

RUTHERFORD COUNTY SCHOOL SYSTEM

**2240 Southpark Drive
Murfreesboro, TN 37128**

September 25, 2025

5:30 PM

AGENDA

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE/PRAYER *We will be opening the meeting with a brief moment of silence or prayer and the pledge of allegiance to the United States flag. No one is required to participate or be present for any of these and being in this portion of the meeting is completely voluntary.*

3. APPROVAL OF THE AGENDA

4. APPROVAL OF THE CONSENT AGENDA

A. Minutes:

B. Bids:

C. Use of Facilities:

D. Non-Faculty Volunteer Coaches:

E. Salary Supplements and Contract Payments:

F. Nepotism:

G. Buses:

H. Special Education Stipends:

5. RUTHERFORD PROUD

A. Strong Outstanding Staff Awards

6. GUEST SPEAKER

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

8. INSTRUCTION

A. Work Session: Middle School Re-Zoning

B. David Youree & LaVergne Lake Elementary

C. ESL:

9. ENGINEERING AND CONSTRUCTION

A. City of LaVergne / Waldron Road Realignment Request

B. School Nutrition Job Description Revision

10. DIRECTOR'S UPDATE

11. GENERAL DISCUSSION

12. ADJOURNMENT

Rutherford County Board of Education

2240 Southpark Drive
Murfreesboro, TN 37128

Policy Committee Meeting

July 21, 2025

Board Members Present

Claire Maxwell, Chair
Frances Rosales, Vice Chair
Tammy Sharp
Katie Darby
Caleb Tidwell
Butch Vaughn
Stan Vaught
Dr. James Sullivan, Director of Schools

Committee Members Present

Dr. Kay Martin
Dr. Mark Gullion
Larry Creasy
Joe Hardman
Monica Carr
Jason Scales

Others Present

Monika Ridley
Jeff Reed
Stacy Wallace

1. CALL TO ORDER

The Board Chairman, Ms. Maxwell, called the meeting to order at 5:00 p.m.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL OF THE AGENDA

4. PUBLIC COMMENT

5. POLICY CHANGES

The policy meeting began with a review of Policy 1.407 – School District Records

Removes facsimile as a way to submit records requests pursuant to a change in state law.

Motion made by Ms. Darby and seconded by Ms. Sharp to approve Policy 1.407.

Vote: All yes

The policy committee reviewed Policy 1.700 – School District Goals

Removes requirement for educator diversity goals pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Mr. Tidwell to approve Policy 1.700.

Vote: All yes

The policy committee reviewed Policy 1.901 – Charter School Applications

Updates reporting requirements for charter applications pursuant to a change in state law.

Motion was made by Mr. Vaught and seconded by Mr. Vaughn to approve Policy 1.901.

Vote: All yes

The policy committee reviewed Policy 1.903 – Charter School Oversight

Updates authorizer monitoring, reporting, and review pursuant to changes in state law.

Motion was made by Mr. Vaught and seconded by Ms. Sharp to approve Policy 1.903.

Vote: All yes

The policy committee reviewed 1.905 – Charter School Renewal

Updates reporting and renewal criteria pursuant to changes in state law.

Motion was made by Dr. Sullivan and seconded by Mr. Vaught to approve Policy 1.905.

Vote: All yes

The policy committee reviewed Policy 1.906 – Charter School Revocation

Updates revocation of charter school agreements pursuant to changes in state law.

Motion was made by Mr. Vaught and seconded by Mr. Vaughn to approve Policy 1.906

Vote: All yes

The policy committee reviewed Policy 2.403 – Surplus Property Sales

Changes threshold amount for disposition of equipment purchased with federal dollars pursuant to a change in federal law.

Motion was made by Mr. Vaughn and seconded by Ms. Sharp to approve Policy 2.403.

Vote: All yes

The policy committee reviewed Policy 2.806 – Bids and Quotations

Adds language for option for electronic bidding.

Motion was made by Mr. Vaught and seconded by Mr. Creasy to approve Policy 2.806.

Vote: All yes

The policy committee reviewed Policy 3.202 – Emergency Preparedness Plans

Adds language to clarify that no more than two fire drills are required to occur within the first thirty full school days pursuant to a change in state law.

Motion was made by Ms. Rosales and seconded by Mr. Tidwell to approve Policy 3.202.

Vote: All yes

The policy committee reviewed Policy 3.2031 – Threat Assessment Team

Adds reporting requirements regarding threats pursuant to a change in state law.

Discussion held:

Ms. Ridley indicated a change in the reporting section which requires the Director of Schools to report certain incidents to the Board and to parents.

Dr. Sullivan mentioned that a lot of this is already being done. The Board has been getting updated whenever there is anything that goes on that is an emergency and they overcommunicate emergencies to parents.

Motion was made by Ms. Rosales and seconded by Ms. Sharp to approve Policy 3.2031.

Vote: All yes

The policy committee reviewed Policy 3.400 – Student Transportation Management

Revises language for awarding and renewing contracts and updates language consistent with current contract.

Discussion held:

Ms. Darby asked if the policy is saying that Rutherford County Schools will not hire brand new bus drivers.

Mr. Lee indicated that if they have not driven a bus at all and have zero days' experience, they will not be hired.

Dr. Sullivan mentioned that a new bus driver can drive under another contractor, they just can't be the contractor.

Additional discussion was held on Contracted Service Providers and what they can provide to prove they have adequate funding for a bus.

Ms. Darby requested to change the language on page 5, line 38.

Mr. Reed suggested it read as “Proof acceptable to the Transportation Department of adequate funding sources to successfully meet the criteria identified in the agreement for services.”

Amendment was made by Mr. Vaught and seconded by Ms. Rosales to change page 6, line 34 to read “No contractor shall have more than ten (10) contracts during any school year.

Ms. Darby asked for language to be added that contractors may have more than ten contracts for routes that go unfilled.

Dr. Sullivan suggested it to read as “No contractor shall have more than ten (10) contracts during any school year unless specifically approved by the Board when unfilled routes exist.”

Amendment to change line 34 on page 6 to read as follows: No contractor shall have more than ten (10) contracts during any school year unless specifically approved by the Board when unfilled routes exist. Any contractor holding more than 10 routes shall be grandfathered for the 2025/2026 school year.

Roll Call:

Mr. Vaught	yes	Dr. Sullivan	yes
Mr. Vaughn	yes	Dr. Martin	yes
Ms. Sharp	yes	Dr. Gullion	yes
Ms. Rosales	yes	Mr. Creasy	yes
Ms. Darby	yes	Ms. Carr	yes
Mr. Tidwell	yes	Mr. Scales	yes
Ms. Maxwell	yes	Mr. Hardman	yes

Vote: All yes

Motion made by Mr. Vaughn and seconded by Ms. Rosales to approve Policy 3.400 with revisions.

Vote: All yes

The policy committee reviewed Policy 3.500 – School Nutrition Management

Updates language regarding charges for meals.

Discussion held:

Dr. Sullivan suggested revisions to the proposed changes on page two, number two, to read as “Elementary, Middle and High school students may charge meals such that the charge balance does not exceed \$60.”

Motion was made by Mr. Tidwell and seconded by Mr. Vaughn to approve Policy 3.500.

Vote: All yes

The policy committee reviewed Policy 4.100 – Instructional Program

Adds definition of antisemitism pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Mr. Tidwell to approve Policy 4.100.

Vote: All yes

The policy committee reviewed Policy 4.212 – Virtual Education Program

Adds hybrid learning option in the event of dangerous or extreme weather pursuant to a change in state law.

Motion was made by Mr. Tidwell and seconded by Mr. Vaughn to approve Policy 4.212.

Vote: All yes

The policy committee reviewed Policy 4.301 – Interscholastic Athletics

Adds language for participation in interscholastic athletics for students attending virtual schools pursuant to a change in state law.

Motion was made by Ms. Darby and seconded by Ms. Sharp to approve Policy 4.301.

Vote: All yes

The policy committee reviewed Policy 4.403 – Library Materials

Adds language that materials may not be excluded from school libraries solely on the grounds that the materials are religious pursuant to a change in state law.

Motion was made by Ms. Rosales and seconded by Mr. Tidwell to approve Policy 4.403.

Vote: All yes

The policy committee reviewed Policy 4.406 – Use of Internet

Updates district internet use regarding age-appropriate content, access to social media platforms, and protecting personal information pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Ms. Darby to approve Policy 4.406.

Vote: All yes

The policy committee reviewed Policy 4.600 – Grading System

Adds clean up language for grading of advanced coursework and performing arts courses.

Motion was made by Mr. Vaughn and seconded by Mr. Vaught to approve Policy 4.600.

Vote: All yes

The policy committee reviewed Policy 4.601 – Reporting Student Progress

Adds screener scores to K-8 report cards pursuant to a change in state law.

Discussion held:

Ms. Darby mentioned that line 3 indicates the report should be signed by the parents. Dr. Sullivan stated that this is outdated. Suggestion was made to strike line 3.

Motion was made by Ms. Darby and seconded by Mr. Tidwell to approve Policy 4.601 with changes.

Vote: All yes

The policy committee reviewed Policy 4.602 – Grade Point Average (GPA)

Adds clean up language to match state policy and other board policies.

Motion was made by Ms. Darby and seconded by Mr. Vaught to approve Policy 4.602

Vote: All yes

The policy committee reviewed Policy 4.605 – Graduation Requirements

Postponed from meeting on 4/29/2025. Updates participation in school activities for early graduates.

Motion was made by Mr. Vaughn and seconded by Ms. Rosales to approve Policy 4.605.

Vote: All yes

The policy committee reviewed Policy 4.606 – Graduation Activities

Updates language for graduation participation for students at alternative schools.

Discussion held:

Dr. Sullivan suggested a modification at the end of line 12 to add “to participate, the offense must not have been a zero-tolerance offense, and the student must be in good standing at the alternative school.”

Discussion was held regarding out-of-school suspensions and unexcused absences. Ms. Darby suggested adding “not to include absences from out-of-school suspension” to line 12.

Dr. Sullivan suggested striking line 13 as well.

Motion was made by Mr. Vaught and seconded by Ms. Sharp to approve Policy 4.606 with changes.

Vote: All yes

The policy committee reviewed Policy 5.100 – Personnel Goals

Removes requirement for educator diversity goals pursuant to a change in state law.

Motion was made by Mr. Vaught and seconded by Ms. Sharp to approve Policy 5.100.

Vote: All yes

The policy committee reviewed Policy 5.115 – Assignment/Transfer

Changes notification to the Board of employee transfers.

Discussion held:

Ms. Darby suggested changing the language to read “The Board shall be notified of involuntary transfers by Director of Schools via email.”

Motion was made by Mr. Vaughn and seconded by Mr. Tidwell to approve Policy 5.115 with changes.

Vote: All yes

The policy committee reviewed Policy 5.119 – Employment of Retirees

Updates requirements for employment of retirees pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Ms. Rosales to approve Policy 5.119.

Vote: All yes

The policy committee reviewed Policy 5.303 – Personal and Professional Leave

Adds classified staff to be able to retain earned personal days.

Motion was made by Ms. Darby and seconded by Ms. Sharp to approve Policy 5.303

Vote: All yes

The policy committee reviewed Policy 5.305 – Family and Medical Leave

Adds clarifying language to paid parental leave pursuant to changes in state law.

Motion was made by Ms. Rosales and seconded by Ms. Darby to approve Policy 5.305.

Vote: All yes

The policy committee reviewed Policy 5.500 – Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious)

Adds definition of antisemitism pursuant to a change in state law.

Motion was made by Mr. Vaught and seconded by Mr. Tidwell to approve Policy 5.500.

Vote: All yes

The policy committee reviewed Policy 5.701 – Substitute Teachers

Updates number of days that a substitute teacher can teach without a license pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Ms. Darby to approve Policy 5.701.

Vote: All yes

The policy committee reviewed Policy 6.200 - Attendance

Adds language for released time courses pursuant to changes in state law. Clarifies language for make-up work for unexcused absences.

Discussion held:

There was discussion as to not striking the five (5) days from page 1, line 19. Dr. Martin suggested adding at the end of line 20, "Any extension past five (5) days can be granted at the teacher's discretion."

Dr. Sullivan mentioned that the same language should be added for line 23.

Motion was made by Ms. Sharp and seconded by Ms. Darby to approve Policy 6.200 with changes.

Vote: All yes

The policy committee reviewed Policy 6.303 – Questioning, Interrogations, and Searches

Updates language to reflect that student searches must be carried out by an administrator who has completed state required training pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Ms. Darby to approve Policy 6.303.

Vote: All yes

The policy committee reviewed Policy 6.304 – Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation

Adds definition of antisemitism pursuant to a change in state law.

Motion was made by Ms. Rosales and seconded by Mr. Tidwell to approve Policy 6.304.

Vote: All yes

The policy committee reviewed Policy 6.312 – Use of Wireless Communication Devices

Postponed from meeting on 4/29/2025. Adds language for use of personal communication devices for students pursuant to a change in state law.

Motion was made by Ms. Sharp and seconded by Mr. Tidwell to approve Policy 6.312.

Vote: All yes

The policy committee reviewed Policy 6.4031 – Pediculosis (Head Lice)

Postponed from meeting on 4/29/2025.

Motion was made by Ms. Sharp and seconded by Mr. Creasy to approve Policy 6.4031 without changes.

Vote: All yes

The policy committee reviewed Policy 6.411 – Student Wellness

Adds language to increase amount of physical activity for elementary students pursuant to a change in state law.

Motion was made by Mr. Vaught and seconded by Ms. Darby to approve Policy 6.411.

Vote: All yes

The policy committee reviewed Policy 6.600 – Student Records

Adds language requiring student records to be transferred within five (5) business days pursuant to a change in state law.

Motion was made by Ms. Sharp and Mr. Tidwell to approve Policy 6.600.

Vote: All yes

The policy committee reviewed Policy 6.709 – Student Fees and Fines

Adds fines assessed by the TSSAA for a fan ejected for unsportsmanlike conduct.

Motion was made by Ms. Sharp and seconded by Dr. Gullion to approve Policy 6.709.

Vote: All yes

The policy committee reviewed Policy 1.1021 – Student Board Member

Adds language authorizing a student board member pursuant to a change in state law.

Discussion held:

Dr. Sullivan suggested on line 4, the time frame start on September 1 and end on June 1 and the language on line 7 to read as “To be determined”.

Motion was made by Mr. Tidwell and seconded by Mr. Vaughn to approve Policy 1.1021 with changes and that we do not have a student board member.

Vote: All yes

Adjournment

There being no further business, the meeting adjourned at approximately 7:02 p.m.

Approval of Agenda Minutes

Claire Maxwell, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

Rutherford County School Board Meetings and exact conversations are recorded and may be found at the following link: <https://www.youtube.com/playlist?list=PL7CB325821E536E8D>. Board Meeting minutes are provided as a supplement to the recording.

RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128

MINUTES OF SEPTEMBER 9, 2025

Attendance

Claire Maxwell, Board Chair
Frances Rosales, Vice-Chair
Caleb Tidwell
Katie Darby
Tammy Sharp
Butch Vaughn
Stan Vaught
Dr. James Sullivan, Director of Schools

1. CALL TO ORDER by Jeff Reed at 5:30 p.m.

2. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE/PRAYER

A moment of silence was observed.
The pledge of Allegiance was led by Jeff Reed.

We will be opening the meeting with a brief moment of silence or prayer and the pledge of allegiance to the United States flag. No one is required to participate or be present for any of these and being in this portion of the meeting is completely voluntary.

3. PUBLIC COMMENTS*

No public comments.

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

4. ELECTION OF CHAIRMAN

Mr. Reed went through the election process and allowed time for questions before asking for nominations.

Claire Maxwell was nominated by Butch Vaughn and seconded by Stan Vaught
Caleb Tidwell was nominated by Katie Darby and seconded by Tammy Sharp

A roll call vote was requested by the Board to cast a vote for Chair:

Stan Vaught-Maxwell
Butch Vaughn-Maxwell
Katie Darby-Tidwell
Tammy Sharp-Tidwell

**Caleb Tidwell-Tidwell
Frances Rosales-Maxwell
Claire Maxwell-Maxwell**

Vote: Majority vote for Claire Maxwell

5. ELECTION OF VICE-CHAIRMAN

Mrs. Maxwell opened the floor for nominations for Vice Chair.

**Frances Rosales was nominated by Claire Maxwell and seconded by Butch Vaughn.
Katie Darby was nominated by Caleb Tidwell and seconded by Tammy Sharp**

A roll call vote was requested by the Board to cast a vote for Chair:

**Caleb Tidwell-Darby
Frances Rosales-Rosales
Tammy Sharp-Darby
Stan Vaught-Rosales
Butch Vaughn-Rosales
Katie Darby-Darby
Claire Maxwell-Rosales**

Vote: Majority vote for Frances Rosales

6. ADJOURNMENT by Jeff Reed at 5:38 p.m. Work Session began at 6:00 p.m.

Approval of Agenda Minutes

Claire Maxwell, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

Rutherford County School Board Meetings and exact conversations are recorded and may be found at the following link: <https://www.youtube.com/playlist?list=PL7CB325821E536E8D>. Board Meeting minutes are provided as a supplement to the recording.



Rutherford County Schools

Regular Board

Attendance Taken on 9/11/2025 at 5:30 PM

Katie Darby	Present
Claire Maxwell	Present
Frances Rosales	Present
Tammy Sharp	Present
Caleb Tidwell	Present
Butch Vaughn	Present
Stan Vaught	Present

Present: 7, Absent: 0

Dr. James Sullivan, Present

September 11, 2025, at 5:30 PM - Board Meeting Agenda

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE/PRAYER

Rationale: We will be opening the meeting with a brief moment of silence or prayer and the pledge of allegiance to the United States flag. No one is required to participate or be present for any of these and being in this portion of the meeting is completely voluntary.

Discussion: Work Session: Pledge led by Dr. Sullivan.

Board Meeting: Rutherford County Emergency Services (RCEMS) Commander: Mike Johnson

Rutherford County Emergency Services (RCEMS) Captain Janna Crick led the pledge.

3. APPROVAL OF THE AGENDA

Action(s):

Motion Carried:

Motion to approve the agenda as presented. This motion, made by Caleb Tidwell and seconded by Butch Vaughn, Carried.

4. APPROVAL OF THE CONSENT AGENDA

Action(s):

Motion Carried:

Motion to approve the consent agenda as presented. This motion, made by Butch Vaughn and seconded by Caleb Tidwell, Carried.

4.A. Minutes:

Attachments: (1)

- [Tab 1.1 RCS Board Meeting Minutes 8.21.25](#)

4.B. Bids:

Rationale: Bid #3826 - Intercom Parts

Request to Purchase CTE Truck

Request to Purchase Mower OMS 2025

Attachments: (3)

- [Tab Bid #3826 - Intercom Parts](#)
- [Request to Purchase CTE truck 2](#)
- [Request to Purchase Mower OMS 2025](#)

4.C. Use of Facilities:

FACILITIES USE

9/11/2025

Fees

Blackman
Elementary

Living Water Church, worship service,
gym & classroom, 10/1/25 - 10/1/26,
\$87 per day

Oakland
High

Dogs Have Amazing Noses, dog
competition, classrooms, auditorium &
cafeteria, 5/22/26 - 5/24/26, \$1910

Oakland High	Liga Latinoamericana de Murfreesboro, games, stadium, 10/18/25 - 3/29/26, \$115 per hour
Oakland High	Super F League, soccer, stadium, 12/12/25 - 2/14/26, \$115 per hour
Oakland High	Tennessee Asian Soccer, practice & scrimmage, stadium, 9/12/25 - 12/31/25, \$115 per hour
Oakland High	Tennessee Soccer Club, games, stadium, 11/16/25 - 12/14/25, \$115 per hour
Oakland High	Tennessee Soccer Club, practice, stadium, 12/1/25 - 2/27/26, \$115 per hour
Riverdale High	Riverdale Jr. Warriors, football & cheer practice & games, stadium, 9/12/25 - 11/15/25, \$100 per hour
Rockvale High	KPS TN, cultural program, gym & cafeteria, 9/27/25 - 10/11/25, \$420 per day
Siegel High	2D Sports, baseball tournaments, sports field, 9/12/25 - 11/2/25, \$18 per hour
Siegel High	Hooligans Baseball, practice, sports field, 9/12/25 - 7/30/26, \$18 per hour
Siegel High	Tennessee Soccer Club, games, stadium, 10/11/25 - 12/14/25, \$150 per game

Smyrna
High

Sozo Dance Academy, recital,
classrooms & auditorium, 5/20/26 -
5/23/26, \$1260

Walter Hill Elementary

National Wild Turkey Foundation,
cafeteria, 9/20/25, \$18 per hour

No Fees

Barfield
Elementary

Girl Scout Troop #1588, meetings,
cafeteria, 9/17/2025 - 5/20/2026, no
fees

Blackman
High

Girl Scout Troop #1592, meetings,
cafeteria, 9/12/25 - 12/17/25, no fees

Cedar Grove
Elementary

Smyrna Junior Basketball League,
games, gym, 10/12/25 - 10/13/25, no
fees

Oakland
Middle

Inner Light Family Theatre,
performances, auditorium, 11/17/25 -
11/22/25, no fees, *In-Kind Agreement

Rock Springs
Elementary

Scouting America, BSA, meetings,
cafeteria, 9/12/25 - 5/19/26, no fees

Rockvale
High

Tennessee Elite, baseball practice,
sports field, 9/12/25 - 5/31/26, no fees,
*In-Kind Agreement

Roy
Waldron

Carpe Artista, theatre rehearsal, gym,
9/12/25 - 6/1/26, no fees, *In-Kind
Agreement

Siegel High

Girl Scouts of Middle Tennessee,
meeting, cafeteria, 9/25/25, no fees

Stewartsboro
Elementary

BSA Cub Scout Pack #0482, meetings,
cafeteria, 9/12/25 - 4/21/26, no fees

Stewarts Creek
Middle

TN Iron, baseball practice, sports field,
9/12/25 - 11/1/25, no fees, *In-Kind
Agreement

Note: Facility use prior to 9/11/25 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

4.D. Non-Faculty Volunteer Coaches:

NAME	SCHOOL	ACTIVITY
Shoenbachler, Houston	Oakland High School	Band
Burt, Maya	Riverdale High School	Choir
Marlow, Jacob	Smyrna Middle School	Band
Marlow, Jacob	Siegel High School	Band
Marlow, Jacob	Rock Springs Middle School	Band
Van de Bogaerde, Nicholas	Stewarts Creek High School	Band
Shirk, Alana	Rockvale Middle School	Choir
Morack, Jordan	Smyrna Middle School	Band
Casper, Haylee	Oakland High School	Choir
Chambers, Ashleigh	Rockvale Middle School	Theatre
Rebstock, Amanda	Siegel High School	Band
Johnson, Lee	Siegel High School	Band
Herrera, Carolina	Siegel High School	Band
Webb, Garen	Siegel High School	Band
Zimmerer, Jennifer	Rock Springs Middle School	Band
Bullock, Ethan	Riverdale High School	Band

Murphy, Rebecca	Rockvale Middle School	Band
Zimmerer, Jennifer	Rockvale Middle School	Band
Van de Bogaerde, Nicholas	Rockvale Middle School	Band
Easley, Benjamin	Rockvale Middle School	Band
Go, Regina	Rockvale Middle School	Band
Hitchcock, Dan	Rockvale Middle School	Band
Wingruber, Karl	Rockvale Middle School	Band

4.E. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Athletic Trainers	\$30 Per Hour	All Schools	School Funds + Booster Funds	Special events coverage by Athletic Trainers
Courtney Gregory	\$6,700.00	Blackman High School	School Funds - Cheer	Cheerleading (football/coed competition coach)
Heather Wortman	\$4,000.00	Blackman High School	School Funds - Cheer	Cheerleading (football/coed competition coach)
Barry Wortman	\$6,000.00	Blackman High School	Various Clubs and Sports	Facility Supervision
Mark Anderton II	\$1,000.00	Blackman High School	School Funds - Football	Football Summer Workouts
John Crosby	\$1,000.00	Blackman High School	School Funds - Football	Football Summer Workouts
Malek Holman	\$1,000.00	Blackman High School	School Funds - Football	Football Summer Workouts
Maranda Allen	\$400.00	Blackman Middle School	School Funds - Track	Announcer
Annette Holloway	\$400.00	Blackman Middle School	School Funds - Track	Assigning Teams Numbers
Mindy Sells	\$400.00	Blackman Middle School	School Funds - Track	Field Event
Sherry Bowen	\$400.00	Blackman Middle School	School Funds - Track	Field Event

Brittany Kriesky	\$1,200.00	Blackman Middle School	School Funds - Dance	Coaching and Choreography
Kristin Poplar	\$1,200.00	Blackman Middle School	School Funds - Dance	Coaching and Choreography
Amber Myers	\$1,200.00	Blackman Middle School	School Funds - Dance	Coaching and Choreography
Jeffrey McGinness	\$1,000.00	Blackman Middle School	School Funds - Tennis	Assistant Coach (training, lead practices, assist at matches)
Rachael Dodd	\$1,200.00	Blackman Middle School	School Funds - Volleyball	Assistant Coach
Caitlyn Manus	\$1,200.00	Blackman Middle School	School Funds - Softball	Assistant Coach
Quentin Mastin	\$500.00	Blackman Middle School	School Funds - Basketball	Controlling clock & score board during home games
Allison Kenne	\$2,188.81	Blackman Middle School	School Funds - Basketball Cheer	Assistant Coach
Cayla Knight	\$500.00	Blackman Middle School	School Funds - Bowling	Assistant Coach (pay 1/2 Aug. 2025/pay 1/2 April 2026)
Audrey Marlow	\$840.00	Blackman Middle School	School Funds - Soccer	Help Assist head coach and team with practice/games
Jennelle Peebles	\$1,641.61	Blackman Middle School	School Funds - Swim Boys & Girls	Head Coach
Emily Hines	\$1,000.00	Central Magnet	School Funds - Concessions	Technology management for Hall of Fame Software
Tiffany Stanley	\$1,000.00	Central Magnet	School Funds - Concessions	Technology management for Hall of Fame Software
Ruth Ann Logsdon	\$500.00	Christiana Middle School	School Funds - Archery	Asst. Coach
Stacia Holder	\$1,500.00	Oakland High School	School Funds - Football	Supervisor for ticket gates

Marcus Bryson	\$5,000.00	Oakland High School	School Funds - Football/Indoor Facility	Indoor Facility & Stadium Supervisor
Mitzi Wilson	\$5,000.00	Oakland High School	Various Clubs and Sports	Bus Driver
Chelsey Cannady	\$1,000.00	Oakland Middle School	School Funds - Tennis	Assistant Coach
Andrew Brewer	\$75 Per Game	Oakland Middle School	School Funds - Football	Running scoreboard/making announcements
Caitlyn Raines	\$1,000.00	Oakland Middle School	School Funds - Cross Country	Assistant Coach
William Hardwick	\$7,500.00	Riverdale High School	Various Clubs and Sports	Bus Driver
Amanda Jones	\$500.00	Riverdale High School	School Funds - Band	Judge Marching Band competition, Oct. 18, 2025
Andrew Ault	\$500.00	Riverdale High School	School Funds - Band	Band Camp and Marching Season Staff
Erin Walsh	\$2,000.00	Riverdale High School	School Funds - Track	Assistant Coach
Dakota Crane	\$2,000.00	Rockvale High School	School Funds - Football	Football Coach
Douglas Argo	\$4,000.00	Rockvale High School	School Funds - Football	Coaching and Mowing
Erik Davis	\$1,000.00	Rockvale High School	School Funds - Football	Assistant Varsity Football Coach
Sidtavus Martin	\$1,000.00	Rockvale High School	School Funds - Football	Assistant Varsity Football Coach
Jacob Cook	\$1,000.00	Rockvale High School	School Funds - Football	Assistant Varsity Football Coach
Hunter Long	\$1,000.00	Rockvale High School	School Funds - Football	Assistant Varsity Football Coach
Samuel Turner	\$1,000.00	Rockvale High School	School Funds - Football	Assistant Varsity Football Coach
Ryan Feris	\$3,000.00	Rockvale High School	School Funds - Football	Asst. Freshman Coach/Bus Driving
Joshua Ingram	\$1,000.00	Rockvale High School	School Funds - Football	Football Coach
Brian Guthrie	\$3,000.00	Rockvale High School	School Funds - Football	Football Operations

Amy Boyd	\$2,000.00	Rocky Fork Middle	School Funds - Volleyball	Assistant Coach 25-26 Season
Holly Lockett	\$1,000.00	Rocky Fork Middle	School Funds - Soccer	Assistant Coach 25-26 Season
Benita Buggs	\$2,000.00	Rocky Fork Middle	School Funds - Girls Basketball	Assistant Coach 25-26 Season
Sara Smyth	\$750.00	Siegel Middle School	School Funds - Yearbook	Assistant Sponsor
Justin Morton	\$2,000.00	Smyrna Middle School	Central Office	Summer Mowing
Phillip Morgan	\$5,000.00	Stewarts Creek High	Various Clubs and Sports	Driving Bus
John Spurlock	\$2,500.00	Stewarts Creek High	Various Clubs and Sports	Driving Bus
Jeremiah Westbrook	\$1,900.00	Stewarts Creek Middle	School Funds - Soccer	Soccer Field Maintenance
Phillip Nau	\$1,900.00	Stewarts Creek Middle	School Funds - Boys Soccer	Soccer Field Maintenance
Charles Limbaugh	\$1,000.00	Stewarts Creek Middle School	School Funds - Football/Basketball	Announcing Games
Justin Morton	\$500.00	Thurman Francis Arts Academy	School Funds - Girls & Boys Soccer	Mowing Smyrna Middle School Soccer Field Fall 2025/Spring 2026
Name-Non-Faculty	NTE Amt.	School	Funded By	Description
Irvin Turner	\$1,200.00	Blackman Middle School	School Funds - Track	Timing
Kailey Cooper	\$400.00	Blackman Middle School	School Funds - Track	Field Event
Lynn Cooper	\$1,200.00	Blackman Middle School	School Funds - Track	Timing
Kelsey Cooper	\$400.00	Blackman Middle School	School Funds - Track	Field Event
Elisa Peterkin	\$2,000.00	Blackman Middle School	School Funds - Basketball	Assistant Coach

Chasity Cook	\$1,800.00	Blackman Middle School	School Funds - Basketball	Assistant Coach
Kenneth Brewer	\$800.00	Blackman Middle School	School Funds - Softball	Assistant Coach
Sergio Abeijon	\$2,000.00	Central Magnet	School Funds - Tennis	Tennis Coach
Kristopher Lee	\$1500.00 plus taxes	Christiana Middle School	School Funds - Basketball	Boys Basketball Coach
Houston Schoenbachler	\$5,000.00	Oakland High School	OHS Band Boosters	Front Ensemble Tech/Percussion
Ethan Bullock	\$25 per half hr. lesson, \$40 per hr. lesson	Riverdale High School	School Funds - Band	Woodwind lessons
Jacob S. Marlow	\$3,600.00	Rock Springs Middle School	School Funds - Band	Private Brass Lessons
Jennifer Zimmerer	\$3,600.00	Rock Springs Middle School	School Funds - Band	Private Woodwind Lessons
William Holliday	\$3,000.00	Rockvale High School	School Funds - Football	Asst. Coach
Calvin McDonald Jr	\$1,000.00	Rockvale High School	School Funds - Football	Asst. Varsity Coach
Charles Booker Jr	\$1,500.00	Rockvale High School	School Funds - Football	Assistant Freshman Coach
Alana Shirk	\$25 Per Lesson	Rockvale Middle School	School Funds - Choir	Music - Private Voice Instructor
Ashleigh Chambers	\$500.00	Rockvale Middle School	School Funds - Theater	Choreographer
Quincy Hudson	\$2,188.81	Rockvale Middle School	School Funds - Football	Asst. Coach
Gerald Griffin	\$2,188.81	Rockvale Middle School	School Funds - Football	Asst. Coach
Rebecca Murphy	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching private lessons/Group Masterclasses.

Jennifer Zimmerer	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching private lessons/Group Masterclasses.
Nicholas Bogaerde	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching private lessons/Group Masterclasses.
Benjamin Easley	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching private lessons
Regina Go	\$30 per lessons	Rockvale Middle School	School Funds - Band	Teaching private lessons/Group Masterclasses.
Amanda Rebstock	\$28 Per Lesson	Siegel High School	Siegel HS Band Boosters	Teach Oboe Lessons
Lee Johnson	\$30 per 1/2 hour lesson	Siegel High School	Siegel HS Band Boosters	Clarinet Lessons
Carolina Herrera	\$30 per 1/2 hour lesson, \$50 for full hour	Siegel High School	Siegel HS Band Boosters	Working 1 on 1 with individuals to enhance their music development skills
Garen Webb	\$30 per 1/2 hour lesson	Siegel High School	Siegel HS Band Boosters	Working with students one on one to enhance their musicianship
Ryan McCabe	\$2,700.00	Siegel High School	School Funds - Soccer	Girls Soccer Coach
Anderson, Canaan	\$1,500.00	Siegel High School	School Funds - Cross Country	Assistant Coach
Jacob S. Marlow	\$25.00 Per Lesson	Smyrna Middle School	School Funds - Band	Private Lessons
Jordan Morack	\$30 Per Lesson	Smyrna Middle School	School Funds - Band	Private Lessons
Nicholas Bogaerde	\$5,000.00	Stewarts Creek High	Stewarts Creek High School Music Boosters	Music Private Lessons
Brandon Thomas	\$1,076.50	Stewarts Creek Middle	School Funds - Wrestling	Wrestling Coach.
Jeffrey Shipley	\$2,500.00	Stewarts Creek Middle	School Funds - Basketball/Football	Announcing Games - Basketball Girls & Boys/Football

Jamonn Brady	\$500.00	Thurman Francis Arts Academy	School Funds - Girls & Boys Soccer	Lining Smyrna Middle School Soccer Field, Mowing, Goals, Nets Fall 2025/Spring 2026
Classified	NTE Amt.	School	Funded By	Description
Julie Glass	Overtime Rate	Blackman Middle School	School Funds - Track	Field Event
Reece Carter	\$1,000.00	Blackman Middle School	School Funds - Boys Basketball	Coaching, Mentoring & Equipment Maintenance
Olivia Gregg	\$900.00	Blackman Middle School	School Funds - Archery	Assistant Coach
Cynthia Carter	Overtime Rate	Blackman Middle School	School Funds - Football Cheer	Clean up
Teresa Deno	Overtime Rate	Blackman Middle School	School Funds - Football Cheer	Clean up
Valerie Currey	Overtime Rate	Blackman Middle School	School Funds - Football Cheer	Clean up
Linda Bell	Overtime Rate	Blackman Middle School	School Funds - Track	Gate
Tracy Harris	Overtime Rate	Blackman Middle School	School Funds - Track	Field Event
Cedric Thompson	\$766.81	Christiana Middle School	School Funds - Track	Assistant Coach
Tonya Newman	Overtime Rate	Christiana Middle School	Outside Group / Use of Facilities	Building Supervisor
Sandra Sutton	Overtime Rate	Christiana Middle School	Outside Group / Use of Facilities	Building Supervisor
Kerry Malone	Overtime Rate	Stewarts Creek Middle	Football/Various Sporting Events	Announcing
Manika Logue	\$2,625.61	Stewarts Creek Middle	School Funds - Cheer	Cheer Coaching for Game Day

4.F. Nepotism:

Rationale: Erika Morales - Attendance Secretary - LaVergne High School
Samantha Helton - Sped EA - Wilson Elementary School
Kaelyn Hardin - RTI EA - Siegel Middle School
Taya Padillia - EA - Siegel High School
William Hartley - Custodian - Blackman High School
Marisa Hartley - Custodian - Blackman High School
Reuben Savage - Math Teacher - Blackman High School

4.G. Transportation:

Rationale: Pursuant to Section 8.1 of the Rutherford County Board of Education Bus Contract, the Transportation Department has received a letter from Sandy Davis, contractor of Bus 240, requesting voluntary transfer of her contract with Rutherford County Board of Education. She has requested the contract be transferred to her spouse, Steve Davis. This transfer is under the request 8.10b Rutherford County Board of Education Bus Transportation Services Contract.

4.H. Fine Arts Teacher Stipends

Rationale: The Instruction Department seeks approval to provide a stipend to lead Fine Arts teachers from general purpose funds in the amount of \$1,000.00 each (\$10,000.00 total) for planning, facilitating, and leading professional activities for district Fine Arts teachers.

Discussion:

Name	School	Content Area
Mike Aymett	Riverdale High School	High School Instrumental Music
Alexis Derryberry	Stewarts Creek High School	High School General Music
Garrett Doo	Smyrna High School	High School Vocal Music
Lisa Kemp	Rock Springs Elementary School	Elementary Music
Abbey Logan	Plainview Elementary School	Elementary Art
Jamie Noon	Blackman High School	Dance
Michael Petrone	Rocky Fork Middle School	Middle School Music
Rebecca Phelps	Rockvale High School	High School Art
Anna Laura Williams	Siegel Middle School	Middle School Instrumental Music

5. FINANCIAL MATTERS

5.A. Insurance Rates for 2026

Rationale: Enrollment period runs from October 3 through October 31, 2025.

Motion Carried:

Based on the Board request from August meetings and previously approved budget, motion to approve the rate increase as presented beyond budgeted expenses. This motion, made by Stan Vaught and seconded by Tammy Sharp, Carried.

Attachments: (3)

- [Tab 4.1 Ten Month 2026 - Health Plan Rate Charts - Excel - RCS 9.5.25 - 50](#)
- [Tab 4.2 Twelve month 2026 - Health Plan Rate Charts - Excel - RCS 9.5.25 - 50](#)
- [Tab 4.3 Dental and Vision Benefits 2026](#)

5.B. Fund 189 Reallocation of Project Money Request

Rationale: This request is to reallocate the balance of \$355,664.30 from LaVergne Middle Annex Project to Simon Springs Community School Project in the Fund 189-Building Program. This shift of funds will move money not spent in the LaVergne Middle project and place it in the Simon Springs project to clean up overages and move it to close out status.

Action(s):

Motion Carried:

Motion to approve Fund 189 request as presented. This motion, made by Stan Vaught and seconded by Frances Rosales, Carried.

6. RUTHERFORD PROUD

Discussion: Opened the meeting with the Central Magnet String Quartet

Dr. Ash presented the current and past achievements of Central Magnet. Highlighting several areas of accolades that make Central Magnet stand out and offer a well-rounded education.

Marc Guthrie shared student stories and awards within the Engineering and Robotics departments.

Students: Jada Scott, Senior

Harrison Hamby, Senior

Alicia Moreno, Class President 2026

All shared stories of personal experiences that set Central apart from other schools.

The presentation ended with a group from the Central Magnet Choir singing the School's Alma Mater

Description: Central Magnet School has been named the third best high school in the nation based on an evaluation by U.S. News and World Report. Principal Dr. John Ash, his staff, and students presented information about the schools' program, history, and accomplishments.

7. PUBLIC COMMENTS*

Discussion: Tammy Mendoza - parent of an alternative school student, discussed her issue with the lack of transportation. She asked the Board to reconsider taking buses away from those in alternative schools.

Moekysha Robinson Tate - parent of alternative school student, discussed her issue with the

lack of transportation. She asked the Board to reconsider taking buses away from those in alternative schools.

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

8. INSTRUCTION

8.A. Empowering Tomorrow's Citizens: A Vision for Civic Readiness

Rationale: Lee Ramsey, Social Studies Specialist, presented a brief overview of Instruction initiatives to engage students in civics. They included Freedom Week celebrations, recent nominations for the Civic's All-Star Award, and the Governor's Civic Seal.

Discussion: Mr. Lee Ramsey discussed the growth of Civics education within Rutherford County Schools. Several students and teachers have received awards in the area of Civic responsibility. Next week begins Freedom week, copies of the constitution and voter registration will be available to students. He explained the process of the Governor's Civic Seal and the nominations being submitted are for Eagleville School, Riverdale High School, and Smyrna High School.

8.B. Orton-Gillingham Plus and Morphology Plus Training

Rationale: Rutherford County Schools will contract with the Institute for Multi-Sensory Education to continue providing Orton-Gillingham (OG) and Morphology training to classroom teachers, ESL teachers, Special Education Teachers, and Academic Interventionists in 2025-2026. These courses are 5-day highly engaging, interactive, and hands-on training that will provide our educators with a deep understanding of the enhanced OG program. This accredited structured literacy course will equip our teachers with the knowledge, strategies, and tools necessary to effectively implement foundational literacy skills across all instructional tiers. We are planning on 2 cohorts this fall (October and November 2025) at a cost not to exceed \$89,112.50. This will be paid through Title II funds for this school year.

Motion Carried:

Motion to utilize Title II funds for OG training in the fall at a cost not to exceed \$89,112.50. This cost is inclusive of training materials, an on-site consultant, and travel costs. This motion, made by Butch Vaughn and seconded by Frances Rosales, Carried.

9. LEGAL

9.A. Transfer Student Under Discipline (1)

Rationale: The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded for possession of illegal drugs. According to Policy 6.318, the Board may deny admission to any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

Action(s):

Motion Carried:

Motion to deny the admission of this transfer student under discipline as presented. This motion, made by Tammy Sharp and seconded by Katie Darby, Carried.

Attachments: (1)

- [2025.08.28 MEMO Out of County \(1\)_Monika Ridley](#)

10. ENGINEERING AND CONSTRUCTION

10.A. Extended Sessions Bus Contract for 2025-2026

Rationale: Transportation has submitted the Extended Sessions bus contract for Power Hour for the 2025-2026 school year. Compensation is \$245.00 per day.

Action(s):

Motion 1 Withdrawn:

Motion to approve two drawings this year based on a mistake made on Tuesday night during the discussion of the extended sessions bus contract. This motion, made by Caleb Tidwell and seconded by Frances Rosales, Withdrawn.

Motion 2 Carried:

Motion to approve the Extended Sessions bus contract for Power Hour as presented. This motion, made by Caleb Tidwell and seconded by Frances Rosales, Carried.

Discussion: Mr. Lee started by explaining that he misspoke on Tuesday, referring to two drawings for Power Hour rather than one, as has been done in past years. This year, the notification was shared with bus contractors that there would be one drawing for both sessions of Power Hour rather than two.

The Board had several discussions about whether they should continue with what was communicated to bus contractors or allow for two drawings this school year.

Attachments: (1)

- [Tab 2025 Bus Extended Contract Contract for Power Hour](#)

11. CORPORATE RECOGNITION

Rationale: Board Member, Katie Darby would like to discuss an award recognition display for the lobby showcasing our community partners. The Front Street Sign Company has agreed to donate the display to Rutherford County Schools.

Discussion: Mrs. Darby is meeting with Mr. Evans and will share those ideas with the Board at a later time.

12. DIRECTOR'S UPDATE

Discussion: Work Session: Dr. Sullivan congratulated the following three (3) educators being honored at the CMA Foundation Music Teachers of Excellence on Wednesday, September 10th.

Mr. Reggie Coleman, Rocky Fork Middle School

Garrett Doo, Smyrna High School
Nicholas Efstathiou, Riverdale High School

Board Meeting: Weapon detection is going well at each school and we are getting faster every day.

Sept. 25 TVASS data will be available to share

13. GENERAL DISCUSSION

Discussion: Tammy Sharp discussed riding a few buses this week and cars not stopping for buses with their stop signs out. Weapon detection is moving smoothly at each school visit. She has been speaking to Jessica Johnson. We are serving about 900 students in the ATLAS Program so far this year. Ms. Sharp and Mrs. Johnson is starting a student clothing closet, taking donations of gently used clothing. She will be sharing details soon. They have current needs for shampoo and body wash.

Mrs. Rosales offered shampoo and socks for ATLAS. She discussed the mental health crisis with our youth. She shared stats about suicide rates, death by firearms, and the tie to mental health.

14. ADJOURNMENT

Discussion: 6:43pm

Approval of Agenda Minutes

Claire Maxwell, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

Rutherford County School Board Meetings and exact conversations are recorded and may be found at the following link: <https://www.youtube.com/playlist?list=PL7CB325821E536E8D>. Board Meeting minutes are provided as a supplement to the recording.

BID #3828 - CTE RENOVATIONS - RIVERDALE HIGH SCHOOL- GREENHOUSE SITE WORK			
General Contractor	Core Construction Group, LLC	Romach	Chris Whitaker Construction
Electrical Contractor	Founder Electric, LLC		
License Number and Date of Expiration	79188 - 05/31/2027		
Plumbing Contractor	Seven Sons Plunbing		
License Number and Date of Expiration	83518 - CMC-A - 06/30/2027		
BASE BID	\$ 160,000.00	Could not accept bid - paper work incomplete	Could not accept bid - paper work incomplete

Mailed to 48 vendors
45 vendors did not respond

Recommend: Motion to approve to Core Construction Group., LLC for overall lowest and best bid

To be funded from CTE Dept. ISM funds if funding is available

BID #3829 - CTE RENOVATIONS - HOLLOWAY HIGH SCHOOL- GREENHOUSE SITE WORK		
General Contractor	Core Construction Group, LLC	Romach
Electrical Contractor	Founder Electric, LLC	
License Number and Date of Expiration	79188 - 05/31/2027	
Plumbing Contractor	Seven Sons Plunbing	
License Number and Date of Expiration	83518 - CMC-A - 06/30/2027	
BASE BID	\$ 280,000.00	Could not accept bid - paper work incomplete

Mailed to 48 vendors
46 vendors did not respond

Recommend: Motion to approve to Core Construction Group., LLC for overall lowest and best bid

To be funded from CTE Dept. ISM funds if funding is available



Estimate

Number E132

Date 9/4/2025

Bill To Justin Smith
 Blackman High School
 3956 Blaze Dr.
 Murfreesboro, TN, 37128
 615-585-0943

Ship To Justin Smith
 Blackman High School
 3956 Blaze Dr.
 Murfreesboro, TN, 37128
 615-585-0943

PO Number

Project

Item #	Description	Quantity	Price Each	Amount
2021 Ez-Go TxT	blue TxT 4 seater w/ wheels and tires	1	\$4,450.00	\$4,450.00

Amount Paid	\$0.00
Amount Due	\$4,450.00
Discount	\$0.00

Sub Total	\$4,450.00
Sales Tax 9.75% on \$0.00	\$0.00
Total	\$4,450.00

All Estimates good for 20 days !!!!