

Board of Education Regular Meeting

June 13, 2023 6:00 PM

City Hall Council Chambers

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| I. CALL TO ORDER Procedural Item | Chair Butch Campbell |
| A. Pledge of Allegiance Procedural Item The Pledge of Allegiance will be led by Mr. Ralph Ringstaff, retiring Assistant Superintendent of Human Resources and School Operations and Mr. Joe Marlin, retiring Assistant Superintendent of Student Services. | Ralph Ringstaff/Joe Marlin |
| B. Moment of Silence Procedural Item | |
| II. APPROVAL OF AGENDA Action Item | Chair Butch Campbell |
| III. COMMUNICATIONS Information Item Mitchell-Neilson Primary would like to thank the amazing folks at Wild About Smiles for treating our entire staff with Sonic drinks for the last week of school! Thank you to Wild About Smiles dentistry for providing Sonic Drinks for Reeves-Rogers. | Mrs. Lisa Trail |
| A. The Best of MCS-Cindy Cliche and Stephanie Turner Procedural Item | Dr. Trey Duke |
| B. Spotlight on Education-Summer School Update and Update on 3rd Grade Data Procedural Item | Ms. Sheri Arnette |
| C. Presentation of Director's Evaluation Results Information Item | Mr. Adam Tucker |
| IV. CONSENT ITEMS Consent Agenda | Chair Butch Campbell |
| A. Approval of 5-23-23 Board Minutes Consent Item | |
| V. ACTION ITEMS Action Item | Chair Butch Campbell |
| A. Approval of MOU for City Schools Legal Counsel Action Item | Dr. Trey Duke |
| B. Approval of Surety Bond for Finance Director Action Item | Dr. Trey Duke |
| C. Approval of Agreement with Mid-Cumberland Head Start Action Item | Dr. Trey Duke |
| D. Approval of 2023-2024 Board Annual Agenda Action Item | Dr. Trey Duke |
| E. Approval of Board Attendance at Conventions and Other Educational Meetings as per Board Policy 2.804 Action Item | Dr. Trey Duke |
| F. Approval of the Revenue and Expenditure Report Action Item | Dr. Trey Duke |
| VI. REPORTS AND INFORMATION | Chair Butch Campbell |

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| Information Item | |
| A. Tentative Assignment Lists Information Item | Ms. Maria Johnson |
| B. Bullying Report Information Item | Ms. Amanda Adams |
| C. Enrollment (PTR) Report Information Item | Mr. Joe Marlin |
| D. Personnel Report Information Item | Dr. Trey Duke |
| E. Director's Update Information Item | Dr. Trey Duke |
| VII. OTHER BUSINESS Information Item | Chair Butch Campbell |
| VIII. ADJOURNMENT Action Item | Chair Butch Campbell |

Board of Education Regular Meeting

May 23, 2023 6:00 PM

City Hall Council Chambers

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| <p>I. CALL TO ORDER Procedural Item Present: 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>A. Pledge of Allegiance 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. Moment of Silence-Ms. Jane Cooper-EA at Reeves Rogers passed away on Sunday, May 21. Procedural Item</p> | |
| <p>II. APPROVAL OF AGENDA 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>III. COMMUNICATIONS Information Item</p> | Mrs. Lisa Trail |
| <p>A. Introduction of new Overall Creek Elementary Principal-Ms. Jenny Ortiz Procedural Item</p> | Dr. Trey Duke |
| <p>B. The Best of MCS-Francina Jackson and Marc Harris Procedural Item</p> | Dr. Trey Duke |
| <p>C. Spotlight on Education-MTSU Mentor Teachers of the Year-Amanda Turnbo and Donna Karrh Procedural Item</p> | Dr. Trey Duke |
| <p>IV. CONSENT ITEMS 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>A. Approval of 5-9 Board Minutes Consent Item</p> | |

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| B. Second Reading of Board Policies Consent Item | |
| i. Approval of Board Policy 6.501 Special Education Behavioral Support on Second Reading Consent Item | |
| V. ACTION ITEMS 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 |

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| <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>VI. REPORTS AND INFORMATION 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 3rd 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> |

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| <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>VII. OTHER BUSINESS Information Item</p> | <p>Chair Butch Campbell</p> |
| <p>VIII. ADJOURNMENT 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> |

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: 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 _____, 2 .

My Commission Expires:

_____, 2 .

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 4th day of May, 2020
My Commission Expires: May 16, 2026



[Signature]
Notary Public

APPROVAL AND CERTIFICATION

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

Bond and Sureties approved by _____, Chairman of _____
School District, on this _____ day of _____, 2____.

Signed:

Chairman Board of Education

CERTIFICATION:

I, _____, Secretary of _____ School District, hereby certify that the foregoing bond was approved by the Board of Education, in open session on the _____ day of _____, 2____, and entered upon the minutes thereof.

Signed:

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.



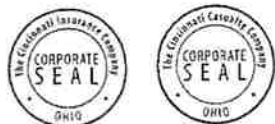
Keith Collett

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 [Signature]

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 10th 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 28th 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 10th 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:
Adam Tucker

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

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)

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)

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 (2nd 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

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 (2nd 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

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

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% |
| | TOTALS | \$ 93,760,025 | \$82,317,237 | \$ (11,442,788) | 87.8% | \$97,463,012.00 | \$ 85,139,886 | \$ (12,323,126) | 87.4% |

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% |
| | TOTALS | 97,292,260 | 76,457,155 | \$ (20,835,105) | 78.6% | 101,039,752 | 79,689,290 | \$ (21,350,462) | 78.9% |

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 |
|----------------------------|----------------------------------|------------------------|
| BR SPECIFIC | 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 |
|---------------------|---------------------|
| 5 | 3 |
| Patti McCloy | Maureen Kesselring |
| Meredith Warrington | Anna Beth Phillips |
| Natashia Harris | Lydia Alexander |
| Jessica Wright | |
| Ellen Summers | |

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

| Office EA |
|------------------|
| 1 |
| 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 |
|-----------------------|-------------------|--------------|------------------|----------------|------------------|-----------------|-----------------|-----------------|--------------------|-----------|
| 3 (+1 Deaf Ed) | 2 | | 2 | 6 | 7 | 7 | 7 | 6 | 6 | 0 |
| 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 |
|--------------------|---------------------|--------------|-------------------|---------------|--------------|
| 1.6 | 1 | 1.5 | 1.5 | 1 | 1 |
| 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 |
|----------------------------|----------------------------|-----------------------|--|-------|------------------------|----------|----------------------|----------------------|----------------------------|---------------------------------|
| 1 (1 per class avg) | 6 (2 per class avg) | 2 (as needed) | 1 | | 4 (2 per class) | 0 | 7 | 0.66 | 0.33 | 2 |
| 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 |
|----------------------|---------------------|---------------------|-------------------------------|
| 1 per school | 1 per school | 1 per school | 0 |
| Cindy Price | Julie Montalbano | Heather Lawson | |

| | |
|-----------------------|-------------------------------|
| Title 1 Funded | Over Staffed Positions |
|-----------------------|-------------------------------|

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 |
|----------------|-------------------|-------------------|----------------|--------------------|------------------|------------------|--------------------|-----------------------|---------------|------------------|
| 4 | 2 | 2 | 2 | 6 | 6 | 6 | 6 | 6 | 6 | 3 |
| 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 |
|--------------------|---------------------|-----------------|---------------|--------------|----------------------|
| 1.6 | 1 | 1.5 | 3 | 1 | 1 (+ 1 TITLE) |
| 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 |
|---|----------------------------|----------------------|--|-------|------------------------|------------------------|----------------------|----------------------|----------------------------|---------------------------------|
| 2 (1 per class avg) + .33 SPED MDA | 8 (2 per class avg) | 1 (as needed) | 1 | | 4 (2 per class) | 2 (1 per class) | 7 | 0 | 0.33 | 2 |
| 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 |
|----------------------|---------------------|---------------------|-------------------------------|
| 1 per school | 1 per school | 1 per school | 2 |
| 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 |
|-------------------|--------------------|--------------|----------------|-------------------|----------------|-------------------|-------------------------|--------------------------|---------------------|---------------------|
| 4 | 3 | 2 | 2 | 5 | 6 | 4 | 5 | 4 | 4 | 2 |
| 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-6th 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 |
|----------------------------|----------------------|-----------------|-------------------------------|--------------|----------------------------|
| 1.8 | 1 (+ 1 TITLE) | 1 | 2.5 | 1 | 1 (+ 1 TITLE) |
| 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 |
|----------------------------|----------------------------|----------------------|--|-------|------------------------|------------------------|----------------------|----------------------|-------------------|---------------------------------|
| 3 (1 per class avg) | 8 (2 per class avg) | 2 (as needed) | 1 | | 4 (2 per class) | 2 (1 per class) | 5 | 1.34 (4 MDAs) | 1.33 | 2 |
| 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 |
|----------------------|---------------------|-------------------------|-------------------------------|--------------|
| 1 per school | 1 per school | 2 (1 per school) | 1 | 1 |
| 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 |
|------------------|-------------------|--------------|-----------------|----------------|------------------|----------------------|---------------------|-----------------|------------------|------------|
| 4 | 3 | 1 | 2 | 5 | 6 | 6 | 5 | 5 | 5 | 1 |
| 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 | 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 |
|--------------------|---------------------|------------|----------------|-----------|---------------------|
| 1.4 | 1 | 1.5 | 2 | 1 | 1 (+1 TITLE) |
| 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 |
|--|----------------------------|----------------------|--|-------|------------------------|------------------------|-------------------------|----------------------|----------------------------|---------------------------------|
| 2 (1 per class avg) +.33 SPED MDA | 8 (2 per class avg) | 5 (as needed) | 1 | | 4 (2 per class) | 1 (1 per class) | 6 | 0.33 | 0.33 | 2 |
| 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 |
|----------------------|---------------------|---------------------|-------------------------------|
| 1 per school | 1 per school | 1 per school | 0 |
| 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 |
|--------------|-------------------|--------------|--------------|-------------------|--------------------|----------------------|-----------------|---------------------|-----------------------|---------------|
| 1 | 3 | 0 | 0 | 7 | 7 | 8 | 8 | 8 | 8 | 2 |
| 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 |
|----------------------|---------------------|--------------------|--------------------|------------------|-----------------|
| 2 | 1 | 1 | 2.5 | 1 | 1 |
| 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 |
|----------------------------|----------------------------|------------------|--|-------|---------------------|----------|----------------------|----------------------|----------------------------|---------------------------------|
| 3 (1 per class avg) | 3 (2 per class avg) | as needed | 2 | | 0 | 0 | 9 | 0.33 | 0.33 | 2 |
| Ashley Williams | Dana Pangle | | Erin Jones | | | | Mallory Riley | VACANT | Sara Wilkes | Kristi Merrit |
| 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 |
|----------------------|---------------------|---------------------|-------------------------------|
| 1 per school | 1 per school | 1 per school | 0 |
| 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 |
|-------------------|-------------------|--------------|--------------|------------------|-------------------|--------------------|---------------------|-----------------------|------------------|-----------|
| 4 | 2 | 0 | 0 | 8 | 9 | 9 | 8 | 8 | 7 | 0 |
| 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 |
|--------------------|---------------------|---------------|----------------------|---------------|-----------------|
| 2 | 1 | 1 | 7 | 1 | 1 |
| 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 |
|----------------------------|----------------------------|----------------------|--|-------|---------------------|----------|----------------------|----------------------|----------------------------|---------------------------------|
| 2 (1 per class avg) | 9 (2 per class avg) | 2 (as needed) | 2 | | 0 | 0 | 9 | 0.66 | 0.33 | 2 |
| 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 |
|----------------------|---------------------|---------------------|-------------------------------|
| 1 per school | 1 per school | 1 per school | 0 |
| 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.

| Bullying Complaint Data | Prior Year | Current Year |
|--|-------------------|---------------------|
| 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 ----- | 9420 |
| Growth from 21-22 to 22-23 --- | -119 |

| K-6 Funded Growth Over Last Year | |
|----------------------------------|-------------|
| End of 2021-2022 ----- | 8940 |
| Growth from 21-22 to 22-23 --- | -59 |

| K-6 Funded Growth by Reporting Period | |
|---------------------------------------|-------------|
| Period 9 2021-2022 ----- | 8940 |
| Growth from 21-22 to 22-23 --- | -59 |

| Average Attendance Percentage |
|-------------------------------|
| 92.4% |

| | | | | | | | | |
|----------------|------------------------|------------|------------|-------------|------------|-----------|----------|-------------|
| Totals | 8639 | 229 | 137 | 54 | 224 | 13 | 5 | 9301 |
| | 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 | |
| Black Fox | 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 | 731 |
| Bradley | 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 | 346 |
| Cason Lane | 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 | 699 |
| Discovery | 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 | 387 |
| Erma Siegel | 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 | 753 |
| Hobgood | 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 | 605 |
| John Pittard | 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 | 722 |
| Mitchell-Neilson | 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 | 544 |
| Northfield | 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 | 601 |
| Overall Creek | 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 | 943 |
| Reeves-Rogers | 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 | 348 |
| Salem | 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 | 954 |
| Scales | 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 | 1006 |
| Totals by Grade | Kindergarten | | | 1st Grade | | | 2nd Grade | | | 3rd Grade | | | 4th Grade | | | 5th Grade | | | 6th Grade | | | 8639 | | | | | | |
| | 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 | | | Pupils | Teachers | 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 |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Black Fox | 2 | 1 | 4 | 7 | 18 | 24 | 30 | 48 | 62 |
| Bradley | 2 | 2 | 4 | 7 | 3 | 11 | 5 | 15 | 24 |
| Cason Lane | 7 | 12 | 14 | 31 | 41 | 60 | 57 | 83 | 104 |
| Discovery | | | | | 1 | 2 | 0 | 1 | 3 |
| Erma Siegel | | | 3 | 3 | 7 | 11 | 13 | 21 | 29 |
| Hobgood | | 2 | 9 | 9 | 25 | 23 | 38 | 61 | 87 |
| John Pittard | 2 | 9 | 22 | 29 | 28 | 63 | 65 | 95 | 110 |
| Mitchell-Neilson | 5 | 3 | 11 | 19 | 28 | 42 | 38 | 68 | 90 |
| Northfield | 2 | 4 | 7 | 12 | 14 | 18 | 19 | 27 | 38 |
| Overall Creek | | 1 | 1 | 1 | 2 | 3 | 2 | 7 | 9 |
| Reeves-Rogers | | | 4 | 6 | 9 | 24 | 28 | 44 | 70 |
| Salem | 6 | 6 | 9 | 18 | 18 | 34 | 33 | 60 | 73 |
| Scales | | | 3 | 9 | 15 | 34 | 44 | 65 | 94 |
| TOTALS | 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 |
| Black Fox | 165 | 119 | 123 | 133 | 117 | 112 | 121 | 104 | 88 |
| Bradley | 94 | 84 | 87 | 76 | 69 | 69 | 50 | 45 | 45 |
| Cason Lane | 210 | 207 | 199 | 180 | 160 | 157 | 131 | 138 | 124 |
| Discovery | 47 | 35 | 65 | 46 | 35 | 33 | 28 | 21 | 18 |
| Erma Siegel | 151 | 120 | 112 | 119 | 95 | 92 | 81 | 71 | 61 |
| Hobgood | 182 | 156 | 176 | 155 | 137 | 139 | 156 | 126 | 115 |
| John Pittard | 153 | 153 | 139 | 139 | 116 | 131 | 132 | 113 | 110 |
| Mitchell-Neilson | 156 | 121 | 169 | 144 | 131 | 136 | 143 | 108 | 101 |
| Northfield | 178 | 137 | 156 | 112 | 100 | 103 | 107 | 91 | 80 |
| Overall Creek | 179 | 126 | 132 | 122 | 100 | 92 | 77 | 65 | 57 |
| Reeves-Rogers | 110 | 84 | 80 | 74 | 66 | 73 | 62 | 70 | 68 |
| Salem | 180 | 159 | 155 | 140 | 121 | 131 | 114 | 107 | 106 |
| Scales | 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 |
| Rydholm | 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 |