**

This appointment is made under and by authority of the following resolutions adopted by the Boards of Directors of The Cincinnati Insurance Company and The Cincinnati Casualty Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the President or any Senior Vice President be hereby authorized, and empowered to appoint Attorneys-in-Fact of the Company to execute any and all bonds, policies, undertakings, or other like instruments on behalf of the Corporation, and may authorize any officer or any such Attorney-in-Fact to affix the corporate seal; and may with or without cause modify or revoke any such appointment or authority. Any such writings so executed by such Attorneys-in-Fact shall be binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company.

RESOLVED, that the signature of the President or any Senior Vice President and the seal of the Company may be affixed by facsimile on any power of attorney granted, and the signature of the Secretary or Assistant Vice-President and the Seal of the Company may be affixed by facsimile to any certificate of any such power and any such power of certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certified by certificate so executed and sealed shall, with respect to any bond or undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS WHEREOF, the Companies have caused these presents to be sealed with their corporate seals, duly attested by their President or any Senior Vice President this 16th day of March, 2021.



STATE OF OHIO )SS:  
COUNTY OF BUTLER )

THE CINCINNATI INSURANCE COMPANY  
THE CINCINNATI CASUALTY COMPANY

*Stephen A. Ventre*

On this 16th day of March, 2021 before me came the above-named President or Senior Vice President of The Cincinnati Insurance Company and The Cincinnati Casualty Company, to me personally known to be the officer described herein, and acknowledged that the seals affixed to the preceding instrument are the corporate seals of said Companies and the corporate seals and the signature of the officer were duly affixed and subscribed to said instrument by the authority and direction of said corporations.



*Keith Collett*

Keith Collett, Attorney at Law  
Notary Public - State of Ohio

My commission has no expiration date.  
Section 147.03 O.R.C.

I, the undersigned Secretary or Assistant Vice-President of The Cincinnati Insurance Company and The Cincinnati Casualty Company, hereby certify that the above is the Original Power of Attorney issued by said Companies, and do hereby further certify that the said Power of Attorney is still in full force and effect.

Given under my hand and seal of said Companies at Fairfield, Ohio, this **1st** day of **March**, **2023**



*Ed H*

**To: Board of Education**

**RE: Approval of Agreement with Mid-Cumberland Head Start**

**Board Meeting Date: June 13, 2023**

The Instruction Department is seeking Board approval for the partnership agreement between Mid-Cumberland Head Start and Murfreesboro City Schools. This agreement outlines roles and responsibilities of both parties as the district provides Pre-K services for up to 120 Head Start eligible children.

This agreement specifies that the Mid-Cumberland Community Action Agency agrees to pay Murfreesboro City Schools \$925 per Pre-K slot for educational services for Head Start eligible children.

**MID CUMBERLAND COMMUNITY ACTION AGENCY HEAD START  
MURFREESBORO CITY SCHOOLS  
2023-2024**

Murfreesboro City Schools and Mid Cumberland Action Agency Head Start agree to work together to facilitate the transition process for Head Start children as they:

1. Provide program continuity by:
  - a. Sharing program information and requirements.
  - b. Transferring children’s records to the designated public school.
  
2. Maintain ongoing communication and cooperation through:
  - a. Staff visits to the kindergarten classrooms.
  - b. Promotion of kindergarten registration with Head Start families.
  - c. Joint staff development/training opportunities.
  
3. Prepare Head Start children by:
  - a. Visiting the school where children will be attending kindergarten.
  - b. Discussing and role playing new situations children will face upon entering kindergarten.
  
4. Involve Head Start parents in the transition activities by:
  - a. Including parents when visiting schools where their child will attend kindergarten.
  - b. Providing parents with information about the school and kindergarten.
  - c. Involving school staff in transition workshops for Head Start parents.

By focusing attention on the above aspects of the transition process, we will build positive education experiences for young children and their families.

\_\_\_\_\_  
Director, Murfreesboro City Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
MCCAA Head Start Director

\_\_\_\_\_  
Date

Approved to form:

*Adam Tucker*

\_\_\_\_\_  
Adam F. Tucker, City Attorney

**Partnership Agreement Between  
Mid-Cumberland Community Action Agency Head Start Program and  
Murfreesboro City School System**

THIS AGREEMENT is made on \_\_\_\_\_ between Mid-Cumberland Community Action Agency and the Murfreesboro City School System.

In the event of a conflict in the provisions of any attachments hereto and the provisions set forth in this Agreement, the provisions of such attachments shall govern.

The services listed in the Scope of Services and executed by both Murfreesboro City Schools and Mid-Cumberland Community Action Agency. Such services are hereinafter referred to as "Services."

**Murfreesboro City School District agrees to or to provide (for):**

- Participation in ongoing communication & attendance in monthly meetings or as needed with Head Start Site Manager to ensure effectiveness of partnership and implementation of services with the Head Start children and families according to the Head Start Performance Standards (CFR 1304).
- Participation by a decision-making representative on the Head Start School Readiness Advisory Team and annual Self-Assessment meetings.
- Documentation on shared Head Start children selected by the approved criteria to include: School system's child's application, birth certificate, immunization record, proof of income and physical.
- Classrooms and all maintenance and upkeep necessary to ensure safe and handicapped accessible environments appropriate for pre-school age children with appropriate child-size furniture and equipment;
- Equipment and maintenance for playgrounds with appropriate safety barriers and resilient surfaces;
- Maintenance of facilities and playgrounds to meet the Department of Education's equivalent of Day Care Licensing regulations and compliance with all federal, state and local safety, health, fire regulations and the requirements of the Head Start Performance Standards and, upon request, provide verification documents to MCCA;
- Provide developmentally appropriate early childhood education services to be implemented by state certified ECE teachers and Assistant Teachers who meet the minimum requirements of a CDA or equivalent or show

progress towards working on this credential within two years. MCCA staff will provide any training and technical assistance needed to ensure successful completion of CDA to include cost of course work (\$15), application fee (\$425) and triennial renewal fees (\$125).

- Maintain classroom quality at required levels as measured by the Classroom Assessment Scoring System (minimum average score of 6 in Emotional Support, 5 in Classroom Organization, and 3 in Instructional Support).
- Implement a research-based early childhood curriculum that promotes young children's school readiness in the areas of language and cognitive development, early reading and mathematics skills, socio-emotional development, physical development, and approaches to learning; is based on scientifically valid research and has standardized training procedures and curriculum materials to support implementation; is comprehensive and linking to ongoing assessment, with developmental and learning goals and measurable objectives; is focused on improving the learning environment, teaching practices, family involvement, and child outcomes across all areas of development; and is aligned with the Head Start Child Development and Early Learning Framework and TN-ELDS.
- Use research-based, valid and reliable assessment tools in order to support the educational instruction and school readiness of children in the program. Information from these assessment tools should be collected at three different intervals throughout the program year (baseline, mid-point, and end). There should be written documentation of providing individualized education services to children based on information gathered from this assessment.
- Provide breakfast and lunch at no charge to all participating Head Start eligible children in accordance with the CACFP or USDA age appropriate standards for meals and meet the Head Start guidelines for Nutrition services. Ensure oral health practices, including daily tooth brushing, take place daily. MCCA will provide all dental hygiene products for all children enrolled.
- Provide copies of documentation of children's developmental screenings, assessment reports completed at three intervals, two parent teacher conferences and two education home visits completed by teaching staff, classroom attendance rosters for shared Head Start PreK children. Assessment results on all children will be aggregated to measure progress towards school readiness goals as defined by Head Start.
- Provide copies of signed Individual Education Plans (IEP), eligibility forms, meeting notes, education forms, and/or letters of not eligible for Head Start partnership children.
- Strive to provide services for at least 10% of children with disabilities.

- The suspension and/or expulsion of any Head Start child only as a last resort in extraordinary circumstances when there is a determination of serious safety threat that cannot otherwise be reduced or eliminated by the provision of reasonable modifications. Head Start leadership will be included in the decision-making process in any case involving shared children.
- Murfreesboro City Schools employees are required to report any suspicion or instances of child abuse or neglect immediately to the Department of Children's Services.
- Inform MCCA leadership including MCCA Executive Director, Head Start Director, and Associate Head Start Director in writing within 24 hours when any suspicion or instances of child abuse or neglect occurs involving children served through this partnership during the hours of the partnership. Inform MCCA Head Start leadership of abuse/corporal punishment used by teachers/staff who have access to children served through this partnership.
- Provide MCCA leadership with access to video recordings of any incidents involving children served through this partnership. Provide copies of incident report or abuse reporting involving any children served through this partnership.
- A reasonable workspace for six MCCA employees, and use of space for parent trainings/resources.

**Mid-Cumberland Community Action Agency agrees to provide (for):**

- Participation in ongoing communication and attendance at monthly meetings with School Representative to ensure effectiveness of partnership and implementation of services with the Head Start children and families according to the Federal Performance Standards;
- Services for at least 10% of children with disabilities, including those in special education classrooms, to include family partnerships services, mental health, staff development and assistance in classroom and with transitions as necessary.
- Health Screenings, within 45 days of enrollment in the Head Start partnership slot; including:
  1. Dental Screening
  2. Dental Services (including cleaning and fluoride for children who are Head Start eligible)
  3. Height and Weight with BMI
  4. Hearing screen
  5. Vision screen
  6. Blood Pressure
  7. Speech Screening (Joint effort)
  8. Developmental Screening (Brigance)
- Head Start will provide staff to assist with maintaining the Head Start records. Family Service and Health Specialists will be assigned to assist

in meeting these objectives (may share sites).

- Family Partnership Services for the Head Start families, including the following: goal setting, referrals, family partnership home visits, parent training, and leadership opportunities such as serving on the Head Start Policy Council and parent committees (3 full-time social workers / Family Advocates will be assigned to assist with these objectives).
- Staff Development services provided by Staff Development Coach, including the following: classroom observations and feedback, positive behavior support, training and technical assistance to include CDA trainings/webinars.
- Mental health services, including the following: access to a Mental Health Coordinator and Mental Health Consultant, classroom observations, and individualized support for children with challenging behavior.
- Health & Safety services including the following: Health & Safety checklists and screeners.
- Mid-Cumberland will provide Family Service & Health Specialist who will assist with record keeping and documentation of other Head Start Services and provide transportation of Head Start children to and from medical/dental appointments if necessary.

Any MCCA staff working in the school will be under the authority of the school's principal while in the school facility and will follow all rules and guidelines established by principal, as long as said rule(s) and guideline(s) do not conflict with MCCA policy. Any issues that arise will be resolved between the appropriate Murfreesboro City School System central office designated representative and Mid-Cumberland Community Action Agency leadership.

When parent complaints occur MCCA staff will direct the parent to the teacher. If a resolution cannot be reached with the teacher, MCCA staff will then direct parent to the principal. MCCA staff will be informed of steps taken to reach a resolution and may be included to assist in reaching resolution if needed.

The Murfreesboro City School System agrees that MCCA or any of its duly authorized representatives, including Head Start monitors, shall have ready access to the School District staff, classrooms, students, and any books, documents and records that are specific to the partnership in order to perform and monitor the required services provided for in this contract.

The Murfreesboro City School System agrees that MCCA will be provided with or have access to the following personnel documents for any classroom staff in classrooms with Head Start children, which include:

- Employment Application
- Fingerprint/Background Check through the Tennessee Bureau of Investigation or other State and/or Federal Bureau of Investigation, or a signed verification that TBI background clearance has been received and is on file with

Murfreesboro City School District and accessible to federal, state, or local authorities as required

- 3 letters of reference & verification
- Verified work history of previous five years
- Job Description
- Pre-employment orientation
- Standards of conduct (code of Conduct and Confidentiality)
- Professional Growth Plan
- Initial health exam with TB, re-exam documentation (if applicable)
- Initial and Ongoing Training (evidence of at least 15 hours of classroom focused professional development each year)
- Corporal & Child Abuse & Neglect Training
- Proof of education qualifications (copy of transcript and/or teaching license)
- Proof of training on Policies & Procedures
- Evaluations completed annually

Murfreesboro City Schools will inform Mid-Cumberland of teaching staff personnel changes and Mid-Cumberland will inform Murfreesboro City Schools of any changes in agency or program leadership that effects Murfreesboro City Schools.

Mid-Cumberland will ensure all personnel information will be kept in confidential locked files and will be reviewed by federal, state or local authorities as required. The services shall be performed by Murfreesboro City School System and their staff. Mid-Cumberland shall not be required to hire, supervise or pay any additional staff or assistants to perform the education services described in this agreement.

**Rate of Payment for Services**

Monetary reimbursement shall be provided for education services for 120 Head Start eligible children for a minimum of 160 days. Mid-Cumberland Community Action Agency agrees to pay the Murfreesboro City School System at a rate of \$925 per slot, divided into nine monthly payments not to exceed \$12,333 per month for education services for Head Start eligible children as outlined above for a minimum of 160 days. Parties may agree to increase the number of children if eligible children are enrolled and both parties agree. Payments will be made monthly for a nine-month period beginning in September 2023 through May 2024. The total payments may not exceed \$111,000 for the nine-month period, beginning September 2023 and ending May 2024.

Month #	Service Month	Submit Bill By	Month #	Service Month	Submit Bill By
1	Sept Service	10/10/23	6	Feb Service	03/10/24
2	Oct Service	11/10/23	7	March Service	04/10/24
3	Nov Service	12/10/23	8	April Service	05/10/24
4	Dec Service	01/10/24	9	May Service	06/10/24
5	Jan Service	02/10/24			

## **Invoicing**

Murfreesboro City School System will submit a request for payment by the 10<sup>th</sup> of each of the aforementioned nine months, beginning October 10, 2023 through June 10, 2024. With the request, Murfreesboro City School System will submit a copy of the current attendance roster for each eligible child by classroom and a current classroom staff roster (any changes in classroom staff will require aforementioned required personnel documents). Payment vouchers will be issued by the 28<sup>th</sup> day of each month when invoicing is submitted timely, accurately, and completely as previously described. An e-mailed request and associated attendance records will be submitted by the 10<sup>th</sup> of each month to:

accountspayable@midcumberland.org

## **Confidentiality**

Both parties, Murfreesboro City School System and Mid-Cumberland Community Action Agency, acknowledge that during the performance of this contract, they may learn or receive confidential Client information and agree all such information relating to both parties client's will be kept confidential, revealed on a need to know basis to the extent that such information is required by law, by either funding source, staff or associates to enable the performance of the contract obligation. This clause shall not be voided and shall survive the termination of or expiration of agreement.

All educational records created, disclosed or maintained pursuant to the terms of this contract are confidential and shall be created, disclosed and maintained pursuant to the provisions of the Family Educational Right to Privacy Act, also known as FERPA (20 U.S.C. §1232g), it regulations and Board Policy.

## **Training**

Both parties will share training resources and opportunities for all staff across programs.

## **Liability**

- a. Mid-Cumberland Community Action Agency will provide Certificate of Child accident insurance for eligible children enrolled in Head Start.
- b. Murfreesboro City School System will provide Mid-Cumberland Community Action Agency with a certificate of workers compensation coverage for the annual contract audit.

## **Duration**

Either party may cancel this contract with 90 days written notice; otherwise, the contract shall remain in force for a term of the school year, ending May 31, 2024.

## **Severability**

Should any provision of this Agreement be declared to be invalid by any court of competent jurisdiction, such provision shall be severed and shall not affect the validity of the remaining provisions of this Agreement.

**Notices**

(i). Notices to Mid-Cumberland Community Action Agency may be mailed or e-mailed as follows:

Mid-Cumberland Community Action Agency  
ATTN: Jason Stewart, Executive Director  
P.O. Box 1999  
Mt. Juliet, TN 37121  
Phone Number: 615-742-1113 EXT 2010

(ii). Notices to Murfreesboro City School System should be sent to:  
Murfreesboro City School System

Address: 2552 South Church St.  
Murfreesboro, TN 37127

Attention title: Trey Duke, Director of Schools

**Entire Agreement**

This Contract sets forth the entire agreement between the parties with respect to the subject matter hereof and shall govern the respective duties and obligations of the parties.

**Force Maieure**

This Agreement shall be inoperative during such period of time that the aforesaid delivery or acceptance may be rendered impossible by reason of fire, Act of God, pandemic, epidemic, or government regulation.

\_\_\_\_\_  
Trey Duke  
Director of Schools, Murfreesboro City Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jason Stewart  
Executive Director, MCCA

\_\_\_\_\_  
Date

Approved to form:

DocuSigned by:  
  
\_\_\_\_\_  
43A203E51E9401  
Adam F. Tucker, City Attorney

**To: Board of Education**

**RE: Approval of Annual Agenda**

**Board Meeting Date: June 13, 2023**

Board policy 1.403 requires the adoption of an annual calendar at the beginning of each fiscal year. The attached agenda is being presented for approval and will begin with the July 25, 2023 board meeting.



**ANNUAL AGENDA**  
2023-2024  
MURFREESBORO CITY SCHOOLS BOARD OF EDUCATION

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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~~) **will do a report in June**
- Personnel Update
- Monthly Revenue/Expenditure Report
- Spotlight on Education
- BEST of MCS-Recognition of Employees and Students
- Director's Update

---

The following items appear on your agenda **as needed**:

- Board Self-Assessment (to be done in March of the Board of Distinction status renewal year-every even year, due again August 2024)
- Residential Development/Zoning
- Budget Adjustments/Amendments
- Construction Update
- Five-Year Plan for New Construction, Zoning, and Related Issues Update
- Sick Leave Bank Appointments
- ~~Recommendation for Tenure~~ **listed in October**
- Bids/contracts
- Approval of Special Question Committee for Collaborative Conferencing

---

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

## **JULY (~~TBD~~)**

- ❖ Recommendations
  - Approval of Policy Adjustments Addressing New Laws
- ❖ Reports
  - School Opening Update
  - Differentiated Pay Plan Updates (moved from June)

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## **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 no later than August 2024 for our board
  - Approval of Family Resource Center Advisory Board
  - Approval of Director's Evaluation Document for the New School Year-presented by Director
  - Review and approval of changes to expense allowances and reimbursement guidelines per policy 2.804
- ❖ Reports
  - Enrollment Update
  - Report District Improvement Plan Goals
  - Summer Feeding Report
  - Recognition of New Teachers
  - Recognition of SRO's
  - Review of District Organizational Chart
  - New Teacher Orientation (moved from July)

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## **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)~~ This was removed by PC 725 in 2018
  - Approve Contract with Fiscal Auditor (when needed)
  - Approval of school-based accounts payable carried over from previous school year
  - Sick Leave Bank/Recommendation for Trustees (if needed)
  - Approval of Board Committee Assignments (2<sup>nd</sup> meeting-after election of Chair/Vice Chair)
- ❖ Reports
- Director’s State of the Schools Report
- 

## OCTOBER

- ❖ Recommendations
- Approval of Textbook Adoption Committee Members
  - Report of School System/School Compliance (LEA Compliance Report)—Tennessee Statutes/Rules, Regulations, and Minimum Standards
  - Tenured Teachers
- ❖ Reports
- Discussion of Rezoning Options (as needed)
  - Announce Upcoming TSBA Leadership Conference and Convention
  - Results of Board Self-Assessment
- 

## NOVEMBER

- ❖ 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
  - Discussion of Internet Safety Measures as per Board Policy 4.406
- 

## DECEMBER (TBD)

- ❖ Recommendations

- Recommendation of Zoning Appeal Special Committee by Director
- Recommendation of Charter School Review Team by Director

❖ Reports

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## JANUARY

❖ Recommendations

- Board Finalizes Charter School Review Team and Appoints Chair-Board Policy 1.901

❖ 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 (2<sup>nd</sup> Reading)
- ~~Approval of Application to United Way (every 3 years)~~ no longer applicable
- 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 if needed)
    - Approval of Audit Firm Extension
    - Approval of Report of Local Adoption of Textbooks
    - **Approval of the Disciplinary Hearing Authority (Board Policy 6.317)**
  
  - ❖ Reports
    - Announce Date and Time of Retirement Celebration
    - Budget Discussion (or special meeting)
    - Announce May Teacher Appreciation Day/Week
- 

## MAY

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

## JUNE

- ❖ Recommendations
  - Approval of Surety Bond for Finance Director
  - Approval of Agreement with Mid-Cumberland Head Start
  - Approval of Board Annual Agenda for Upcoming Year (or in July)
  - Director's Evaluation Results (tallied by Board Attorney)
  - Director's Contract Extension (as needed)
  - Bullying Report
  - Approval of Board attendance at conventions and other educational meetings per Board Policy 2.804
  
- ❖ Reports
  - Tentative Assignment Lists

**To: Board of Education**

**RE: Pre-approval of TSBA Board Workshops**

**Board Meeting Date: June 13, 2023**

Board Policy 2.804 states the following regarding Board member attendance at conventions and other educational meetings or travel for other school purposes.

“Attendance at conventions and other educational meetings or travel for other school purposes shall be authorized in advance by the Board.”

In compliance with that policy, we are requesting pre-approval for the following upcoming TSBA conferences and meetings for the 2023-2024 school year:

- TSBA Summer Law-July 21-22, 2023
- TSBA Leadership Conference and Annual Convention-November 16-19, 2023
- TSBA Fall District Meeting-September 25, 2023
- Other TSBA conducted meetings, workshops, and seminars held throughout the year to inform board members and administrators about key issues and topics affecting public education.

Attendance and travel to other conventions or educational meetings not specified in this approval can still be done as the need arises throughout the year.

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2022 Through May 31, 2023**

<b>TOTAL INCOME</b>	<b>7/1/22 - 5/31/23</b>	<b>\$</b>	<b>85,139,886</b>
<b>TOTAL EXPENSES</b>	<b>7/1/22 - 5/31/23</b>		<b><u>79,689,290</u></b>
	<b>NET INCOME</b>	<b>5/31/23</b>	<b><u><u>\$ 5,450,595</u></u></b>

**YEAR-TO-DATE REVENUE COMPARISON**

MAY 2023

PAGE 1

	BUDGET CLASS.	2021-22 BUDGET	2021-22 YTD REV.	2021-22 OVR/(UNDR) BUDGET	2021-22 %	2022-23 BUDGET	2022-23 YTD REV.	2022-23 OVR/(UNDR) BUDGET	2022-23 %
1	40110-Current Prop. Tax	15,700,000	15,987,306	287,306	101.8%	15,000,000	15,049,137	49,137	100.3%
2	40210-Local Option Sales Tax	13,021,844	12,040,567	(981,277)	92.5%	14,300,000	11,545,976	(2,754,024)	80.7%
3	40000-41110-Other County Rev	1,705,000	1,427,245	(277,755)	83.7%	1,761,800	1,482,007	(279,793)	84.1%
4	43300-44000-Other Local Revenue	1,792,500	508,363	(1,284,137)	28.4%	950,926	757,443	(193,483)	79.7%
5	46310-Health Department Programs	-	-	-	N/A	142,600	-	(142,600)	0.0%
6	46511-Basic Educ. Program	48,115,000	43,356,600	(4,758,400)	90.1%	52,851,000	47,705,400	(5,145,600)	90.3%
7	46515-Early Childhood Ed.	1,063,812	871,447	(192,365)	81.9%	1,063,812	859,564	(204,248)	80.8%
8	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
9	46590-Other State Education	1,689,401	358,442	(1,330,959)	21.2%	1,521,737	-	(1,521,737)	N/A
10	46610-Career Ladder Program	82,000	85,903	3,903	104.8%	82,000	69,564	(12,436)	84.8%
11	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
12	46591-Coordinated School Health	100,000	92,772	(7,228)	92.8%	100,000	94,906	(5,094)	94.9%
13	46595-Family Resource	29,600	26,836	(2,764)	90.7%	29,600	27,144	(2,456)	91.7%
14	46800-46990-Other State Revenue	227,419	89,917	(137,502)	39.5%	302,513	91,151	(211,362)	30.1%
15	47000- Federal Funds	1,007,488	225,323	(782,165)	22.4%	507,508	18,336	(489,172)	3.6%
16	49100-49800 Bond & City Transfers	477,720	18,506	(459,215)	3.9%	464,413	-	(464,413)	0.0%
17	49810-Approp./City Gen. Fund	7,885,103	7,228,011	(657,092)	91.7%	7,885,103	7,228,011	(657,092)	91.7%
18	49820-Operating Transfers	863,138	-	(863,138)	0.0%	500,000	211,246	(288,754)	42.2%
	<b>TOTALS</b>	<b>\$ 93,760,025</b>	<b>\$82,317,237</b>	<b>\$ (11,442,788)</b>	<b>87.8%</b>	<b>\$97,463,012.00</b>	<b>\$ 85,139,886</b>	<b>\$ (12,323,126)</b>	<b>87.4%</b>

YEAR-TO-DATE EXPENDITURE COMPARISON

MAY 2023

PAGE 1

	BUDGET CLASS.	2021-22 BUDGET	2021-22 YTD EXP.	2021-22 OVR/(UNDR) BUDGET	2021-22 %	2022-23 BUDGET	2022-23 YTD EXP.	2022-23 OVR/(UNDR) BUDGET	2022-23 %
1	71100-Reg. Instruction	53,405,843	41,965,042	(11,440,801)	78.6%	54,131,308	\$ 43,119,067	(11,012,241)	79.7%
2	71200-Sp. Ed. Instruction	10,493,199	8,435,818	(2,057,381)	80.4%	11,069,380	8,972,682	(2,096,698)	81.1%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	101,955	91,255	(10,700)	89.5%	182,175	141,539	(40,636)	77.7%
5	72120-Health Services	350,470	164,383	(186,087)	46.9%	618,920	349,395	(269,525)	56.5%
6	72130-Guidance	2,664,745	2,132,815	(531,930)	80.0%	3,310,196	2,538,148	(772,048)	76.7%
7	72210-Reg. Instr. Support	2,337,484	1,851,128	(486,356)	79.2%	2,391,127	1,893,296	(497,831)	79.2%
8	72220-Sp. Ed. Support	1,763,075	1,426,550	(336,525)	80.9%	1,826,392	1,453,499	(372,893)	79.6%
9	72250-Technology	2,092,276	1,760,349	(331,927)	84.1%	2,464,180	1,969,311	(494,869)	79.9%
10	72310-Bd. Of Education	1,739,801	1,183,017	(556,784)	68.0%	1,751,350	1,550,006	(201,344)	88.5%
11	72320-Office of Supt.	433,002	337,107	(95,895)	77.9%	423,750	336,382	(87,368)	79.4%
12	72410-Office of Principal	4,987,241	4,336,916	(650,325)	87.0%	5,217,780	4,360,898	(856,882)	83.6%
13	72510-Fiscal Services	556,510	497,115	(59,395)	89.3%	754,345	660,391	(93,954)	87.5%
14	72520-Personnel Services	497,494	425,918	(71,576)	85.6%	505,320	406,747	(98,573)	80.5%
15	72610-Oper. Of Plant	6,534,981	5,314,135	(1,220,846)	81.3%	6,691,130	5,064,171	(1,626,959)	75.7%
16	72620-Maint. Of Plant	2,938,194	1,773,985	(1,164,209)	60.4%	3,092,033	2,186,068	(905,965)	70.7%
17	72710-Pupil Transp.	4,087,128	2,993,579	(1,093,549)	73.2%	4,092,271	3,187,116	(905,155)	77.9%
18	73300-Community Service	587,955	403,771	(184,184)	68.7%	444,655	353,405	(91,250)	79.5%
19	73400-Early Childhood Educ.	1,240,007	951,203	(288,804)	76.7%	1,166,640	834,613	(332,027)	71.5%
20	76100-Reg. Cap. Outlay	130,000	85,817	(44,184)	66.0%	130,000	59,402	(70,598)	45.7%
21	82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22	99100-Operating Transfers	350,900	327,251	(23,649)	93.3%	776,800	253,154	(523,646)	32.6%
	<b>TOTALS</b>	<b>97,292,260</b>	<b>76,457,155</b>	<b>\$ (20,835,105)</b>	<b>78.6%</b>	<b>101,039,752</b>	<b>79,689,290</b>	<b>\$ (21,350,462)</b>	<b>78.9%</b>

**To: Board of Education**

**RE: Tentative Assignment List 2023-2024**

**Board Meeting Date: June 13, 2023**

Board policy 5.115 requires that the Board be notified of all transfers.

The attached spreadsheets outline the tentative placement of school-based staff for the 2023-2024 school year as of Tuesday, June 6, 2023. The monthly personnel reports will outline additional employment actions.



School Name: **Bradley Academy**  
 Anticipated Enrollment 2023-2024:

vacancy

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
0	2	0	0	3	3	3	3	3	3	2
	Cassie Holt			Maeson Anderson	Haley Kyle	Kristin McCollins	Shannon Linell	Allison Nivison (ELA)	Tkaira Davis (ELA/SS)	Savannah Sugg (ELA/SS)
	April Senkow			Michelle Slusher	Rachel Carter	Bethany True	Ginger Hazelbaker	Macy Greeson (Sci/SS)	Billie Jo Thompson (Sci)	Stephanie Robinson (Math/Sci)
				Ginny Urban	Elle Evans		Macari Harrison	Kayla Allison (Math)	Taylor Witsaman (Math)	

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
<b>BR SPECIFIC</b>	Drama Teacher	Kristen McMullin
26 or less	Media Specialist	Dana Stern
	Art Teacher	Julia Campbell Bennett
	Music Teacher	Abigail Miller
	P.E. Teacher	Kobe Timberlake
27-33	Additional P.E.	
34-40	Additional Special Areas Teacher	
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
1.4	1.4 (.4 TITLE)	1	3	1	2 (1 TITLE)
Tracy Adams	Stephanie Turner	Trisha Harris	Jessica Peterson	Brooke Sherrell	Kimberly West
Natalin Hammond	Susan Watson (math) (.4)		Madison Kane		Mary Beth Young

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) 1 per school / 2 @ 800	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
2 (1 per class avg)	0	as needed	1	0	0	4	0	0.33	1
Fifi Dadson			Tiffanie Rudgley			Lei Bautista			Jennifer Lavoie
Mercedes Broiles						Keenan Billups			
						Florence Smith			
						Theresa Stripling			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
1 per school	1 per school	1 per school	0
Dawn Hudson	Desiree Keith	Michelle Austin	

Title 1 Funded	Over Staffed Positions
Susan Watson - Math Coach .4% FTE	
Mary Beth Young- Intervention and Title 1 Liaison	

School Name: **Cason Lane Academy**  
 Anticipated Enrollment 2023-2024:

vacancy

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
4	2	0	0	7	7	6	6	5	5	3
Karen Mayfield	Kristy Timberlake			Angela Bingham	Hannah Head	Nick Carozza	Megan Rose	Leah Goolsby	Laura Caylor	Jamie Manshum (math)
Shelby Melton	Denise Perkins			Laura Gavin	Keeley Sutton	Emily Petty	Shae Miga	Gretta Mcrec	Jaqueline Keller	Christine Barnes
Alex Piper				Nichole Taylor	Kim Stewart	Denise Crumbaugh	Evan Hill	Ty Wallace	Leatha Fielder	Teresa Rotella
Helen Belcher				Trisha Lunte	Tessa Person	Betsy Lynch	Danielle Gregory	Candice Urias	Erin Adair	
				Rebecca Manning	Lindsey Honea	Angela Pitts	Carrie Smith		Debbie Goodridge	
				Nedra Long	Karen Yonge		Jenny Williams			
				Christina Blane	Malia Rankins					

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Latasha McFarland
	Art Teacher	George Popovich
	Music Teacher	Carolene Goff
	P.E. Teacher	Terry Davidson
27-33	Additional P.E.	Hillary Nunley
34-40	Additional Special Areas Teacher	Mareen Pfeiffer-Hoens
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
1.8	1	1.5	3.5	1	2 (1 TITLE)
Nicolette Sanders		Mallory Clark	Jessica Wing	Natonya Bragg	Taba Karna
Amber Herrick		Natalie Pointer	Zena Mohsen		Michelle Follis
			Petrina Smith		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) 1 per school / 2 @ 800	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
3 (1 per class avg)	9 (2 per class avg)	as needed	1	0 (2 per class)	0	8	0	0.33	2
Latonia Head	Tara Tedder		Susan Brandon			Laura Brown		Lauren Shingledecker	Hannah Hoffman
Meghan Rayborn	Chelsea Presley					Sheba Cantrell			Laura Merk
	Makeva Johnson					Katrina Caldwell			
	Kelsee Phelps					Deanna Mazur			
	Maysoun Kayed					Julie Seymour			
	Reid Halliburton					Susan James			
	Jessica Stacey					Linnie Fayissa			
	Crystal Weinrach								

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs	Behavior EA
1 per school	1 per school	1 per school	0	1
Ashley Goodin	Beth Velandra	Shelby Goins		Anna Johnson

Title 1 Funded	Over Staffed Positions

**School Name: Cason Lane Pre-K Building**

VPK Teachers	IPK Teachers
<b>5</b>	<b>3</b>
Patti McCloy	Maureen Kesselring
Meredith Warrington	Anna Beth Phillips
Natashia Harris	Lydia Alexander
Jessica Wright	
Ellen Summers	

VPK EA	IPK EA
<b>5</b>	<b>6 (2 per class)</b>
Yeni Ghozali	Cindy Jester
Amber Corrigan	Rochelle Dilorenzo
Ginelis Domenech	Amanda Martin
Elizabeth Garren	Tonya Barnard
Nicole Smith	Miami Hazeem
	Angela Zewicky

Office EA
<b>1</b>
Tiffany Litvjak



School Name: **Erma Siegel Elementary**

Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>3 (+1 Deaf Ed)</b>	<b>2</b>		<b>2</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>0</b>
Brittany Jackson	Marty Page		Emily Quinones	Erin Sweeney	Rebecca Green	Rachel Pepper	Clint Staggs	Melanie Brogli	Brandy Cheatham	
Lauren Anderson	Carrissa Crismon		Kasey Williamson	Jennifer Wells	Jennifer Marlatt	Morgan Drummond	Andrea Bell	Lynne Frantz	Buffy Davenport	
opening				Anna Pearcy	Ashley McCarver	Joseph Baughman	Crystal Landis	Morgan Burgess	Katie Harris	
Jill Taylor				Kim Taylor	Devontae Kelley	Patric Thomas	Sandra Clemmons	Corrie Feralin	Stephanie Fontaine	
				Rachel Haynes	Kelley Wilson	Allee Staggs	Amanda Masters	Jennifer George	Michelle Paty	
				Tracy Bates	Dan Honeyman	Krista Murphree	Raeshon Torres	Nicole Jones	Angela Pope	
					Terrilyn Noblin	Darlene Thomas	Olivia Boylan			

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Rainbow Saupe
	Art Teacher	Jessica Galligani
	Music Teacher	Mark Hale
	P.E. Teacher	Lance Pearcy
27-33	Additional P.E.	Meg Reed
34-40	Additional Special Areas Teacher	Rachel Friedman
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>1.6</b>	<b>1</b>	<b>1.5</b>	<b>1.5</b>	<b>1</b>	<b>1</b>
Robin Alston	Emily Clark	Emily Thomas	Brittany Holloway	Ashley Archer	
Natalin Hammond		Sara Parks			

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
<b>1 (1 per class avg)</b>	<b>6 (2 per class avg)</b>	<b>2 (as needed)</b>	<b>1</b>		<b>4 (2 per class)</b>	<b>0</b>	<b>7</b>	<b>0.66</b>	<b>0.33</b>	<b>2</b>
Diedre Springfield	Amy Cooper	Emily Potts (deaf ed)	Jean Sanders		Stephanie L Jones		Jessica Acree	Shannon Helton	Shannon Helton	Melissa Young
	Shirley Green				Mary Dunkin		Carrie Allen	Shannon Helton		opening
	Kate Todd				Taylor Crutcher		Kristy Fleishman			
	Nikeesha Logan				Angelia Dalton		Debra Johnson			
	Lindsey Petrig						Julie Sulkowski			
	Pam Earls						Gretchen Campbell			
							opening			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
<b>1 per school</b>	<b>1 per school</b>	<b>1 per school</b>	<b>0</b>
Cindy Price	Julie Montalbano	Heather Lawson	

<b>Title 1 Funded</b>	<b>Over Staffed Positions</b>
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School Name: **Hobgood Elementary**  
 Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
2	2	0	0	5	6	5	6	5	4	3
Ashley Love	Angela Wilson			Aubrey Denton	Barbara Arnold	Michelle Barrett	Samantha Baldwin	Ashlee Barnes	Narrissa Franklin	Nichole Bell
Charlotte Cruesoe	Quinn Kordyaka			Nicole Dyke	Andrea Chamblee	Kristin Brown	Alexis Barton	Rebecca Pelton	Quintella Jordan	Kimberly Neal
				Sydney Fabbri	Aerial Davie	Amy Brooks	Avery Land	Kelsey Rone	Anita Morton	Richard Hawkins
				Sue Junker	Alyssa Jones	Olivia Calvo	Bailey Rose	Jayne Stevens	Charlene Dickerson	
				Cheri Purdie	Catherine Lephew	Megan Mayton	Kellyn Sinnard	Brian Truax		
					Martin Ridgley		Traci West			

Anticipated Number of K-6 Classrooms for 2023-2024:		
Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Courtney Mobley
	Art Teacher	Deidra Potter
	Music Teacher	Amy Royer
	P.E. Teacher	Meredith Prater
27-33	Additional P.E.	Genevieve Borendame
34-40	Additional Special Areas Teacher	April Greene
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
1.4	1 (1 Title)	1	4	1	1 (+1 Title)
Tres Holmes	Dameeka McClish	Heather Goulet	Jesus Alvarez Lopez		Kristen Treinen
Kristi Knitter	Susan Watson		Natalie Hayes		Terri Guess
			Dena Kimberly		
			Misty Waddell		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
4 (1 per class avg)	4	1 (as needed)	1		0	0	6	0.33	0.33	2
Marvelyn Kinzer	Felicia Washington	Rickeye Roper	Wendy Lawless				Summer Stewart		Theresa Porter	Riley Clark
Lucy Guerra	Tiara Talley						Valerie Hopper			Alyssa Blady
Melissa Patterson	Ashley Rouch						Kimberly Putnam			
Linda Alsup							Carolyn Jenkins			
							Brook Day			
							Jaylyn White			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs	Behavior EA
1 per school	1 per school	1 per school	1	1
Shavon Thomas	Melissa Shelley	Rebekah Galinat	Mark Burnham	

Title 1 Funded	Over Staffed Positions
Academic Interventionist	
Academic Math Coach	
Educational Assistant	

School Name: **John Pittard Elementary**

Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>3</b>
Lee Davis	Gwen Statz	Linsley Van Parys	Melissa Rising	Amber Robinson	Cayce Sullivan	Deborah Collier	Hannah Brasher	Shirelle Ford-Jackson	Melinda Crook	Victoria Morse
Erin Lebo	Juliana Westray	Julie Caster	Kathy Crume	Erica Calhoun	Melissa Galigani	Debbie Hickerson	Kensley McClung	Jordan Ownby	Bess Turner	Marc Harris
Tammy Neely				Brent Estes	Spring Harris	Amy Martin	Madeline Rodgers	Jenny Beets	Tonya McLane	Francina Jackson
Anna Kobylecki				Amy Reasonover	Lauren Ivey	Kayce Jones	Julia Smith	Kaitlyn Carter	John Lewis	
				Shelby Bramblett	Laura Mann	Emma Poppe	Stephanie Stephens	Jalissa Nevels	Nancy Johnson	
				Sarah Parks Branch	Whitney Wilson	Rebekah Tate	Melissa Siler	Morgan Brotan	Kristy Mall	

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	1
	Art Teacher	1
	Music Teacher	1
	P.E. Teacher	1
27-33	Additional P.E.	1
34-40	Additional Special Areas Teacher	1 STEAMUSIC
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>1.6</b>	<b>1</b>	<b>1.5</b>	<b>3</b>	<b>1</b>	<b>1 (+ 1 TITLE)</b>
Kalil Roller	Sarah Easterly	Natalie Pointer	Moussa Saleh	Suzanne Bugg	Noelle Bleeker
Brandy McKee		?	Alma Salazar		Melissa Scates
			Whitney Dixon		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
<b>2 (1 per class avg) + .33 SPED MDA</b>	<b>8 (2 per class avg)</b>	<b>1 (as needed)</b>	<b>1</b>		<b>4 (2 per class)</b>	<b>2 (1 per class)</b>	<b>7</b>	<b>0</b>	<b>0.33</b>	<b>2</b>
Cheryle Savage	Kayla Thomason	Michelle Black	Amy Harrison		Tammy McElroy	Jane Kolendriski	Lisa Thomas		Tiffany Foster	Sheri Gonzalez
Bobbijo Anslee	Deshawn Covington				Cheryl Pitman	Justine Bain	Marsha Robb			Evelyn Howse
MDA	Duena Parker				Carey Haag		David Ownby			
	Kimberly Marrero				Austen Fugate		Kim Hamilton			
	Kendra Burney						Robyn Jernigan			
	Ryan Green						Faye (Phelma) Brown			
	Mary Springer						Kaye Varns			
	Elana Sroka									

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
<b>1 per school</b>	<b>1 per school</b>	<b>1 per school</b>	<b>2</b>
Lisa Gossage	Casey Beasley	Vicky Young	Nariman Ismail
			Jwan Mustafa

Title 1 Funded	Over Staffed Positions
Nariman Ismail	
Melissa Scates	

School Name: **Mitchell Neilson School**  
 Anticipated Enrollment 2023-2024:

PRIMARY

ELEMENTARY

**TEACHERS**

BEST CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>4</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>2</b>
Kirtsie Hayes	Ruth Gonzalez-Hill	Amy Adcock	Jessica Hixson	Khylee Harshman	Keira Logan	Kelly Babb	Sydney Rawls (Dewberry)	Ashley Walker	Mary Kathryn Martin	Olivia Amos-Wordlaw
Jerri Walker	Katelyn Peters	Jan Gillum	Gina LaCivita	Jennifer McDonald	Renessa Turner	Aubrey McDade	Heather Curry	Elizabeth Truesdell	Travis Hutchinson	Leslie Thomas
	Lara Clementi			Shareen Staples	Kim Thomas	Jennifer Harris	Regan Smith	Kaitlyn Ashby	Correy Brown	
				Casey Sims	Kathy Tennant	Hailey Brotherton	Amy Oliver	Susannah O'Brien (Brown)		
				Derek Fuqua	Ashlee Nebel					
					Jenae Todd					

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6 Classrooms	Positions	Name
26 or less	Media Specialist	Kim Margetjak
	Art Teacher	Amanda Siter
	Music Teacher	Jessica Scruggs
	P.E. Teacher	Lynn Tate
27-33	Additional P.E.	Edward Sally
34-40	Additional Special Areas Teacher	Golden/Band
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>1.8</b>	<b>1 (+ 1 TITLE)</b>	<b>1</b>	<b>2.5</b>	<b>1</b>	<b>1 (+ 1 TITLE)</b>
Gina Keene Nancy Herbek	Sarah Johnson	Rachel Tompkins	Carey Horton Christy Moore	Ashlee Watts	Kendra Eller Tammie Key

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA	TNALL Corps Tier 1 Tutoring EAs
<b>3 (1 per class avg)</b>	<b>8 (2 per class avg)</b>	<b>2 (as needed)</b>	<b>1</b>		<b>4 (2 per class)</b>	<b>2 (1 per class)</b>	<b>5</b>	<b>1.34 (4 MDAs)</b>	<b>1.33</b>	<b>2</b>
DeeQuessia Locke	Crystal McClintock	Heather Lloyd				Kyle Tuck	Jennifer Lloyd	Sue Hooter	Marsha Chapman	Beth Burton
Connie McAdoo	Emma Forde	Lydia Tomeny			Rachel Smith	Patricia Smith	Pam Hale	Alanna Johnson	Sarah Davis (.33)	Ethan Scott
Debbie Pulido	Leonetta Johnson				BJ Robertson		Renarda Singleton	Sarah Davis (.33)		
	Anthony McAdoo				Valentina Robinson		Andrew McDavid	Sarah Davis (.33)		
	Kavious Liggins						Caitlin Smith			
	Willie Davis									
	Sabrina Newman									
	Asia Farag									

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs	Behavior EA
<b>1 per school</b>	<b>1 per school</b>	<b>2 (1 per school)</b>	<b>1</b>	<b>1</b>
Tracy Faulk	Sherry Givens	Emily Sutherland		Cheryl Smith
		Summer Bowman		

Title 1 Funded	Over Staffed Positions
Tammy Kee	

School Name: **Northfield Elementary**  
 Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>1</b>
Aleshia Williams	Jennifer Leathers	Kathy Urbina	Jernika Frazier	Pamela Truitt	Melissa Lubash	Deming Wehby	Rosalind Demonbreun	Zahria Buchanon	Marisa Maralescu	Kelly Bush
Barbie Donnell	Tracie Gossen		Jillian Kenamer	Emily Weber	Tanja Chabries	Kara Nelms	Laurie Strickland	Donna Karrh	Jared Shelton	
Sara Irwin	Nichelle Shelton			Emily Brown	Chalonda Parker	Alycia Munpanthavong	Ryan Palombo	Emily Butler	Katherine Hooks	
Brenda Taylor				Amanda Fishpaw	April Bloodworth	Neill Simpson	Alicia Giannini	Sara Warner		
				Staci Young	Neely McPherson	Bryanna Lyons	Caitlin Anderson	Deja Moffett		
					Rebecca Young	Lauren Myer				

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Janet Paschal
	Art Teacher	Rachel Davenport
	Music Teacher	Melanie Noe
	P.E. Teacher	Lauren Beard
27-33	Additional P.E.	Orion Smith
34-40	Additional Special Areas Teacher	JoLyn McWhorter
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>1.4</b>	<b>1</b>	<b>1.5</b>	<b>2</b>	<b>1</b>	<b>1 (+1 TITLE)</b>
Heather Eskridge	Ashley Whitaker	Kelly Ruth	Basma Hassan	Lori Ross	Mary Orcutt
Brandy Givens			Luke Dickerson		Tammy Case (Title)

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
<b>2 (1 per class avg) +.33 SPED MDA</b>	<b>8 (2 per class avg)</b>	<b>5 (as needed)</b>	<b>1</b>		<b>4 (2 per class)</b>	<b>1 (1 per class)</b>	<b>6</b>	<b>0.33</b>	<b>0.33</b>	<b>2</b>
Tiffany Menighan	Mica Meyer	Deborah Kimmell	Christy Kennedy		Kellessa Carruthers	Julie Glinn	Taylor Stewart		Bonnie Brewer	Elizabeth Boham
Clarissa Hand	Dawn Pierson	Nawal Abulaban			Glenda Smith		Sherri Bunt			Beth Burton
MDA	Melissa LaForce	Claire Pickel			Gracen Northern		Juqeta Harris			
	Mirnadayana Cordoba	Susan Baker			Kanise Winton-Young		Jennifer Wallace			
	Amanda K. Brown						Althea Downs			
	Misty Turner						LaPraise Watkins-Swader			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
<b>1 per school</b>	<b>1 per school</b>	<b>1 per school</b>	<b>0</b>
Angela Case	Melanie Schulte	Tracie Talmadge	

Title 1 Funded	Over Staffed Positions

School Name: **Overall Creek Elementary**

Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>2</b>
VACANT	Amanda Turnbo			Catrynia Gannon	Ty Batts	Brittany Souter	Lauren Moore	Anna McDonald	Alison Norton	Erin Nunley
	Paula Kyne			Amanda Brown	Rachel Holt	Jennifer Defere	Melissa Horn	Whitley Troutman	Tamara Cosby	Christy Moore
	Miranda Good			Sara Brown	Heather Perkins	Hollie Berry	Emma Arnette	Hannah Hill	Danya Pace	
				Buffy Brasier	Elizabeth Owens	Hannah Blanks	Madison Sharp	Alexandria Thornton	Kelly Hodges	
				Bippy Tidwell	Kasey Landreth	Emily Edmundson	Olivia Tabor	Bobbie Gillespie	Jillian Fuller	
				Amber Earls	Taylor (Sams) Ball	Kara Bergeron	Alison Harris	Leslie Frye	Mallory Eaton	
				Jennifer Simpkins	Anita Spann	Kyndal (Dossett) Noe	Anslee Strevell	Kasey Taylor	Kaitlyn Solnok	
						Caleb Jones	Emily Sharp	HOLDING DUE TO #s	Abbey (Sanders) Brown	

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Christy Honey
	Art Teacher	Rita Myers
	Music Teacher	Erica Shreeve
	P.E. Teacher	Dan Hoyt
27-33	Additional P.E.	Theresa Witsman
34-40	Additional Special Areas Teacher	Cathrine Gordon
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	Christopher Penrose
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>2</b>	<b>1</b>	<b>1</b>	<b>2.5</b>	<b>1</b>	<b>1</b>
Stephanie Van Winkle	Cherry Ross	Christine Dillihay	Laura Leigh Foster	Jennifer Darling	Rebecca Sublett
Marian Evilsizer			Linell Linell		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
<b>3 (1 per class avg)</b>	<b>3 (2 per class avg)</b>	<b>as needed</b>	<b>2</b>		<b>0</b>	<b>0</b>	<b>9</b>	<b>0.33</b>	<b>0.33</b>	<b>2</b>
Ashley Williams	Dana Pangle		Erin Jones				Mallory Riley	VACANT	Sara Wilkes	Kristi Merritt
Darlene Poppele	Amy Poppele		Tracy Ortega				Laurel Sanders			Stacey Gillum
Audrey Hoyt	Sabrina Kilgore						Mary Bailey			
							Jennifer Lowe			
							Jazmyn Caruthers			
							Amanda Fletcher			
							Lynne Billington			
							Melissa Bonner			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
<b>1 per school</b>	<b>1 per school</b>	<b>1 per school</b>	<b>0</b>
Jeannie Creech	Mandy Williams	Claudia Oliver	

Title 1 Funded	Over Staffed Positions

School Name: **Reeves Rogers Elementary**

Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
0	2	0	0	3	3	3	4	4	3	0
	Bre Carpenter Sandra Daniel			Mary Morgan Savanna Pope	Elizabeth Constable Christina Moore Nina Smith	Jennifer Hall Kylee Chamberlain Brianna Kucker	Robyn Trowbridge Kayla Roe Johanna Hamblen Lesley Norris	Jackie Milligan Kathie Brown Christy Argo	Matthew Clarady Jennifer Stanley Breana McClain	

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Melissa Pyburn
	Art Teacher	Shannon Harvey
	Music Teacher	Jennifer Burton
	P.E. Teacher	Susan Heiser
27-33	Additional P.E.	
34-40	Additional Special Areas Teacher	
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	
49 and over	Additional EA for Special Areas	

School Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
1.2	1	0.5	1	1	1 (+ 1 TITLE)
Brittany Davison	Stephanie Stump	Hailee Truelove	Tena Bailey	Amy Lee	Heather Sacharcyck
We only have one this year					Riki Webb

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
2 ( 1 per class avg)	0	as needed	1		0	0	3	0.66	0.33	1
Shahnela Hanif			Angela Blankenship				Christy Wakefield	Brandi Savannah	Vicki Preston	
Antoinette Bryant							Christa Roth			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs	Behavior EA
1 per school	1 per school	1 per school	0	1
Ayanna Baylor Ratliff	Diana Stacey	Jed McElhaneey		

Title 1 Funded	Over Staffed Positions
Riki Webb	

School Name: **Salem Elementary**  
 Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
2	2	0	0	9	8	8	8	8	7	3
Cooper Austin	Natalie Adcock			Beth Wood	Courtney Prigel	Kirstyn Tackett	Rachel Saatzer	Betty Barham	Kayla Stephens	Lucie Abbott
Regina Fisher	Lori Chew			Amy Stevenson	Montina Robinson	Sarah Primm	Alexandria Hernandez	Sydney Robinson	Jessica Fletcher	Miranda Russell
				Emma Foster	Emily Cone	Suzanna Clayton	Lynette Armiger	Taylor Draper	Buddy Jones	Angie Coffman
				Darinka Beggin	Christina Simmons	Kait Phimm	Kimberly Penrose	Kayla Spray	Samantha Trotter	
				Janie Cunningham	Alyssa Frennier	Laura Cook	Alyssa Baltz	Sheri Janisse	Tiana Mathavong	
				Megan Fontenelle	Nicole Laura	Bailey Flint	Ikea James	Adriana Edell	Kassidy Witt	
				Kathy Latondress	Sarah McDaniel	Tristyn Wilson	Lauren Garrette	Taylor Modesitt	Jennifer Ghedini	
				Kayla Woodlee	Jillian Nichols	Aubree Vitro	Aidan Hansen	Joy Gallagher		
				Samantha Boldem						

**Anticipated Number of K-6 Classrooms for 2023-2024:**

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Cynthia Martin
	Art Teacher	Sarah Larson
	Music Teacher	Gary Welch
	P.E. Teacher	Rick Wood
27-33	Additional P.E.	Christopher Xavier Mastin
34-40	Additional Special Areas Teacher	Mitch Belusko
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	Kimberly Kahle
49 and over	Additional EA for Special Areas	

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
2	1	1	3	1	1
Angela Buryi	Taylor Brown	Lisbeth Daughtrey	Sarah Chumney	Rachel Jones	Marie Loyacano
Blake Evans			Brittany Holloway		
			Megan Decker		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) 1 per school / 2 @ 800	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
3 (1 per class avg)	5 (2 per class avg)	1 (as needed)	2	0	0	10	0	0.33	2
Michelle Harnish	Shannon Jones	Tanya Estrada	Jenny Creekmur			Katie Benjamin		Kelly Ervin	Allison Goforth
Amy Hines	Alicia Tanner		Lindsey Bush			Sandra Watts			Abby McMann
Laura Riley	Brandi Wilkerson					Cindy Walker			
	Gail Johnson					Cassie Nolan			
	Katie Gilliam					Dajjah Hughes			
						Mary Daoud			
						Tiffany Brinkley			
						Tia Hicks			
						Angela Pito			
						Lindsey Shihey			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
1 per school	1 per school	1 per school	0
Kathy Todd	Kim Richardson	Dorcas Patterson	

Title 1 Funded	Over Staffed Positions

School Name: **Scales Elementary**  
 Anticipated Enrollment 2023-2024:

**TEACHERS**

CDC Teachers	Resource Teachers	VPK Teachers	IPK Teachers	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>0</b>
Kauffman, Jenna	Sonderman, Amelia			Bushman, Rebecca	Conn, Sarah	Brewer, Megan	Aronna, Paula	Hill, Lauren	MacNeil, Connor	
Pinkston, Candace	McElhaney, Rachel			Demelfi, Rebecca	Walker, Amy	(New Hire)	Davis, Jordan	Jackson, Carla	Baddeau, Rebecca	
McDaniel, Amy				Kelly, Amber	Lambert, Teresa	Chapman, Abigail	Euverard, Jessica	Christopher, Kimberly	Bond, Kelsey	
Womack, Katlyn				Miracle, Alyssa	Masteller, Amanda	Pasley, Manivone	Martin, Alexandria	Tousignant, Andrea	Bowe, Lisa	
				Pierce, Andrea	McGinnis, Jodie	Placentia, Jordynn	Richards, Kayla	Zazulak, Rebecca	Lawson, Lynn	
				Sorth, Jessica	Messick, Kristen	Robeson, Amber	Russell, Erin	Eakes, Sarah	O'Leary, Whitney	
				Troglen, Holly	Searcy, Brooke	Lyles, Emmy	Swartzlander, Sarah	Romans, Johanna	(New Hire)	
				Turner, Shauna	Woolum, Marianne	Embry, Kayla	James, Haley	(New Hire)		
					(New Hire)	(New Hire)				

Number of K-6th Classrooms	Positions	Name
26 or less	Media Specialist	Daniels, Amy
	Art Teacher	Vanek, Ken
	Music Teacher	Hartman, Tony
	P.E. Teacher	Alexander, Richard
27-33	Additional P.E.	Bransford, Sarah
34-40	Additional Special Areas Teacher	Stewart, Ryan
41-45	Additional EA for Special Areas	
46-48	Additional Special Areas Teacher	Layne, Haley
49 and over	Additional EA for Special Areas	Knox, Katina

Guidance Counselor	Instructional Coach	Speech	ESL	Nurse	Intervention
<b>2</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>
Carney, Jennifer	Todd, Sarah	Nelson, Allie	Hunkapiller, Kirsten	Smith, Monica	Jacobs, Jessica
Bradley, Emily			Offutt, Craig		
			Graves, Stephanie		
			Hadley, Diane		
			Matano, Salome		
			Pozo, Isormari		
			Wales, Amelia		

**EAs and Other Classified**

Sp.Ed. Resource/ T4 EAs	CDC/ T5 EAs	1-on-1 EAs	Intervention EA (Gen. Ed) school / 2 @ 800	1 per	Integrated PreK EAs	VPK EA	Gen. Ed. EAs (1:100)	MDAs (.33= 1 4-hour)	Library MDA .33 per school	TNALL Corps Tier 1 Tutoring EAs
<b>2 (1 per class avg)</b>	<b>9 (2 per class avg)</b>	<b>2 (as needed)</b>	<b>2</b>		<b>0</b>	<b>0</b>	<b>9</b>	<b>0.66</b>	<b>0.33</b>	<b>2</b>
Spileman, Jamie	Fisher, Noah	Keefe, Nicole	Lee, Diem				Pyne, Kim	Kerr, Jenna	McCormick, Kathleen	Sykes, Kristi
Shepard, Tiffany	Beniot, Joann	Battle, Carletha	Al Jammal, Amani				Bonner, Eric	(New Hire)		(New Hire)
	Thomas, Chyna									
	Abdelrahman, Rasha						Clarke, Nicole			
	Weimann, Laura						Jamison, Brianna			
	Edwards, Amanda						Mctaw, Akyie			
	Bell, Kaila						Smith, Sherry			
	Kapamas, Christine						Gomez-Ortiz, Cyntia			
	Oliver, Stephanie						Mellier, Stephanie			

Attendance Secretary	Bookkeeper	Office EA	Title 1 Funded Additional EAs
<b>1 per school</b>	<b>1 per school</b>	<b>1 per school</b>	<b>0</b>
Groogan, Kim	(New Hire)	Williamson, Kim	

Title 1 Funded	Over Staffed Positions

To: Board of Education

RE: Policy 6.304-Annual Bullying Report

Board Meeting Date: June 13, 2023

Board Policy 6.304 states that "the Director of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be presented to the board of education at its regular June meeting."

These numbers are reported by principals/designees of each school and compiled into this report. This report is also submitted to the Tennessee Department of Education prior to August 1.

<b>Bullying Complaint Data</b>	<b>Prior Year</b>	<b>Current Year</b>
Total number of harassment, intimidation, bullying, or cyber-bullying cases brought to the attention of school officials in the 2022-2023 school year.	121	118
Total number of harassment, intimidation, bullying, or cyber-bullying cases where investigation indicated bullying occurred	55	29
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving race, color, or national origin	7	3
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving sex or gender-based discrimination	3	1
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving disability	5	0
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving the use of electronic technology	10	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases where investigation was not initiated within forty-eight (48) hours and attach a document disclosing the reasons they were not initiated within 48 hours	0	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases where appropriate intervention was not initiated within twenty (20) calendar days and attach a document disclosing the reasons intervention took longer than 20 days	0	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases still pending	1	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in any disciplinary action other than out of school suspension, including but not limited to student/parent conference, in-school suspension, safety plans, etc.	46	41
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension less than 10 days	12	7
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension of 10 days or more	0	1

## Enrollment Period 9 - 05/10/2023 to 05/26/2023

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS
Black Fox	731	40			39			810
Bradley	346							346
Cason Lane	699		25	12	30			766
Discovery	387							387
Erma Siegel	753		21	10	29		5	818
Hobgood	605	73						678
John Pittard	722	39	30	10	28			829
Mitchell-Neilson	544	37	40	11		13		645
Northfield	601	40	21	11	37			710
Overall Creek	943				9			952
Reeves-Rogers	348							348
Salem	954				14			968
Scales	1006				38			1044
								9301

Total Growth Over Last Year	
End of 2021-2022 -----	<b>9420</b>
Growth from 21-22 to 22-23 ---	<b>-119</b>

K-6 Funded Growth Over Last Year	
End of 2021-2022 -----	<b>8940</b>
Growth from 21-22 to 22-23 ---	<b>-59</b>

K-6 Funded Growth by Reporting Period	
Period 9 2021-2022 -----	<b>8940</b>
Growth from 21-22 to 22-23 ---	<b>-59</b>

Average Attendance Percentage
92.4%

<b>Totals</b>	<b>8639</b>	<b>229</b>	<b>137</b>	<b>54</b>	<b>224</b>	<b>13</b>	<b>5</b>	<b>9301</b>
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	
BEP Funded	8639				224	13	5	8881
Non-BEP Funded		229	137	54				420

**PTR Period 9 - 05/10/2023 to 05/26/2023**

	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total K-6
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	
<b>Black Fox</b>	111	6	18.50	145	8	18.13	103	6	17.17	109	6	18.17	468	26	18.00	105	5	21.00	92	5	18.40	66	4	16.50	263	14	18.79	<b>731</b>
<b>Bradley</b>	61	3	20.33	48	3	16.00	46	3	15.33	56	3	18.67	211	12	17.58	57	3	19.00	46	3	15.33	32	2	16.00	135	8	16.88	<b>346</b>
<b>Cason Lane</b>	131	7	18.71	113	6	18.83	104	6	17.33	101	5	20.20	449	24	18.71	101	5	20.20	104	5	20.80	45	2	22.50	250	12	20.83	<b>699</b>
<b>Discovery</b>	60	3	20.00	60	3	20.00	60	3	20.00	60	3	20.00	240	12	20.00	64	3	21.33	66	3	22.00	17	1	17.00	147	7	21.00	<b>387</b>
<b>Erma Siegel</b>	111	6	18.50	136	7	19.43	120	6	20.00	123	7	17.57	490	26	18.85	118	6	19.67	131	6	21.83	14	1	14.00	263	13	20.23	<b>753</b>
<b>Hobgood</b>	98	5	19.60	100	5	20.00	98	6	16.33	91	5	18.20	387	21	18.43	84	4	21.00	75	4	18.75	59	3	19.67	218	11	19.82	<b>605</b>
<b>John Pittard</b>	105	6	17.50	106	6	17.67	106	6	17.67	117	6	19.50	434	24	18.08	125	6	20.83	121	6	20.17	42	2	21.00	288	14	20.57	<b>722</b>
<b>Mitchell-Neilson</b>	102	6	17.00	68	4	17.00	87	4	21.75	73	5	14.60	330	19	17.37	83	5	16.60	89	5	17.80	42	2	21.00	214	12	17.83	<b>544</b>
<b>Northfield</b>	98	5	19.60	103	6	17.17	88	5	17.60	108	6	18.00	397	22	18.05	108	5	21.60	75	4	18.75	21	1	21.00	204	10	20.40	<b>601</b>
<b>Overall Creek</b>	128	7	18.29	152	8	19.00	147	8	18.38	153	8	19.13	580	31	18.71	160	7	22.86	165	8	20.63	38	2	19.00	363	17	21.35	<b>943</b>
<b>Reeves-Rogers</b>	51	3	17.00	52	3	17.33	62	4	15.50	66	4	16.50	231	14	16.50	61	3	20.33	56	3	18.67				117	6	19.50	<b>348</b>
<b>Salem</b>	154	9	17.11	151	8	18.88	157	8	19.63	158	8	19.75	620	33	18.79	133	7	19.00	149	8	18.63	52	3	17.33	334	18	18.56	<b>954</b>
<b>Scales</b>	161	8	20.13	171	9	19.00	139	7	19.86	172	8	21.50	643	32	20.09	148	7	21.14	150	7	21.43	65	3	21.67	363	17	21.35	<b>1006</b>
<b>Totals by Grade</b>	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade			<b>8639</b>						
	1371	74	18.53	1405	76	18.49	1317	72	18.29	1387	74	18.74	1347	66	20.41	1319	67	19.69	493	26	18.96							

Regular Education PTR				
Kindergarten thru Third Grade	-----	5480	296	18.51
Fourth Grade thru Sixth Grade	-----	3159	159	19.87
District Totals		8639	455	18.99

## TRUANCY 10+ Days - Unexcused Absences

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
<b>Black Fox</b>	2	1	4	7	18	24	30	48	62
<b>Bradley</b>	2	2	4	7	3	11	5	15	24
<b>Cason Lane</b>	7	12	14	31	41	60	57	83	104
<b>Discovery</b>					1	2	0	1	3
<b>Erma Siegel</b>			3	3	7	11	13	21	29
<b>Hobgood</b>		2	9	9	25	23	38	61	87
<b>John Pittard</b>	2	9	22	29	28	63	65	95	110
<b>Mitchell-Neilson</b>	5	3	11	19	28	42	38	68	90
<b>Northfield</b>	2	4	7	12	14	18	19	27	38
<b>Overall Creek</b>		1	1	1	2	3	2	7	9
<b>Reeves-Rogers</b>			4	6	9	24	28	44	70
<b>Salem</b>	6	6	9	18	18	34	33	60	73
<b>Scales</b>			3	9	15	34	44	65	94
<b>TOTALS</b>	26	40	91	151	209	349	372	595	793

## Chronic Absenteeism = missing 10% or more

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
	2+ days	4+ days	6+ days	8+ days	10+ days	12+ days	14+ days	16+ days	18+ days
<b>Black Fox</b>	165	119	123	133	117	112	121	104	88
<b>Bradley</b>	94	84	87	76	69	69	50	45	45
<b>Cason Lane</b>	210	207	199	180	160	157	131	138	124
<b>Discovery</b>	47	35	65	46	35	33	28	21	18
<b>Erma Siegel</b>	151	120	112	119	95	92	81	71	61
<b>Hobgood</b>	182	156	176	155	137	139	156	126	115
<b>John Pittard</b>	153	153	139	139	116	131	132	113	110
<b>Mitchell-Neilson</b>	156	121	169	144	131	136	143	108	101
<b>Northfield</b>	178	137	156	112	100	103	107	91	80
<b>Overall Creek</b>	179	126	132	122	100	92	77	65	57
<b>Reeves-Rogers</b>	110	84	80	74	66	73	62	70	68
<b>Salem</b>	180	159	155	140	121	131	114	107	106
<b>Scales</b>	227	230	231	225	206	196	163	155	141
	2032	1731	1824	1665	1453	1464	1365	1214	1114

## Human Resources Personnel Report 05/17/2023 - 6/9/2023

### Certified Hires

none

### Certified Interims

none

### Classified New Hires

none

### Certified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>	<u>Tenure Y/N</u>
Adams	Cathy	5/26/2023	HG	Teacher	N
Amos	Monica	5/26/2023	MNS	Teacher	N
Avent	Charles	5/26/2023	BR	Teacher	Y
Beck	Katlyn	5/26/2023	BF	Teacher	N
Benefield	Cori	5/26/2023	ESE	SPED Teacher	N
Boggs	Elizabeth	5/26/2023	SA	Teacher	N
Browning	Cindy F	5/26/2023	RR	Teacher	Y
Burks	Jennifer	5/26/2023	MNE	Counselor	Y
Cable	Landon	5/26/2023	SA	Teacher	N
Campbell	Christa	5/26/2023	DS	Teacher	Y
Chaney	Eva	5/26/2023	SC	Teacher	N
Coleman	Jennifer	5/26/2023	HG	Teacher	N
Cooper	Angela	5/26/2023	SC	Teacher	N
Coultas	Bailey	5/26/2023	CLA	Teacher	N
Curiel	Rafael	5/26/2023	CLA	Teacher	N
Curtis	Kim	5/26/2023	MNP	Teacher	N
Doyle	Riley	5/26/2023	SC	Psychologist	N
Dupes	Marina	5/26/2023	BR	Teacher	N
Edwards	Elizabeth	5/26/2023	BR	Teacher	N
England	Brittney	5/26/2023	NF	Teacher	Y
Gatewood	Kenda	5/26/2023	MNE	Teacher	N
Gaynair	Misty	5/26/2023	CLA	Teacher	N
Goad	Kaylie	5/26/2023	CLA	Teacher	N
Grande	Janice	5/26/2023	OCE	Teacher	N
Grant	Laurie	5/26/2023	BF	Teacher	Y
Hawkins	Colleen	5/26/2023	NF	Teacher	N
Henning	Megan	5/26/2023	SA	Teacher	N
Heston	Melanie	5/26/2023	NF	Interventionist	Y
Hill	Lara	5/26/2023	OCE	SPED Teacher	N
Hollis	Lori	5/26/2023	NF	Teacher	Y
Horne	Karen	5/26/2023	CLA	SPED Teacher	N
Housley	Lori	5/26/2023	OCE	Teacher	N
Jackson	Felicia	5/26/2023	OCE	Teacher	Y
Jones	Abby	5/26/2023	SA	SLP	N
Jones	Stephanie	5/26/2023	ESE	Teacher	Y
King	Brennan	5/26/2023	MNS	Teacher	Y
Leonard	Madison	5/26/2023	JP	Teacher	N
Lewis	Diane	5/26/2023	NF	Teacher	Y
Lombardi	Anthony	5/26/2023	MNS	SPED Teacher	N
Mallory	Shelby	5/26/2023	OCE	Teacher	N
Martin	Shannon	5/26/2023	CLA	Teacher	Y
McCamey	Tara	5/26/2023	ESE	ESL Teacher	N
McCarthy	Teresa	5/26/2023	DS	Teacher	Y
McCrary	Alisa	5/26/2023	SA	Teacher	N
McWhorter	Kenne	5/26/2023	BF	PT ESL Teacher	Y
Micinski	Mary	5/26/2023	JP	SPED Teacher	Y

**Certified Resignations/Retirements/Terminations continued**

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>	<u>Tenure Y/N</u>
Moore	Christy S	5/26/2023	OCE	Teacher	Y
Morris	Katie	5/26/2023	JP	Teacher	Y
Nanney	Kathryn	5/26/2023	OCE	Teacher	Y
Nunley	Lacy	5/26/2023	HG	Teacher	N
Padgett	Riley	5/26/2023	SA	Teacher	N
Paul	Kathy	5/26/2023	CLA	SPED Teacher	N
Puertolas	Stephanie	5/26/2023	DS	Teacher	Y
Reed	Brice	5/26/2023	MNS	SPED Teacher	N
Rydhholm	Adrienne	5/26/2023	NF	Teacher	N
Schaller	Jasmine	5/26/2023	SC	Teacher	N
Sego	Jennifer	5/26/2023	SC	Teacher	N
Sharp	Sheila	5/26/2023	CLA	Teacher	Y
Smith	Mike	5/26/2023	ES	Teacher	Y
Starzman	Ann	5/26/2023	HG	Teacher	N
Vue	Moon	5/26/2023	SC	Teacher	N
Walls	Kayla	5/26/2023	SA	Teacher	N
White	Cindy	5/26/2023	SC	Teacher	N
Womack	Amie	5/26/2023	MNE	Teacher	N
Womble	Sierra	5/26/2023	RR	Teacher	N
Woods	Leslie	5/26/2023	ESE	SPED Teacher	N
Wyss	John	5/26/2023	SC	Teacher	N
Baker	Mary	6/2/2023	DISTRICT	Psychologist	Y
Brasher	Casey	6/2/2023	MNS	Psychologist	N
Shields	Victoria	6/9/2023	MNE	Principal	N

**Classified Resignations/Retirements/Terminations**

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
Cooper	Jane	5/19/2023	RR	EA
Komlofske	Tatum	5/19/2023	NF	SPED EA
Watson	Claire	5/23/2023	CLA	EA
Cameron	Alexis	5/26/2023	HG	EA
Couey	Amy	5/26/2023	ESE	EA
Cowart	Rhyder	5/26/2023	RR	EA
Lloyd	Heather	5/26/2023	MNE	SPED EA
Mackey	Amanda	5/26/2023	ESE	Interpreter
McElyea	Sharon	5/26/2023	NF	EA
Merchant	Savannah	5/26/2023	RR	Office EA
Pleitez	Natalie	5/26/2023	SC	EA
Stafford	Taylor	5/26/2023	BF	SPED EA
Stensgard	Julie	5/26/2023	MNS	EA
Tucker	Jean	5/26/2023	HG	EA
Voss	April	5/26/2023	HG	Nurse
Watkins	Kya	5/26/2023	MNE	SPED EA
Wilcox	Mary	5/26/2023	CLA	SPED EA
Shellhart	Jana	5/31/2023	CLA	ESP Site Director
Croy	Charlene	6/9/2023	JP	Bookkeeper
Jaimes	Nayeli	6/9/2023	CO	FE Liaison
Upshaw	Amy	6/9/2023	SC	Bookkeeper