



**2240 Southpark Drive
Murfreesboro, TN 37128**

**SEPTEMBER 23, 2026
5:30 P.M.**

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.

Work Session: Stan Vaught

Board Meeting: Stan Vaught

3. APPROVAL OF AGENDA

Recommended Motion - to approve the agenda as presented.

4. APPROVAL OF CONSENT AGENDA (TAB 1)

A. Minutes: Board Meeting Minutes, September 10, 2026
Special Called Minutes, September 8, 2026

B. Bids: Request to purchase six (6) RCS Maintenance trucks

C. Nepotism: Imelda Ledezma – Cafeteria – Smyrna Middle School
Ryan Kirby – EA – Oakland Middle School
Emma Bowling – EA – Stewarts Creek Elementary
Eric Lamb – Construction Maintenance – Central Office

D. Use of Facilities

FACILITIES USE

9/23/2026

Fees

Blackman High	Hardwood Prospects, travel basketball, gym, 9/25/26 – 7/31/27, \$18 per hour
Blackman High	Tennessee Soccer Club, games, stadium, 10/4/26 – 12/14/26, \$150 per game
Central Magnet	The Church in Murfreesboro, classroom & cafeteria, 9/28/26 – 9/28/27, \$69 per day
LaVergne Middle	Wedding of Mavis Carranza & William Garnette, gym, 10/8/26, \$290
Oakland High	Campus Outreach, flag football, stadium, 10/4/26, \$805
Siegel High	Bethany Sherrell, birthday party, gym, 9/27/26, \$100
Siegel High	Murfreesboro Braves, baseball practice, sports field, 9/29/26 – 10/29/26, \$36 per day
Smyrna Middle	Slammer Softball, practice, sports field, 9/26/26 – 6/30/27, \$18 per hour

No Fees

Barfield Elementary	The Center for Martial Arts Excellence, martial arts skills, music room, 9/29/26 & 10/1/26, no fees, *In-Kind Agreement
Central Magnet at Lascassas	Stealth Baseball, practice, sports field, 9/24/26 – 2/1/27, no fees, *In-Kind Agreement
Poplar Hill Middle	U.S. Elite Baseball, practice, sports field, 9/24/26 – 1/1/27, no fees, *In-Kind Agreement

Rockvale High

Rockvale Wrestling Club, practice, gym,
9/24/26 – 3/12/27, no fees, *In-Kind
Agreement

Stewartsboro Elementary

TN Hustle Basketball, practice, 12/6/26 –
5/27/27, no fees, *In-Kind Agreement

Note: Facility use prior to 9/23/26 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

E. Non-Faculty Coaches:

According to the Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty volunteer coaches to participate in the school athletic programs.

The following non-faculty volunteer coaches are for the 2026-2027 school year:

NAME	SCHOOL	ACTIVITY
Royer, Amy	Oakland Middle School	Theatre
Casper, Haylee	Rockvale High School	Choir
Easley, Benjamin	Rockvale Middle School	Band
Herrera, Carolina	Rockvale Middle School	Band
Brown, Evelyn	Rockvale Middle School	Choir
Hopkins, Donald	Rockvale Middle School	Band
Van De Ven, Rebecca	Siegel High School	Band
Smith, Erich	Eagleville School	Band
Coffey, Nicholas	Blackman Middle School	Band
Johnson, Tara	Rock Springs Middle School	Band
Go, Regina	Rocky Fork Middle School	Band
Trauscht, Riley	Rocky Fork Middle School	Band
Judy, Alice	Rocky Fork Middle School	Band
Torres, Daniel	Smyrna Middle School	Band
Doss, Cedric	Blackman High	Track

Sanders, Leslie	Blackman High	Girls Wrestling
Dyer, Clayton	Central Magnet	Track
Green, Christopher	Central Magnet	Climbing
LaPointe, Gregory	Central Magnet	HS Girls Basketball
Ellis, Chris	Eagleville School	HS Boys Basketball/Softball
Whitt, Brandon	Eagleville School	High & Middle Softball
Prevost, Michael	Central Magnet	Boys Basketball
Fraser, David	LaVergne High	Boys Basketball
Swader, Zion	Oakland High	Boys Basketball
Hart, Isaiah	Riverdale High	Boys Basketball
Hoehn, Brett	Riverdale High	Swimming
Jett, Anton	Riverdale High	Boys Basketball
Sanders, Clarice	Riverdale High	Dance
Keller, Hallie	Rockvale High	Swimming
Clemons, Anthony	Rocky Fork Middle	Wrestling
Smith, Jacob	Siegel High	Wrestling
Clayton, Allan	Smyrna High	Softball
Powell, Randarius	Smyrna High	Tennis
Pruitt, David	Smyrna High	Tennis
Sellers, Jarrett	Smyrna High	Baseball
Walter, Elizabeth	Stewarts Creek High	Track

F. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Thomas Martin	\$1,675.00	Blackman High School	School Funds - Girls Basketball	Coaching
Maranda Allen	\$450.00	Blackman Middle School	School Funds - Track & Field	Announcer

Sedonia Thompson	\$450.00	Blackman Middle School	School Funds - Track & Field	Gate Worker
Sedonia Thompson	\$600.00	Blackman Middle School	School Funds - Boys & Girls Basketball	Announcer/Scorekeeper
Annette Holloway	\$450.00	Blackman Middle School	School Funds - Track & Field	Event Worker
Mindy Sells	\$450.00	Blackman Middle School	School Funds - Track & Field	Event Worker
Caitlyn Manus	\$1,200.00	Blackman Middle School	School Funds - Softball	Assistant Softball Coach
Yeri Bethea	\$1,500.00	Blackman Middle School	School Funds - Football	Assistant Coach
Timothy Purvis	\$250.00	Blackman Middle School	School Funds - Football	Work Scoreboard at home games
Joshua Pope	\$250.00	Blackman Middle School	School Funds - Football	Announcer
Rachael Dodd	\$1,200.00	Blackman Middle School	School Funds - Volleyball	Assistant Coach
Sandra Mansour	\$1,200.00	Blackman Middle School	School Funds - Girls Soccer	Help with running practices and attending games
Kristin Poplar	\$2,200.00	Blackman Middle School	School Funds - Basketball Cheer	Coaching
Kristin Poplar	\$2,000.00	Blackman Middle School	School Funds - Dance Team	Coaching/Choreography
Amber Myers	\$2,000.00	Blackman Middle School	School Funds - Dance Team	Coaching/Choreography
Janet Cooper	\$2,100.00	Blackman Middle School	School Funds - Track & Field	Assistant Coach
Jerome Davis	\$2,100.00	Blackman Middle School	School Funds - Track & Field	Assistant Coach
Jerome Davis	\$1,000.00	Blackman Middle School	School Funds - Cross Country	Assistant Coach
Bergen Sheppard	\$500.00	Eagleview School	Outside Use of Facilities	Campus Supervision
Thomas Paden	\$2,500.00	Oakland High School	School Funds - Football, Basketball, & Various Activities	Audio/visual @ ballgames
Richie Conner	\$2,500.00	Poplar Hill Middle School	School Funds - Various Sports & Clubs	Bus Driver for Activities as Needed

Christopher Gray	\$700.00	Rock Springs Middle School	School Funds - Boys & Girls Basketball	Scoreboard/Announcer
Buford Brewer	\$5,000.00	Rockvale High School	School Funds - Various Sports & Clubs	Bus Driver
Kelli Coleman	\$2,000.00	Rockvale Middle School	School Funds - Girls Basketball	Assistant Coach
Charles Torrent	\$85.00	Rocky Fork Middle School	School Funds - Band	Trumpet Start Up
Thomas Chesnut	\$85.00	Rocky Fork Middle School	School Funds - Band	Tuba Start Up
Juliet Lang	\$85.00	Rocky Fork Middle School	School Funds - Band	Saxophone Start Up
Emily Swafford	\$85.00	Rocky Fork Middle School	School Funds - Band	Flute Start Up
Christopher Williams	\$800.00	Rocky Fork Middle School	School Funds - Football	Operating the scoreboard and jumbotron at all RFMS home football games
Non-Faculty	NTE Amt.	School	Funded By	Description
Chasity Cook	\$1,800.00	Blackman Middle School	School Funds - Girls Basketball	Assistant Coach
Micah McClellan	\$1,800.00	Blackman Middle School	School Funds - Baseball	Assistant Coach
Nicholas Coffey	\$25 per lesson	Blackman Middle School	School Funds - Band	Private Music Lesson Instructor
Erich Smith	\$25 per half hour lesson	Eagleview School	School Funds - Band	Private Lessons
Sam Gorden	\$3,800.00	Oakland Middle	School Funds - Boys Basketball	Assistant Coach
Kellen Cuen	\$23 per game (\$69 total)	Poplar Hill Middle School	School Funds - Football	PA
Sean Holt	\$23 per game (\$69 total)	Poplar Hill Middle School	School Funds - Football	Keep clock
Tara Johnson	\$40 per lesson	Rock Springs Middle School	School Funds - Band	Private Horn Lessons
Evelyn Brown	\$25 per lesson	Rockvale Middle School	School Funds - Choir	Vocal Coach/Help students improve signing techniques
Donald Hopkins	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
Alice Judy	\$30 per lesson	Rocky Fork Middle School	School Funds - Band	Private Lessons
Riley Trauscht	\$30 per lesson	Rocky Fork Middle School	School Funds - Band	Private Lessons

Regina Go	\$30 per lesson	Rocky Fork Middle School	School Funds - Band	Private Lessons
Rebecca Van de Ven	\$30 per 30-minute lesson	Siegel High Schol	Siegel High Band Booster	Teaching Oboe Lessons
Dylan Bargatze	\$4,000.00	Siegel High Schol	School Funds - Wrestling	Assistant Coach
Jacob Smith	\$4,000.00	Siegel High Schol	School Funds - Wrestling	Coach
Daniel Torres	\$25 per lesson	Smyrna Middle School	School Funds - Band	Music Lessons
Temp NFS	NTE Amt.	School	Funded By	Description
Ava Elizabeth Olsen	\$20 per 20-minute lesson	Thurman Francis Arts Academy	School Funds - Band	Percussion Lessons
Classified	NTE Amt.	School	Funded By	Description
Tracy Harris	Overtime Rate	Blackman Middle School	School Funds - Track	Scoring the high jump and then transitioning to the finish line for relay races
Tracy Harris	\$250.00	Blackman Middle School	School Funds - Football	Scoreboard/Clock
Olivia Gregg	\$1,500.00	Blackman Middle School	School Funds - Archery	Assistant Coach
Tracy Harris	Overtime Rate	Blackman Middle School	School Funds - Basketball	Keeping books for home and away Basketball Games
Reece Carter	\$1,000.00	Blackman Middle School	School Funds - Boys Basketball	Assistant Coach
Linda Bell	Overtime Rate	Blackman Middle School	School Funds - Track & Field	Gate Worker
Jamie Hill	\$700.00	Rock Springs Middle School	School Funds - Boys & Girls Basketball	Official Score Keeper
Asya Meho	Classified Overtime Rate	Smyrna Elementary School	Outside Use of Facilities - Jr. Pro Basketball	Custodial Clean Up

Recommended Motion – to approve the consent agenda as presented.

5. PUBLIC COMMENT*

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

6. DIRECTOR OF SCHOOLS EVALUATION TOOL (TAB 2)

Recommended Motion – to approve the Director of Schools evaluation tool for the 2026-2027 SY as presented.

7. SPEAKER

Board Meeting: At a Board Member's request, School Nutrition vendor, Chartwells to present.

8. THE RCS DIFFERENCE

Discussion of a Recognition Process for Financial Supporters

Each year, businesses and individuals provide valuable financial support to Rutherford County Schools, individual schools, and district programs. The Board previously approved a plaque design for display in the lobby to recognize these contributions. Additional Board guidance is needed to establish clear, consistent recognition criteria and ensure supporters are appropriately acknowledged.

The newly established Rutherford County Schools Foundation has also secured several significant financial contributions to benefit teachers across the district. Staff will present options for a formal recognition process that accounts for both district and Foundation support and seek the Board's direction on next steps.

CTE Excellence Awards

Rutherford County Schools introduced its inaugural CTE Excellence Awards in 2026. Modeled after the National Excellence Awards of the Association for Career and Technical Education (ACTE), these awards recognize outstanding CTE educators, leaders, partners, and programs. The district honorees will represent RCS for state-level consideration.

- Partner of the Year — Rutherford Works
- New Teacher of the Year — Jennie Kate Pendergrass, Siegel High School
- Teacher of the Year — Dr. Courtney Pruitt, Smyrna High School
- Administrator of the Year — Dr. John Marshall, Oakland High School
- Mentor of the Year — Cora Strain Proctor, Siegel High School
- Career Ready Counselor of the Year — Mike Messerly, Smyrna High School
- Community Service Award — Emily Gullede, Siegel High School
- Lifetime Achievement Award — Steven Picklesimer, Smyrna High School
- Program of the Year — Stewarts Creek Audio Visual, Stewarts Creek High School

Additionally, the district recognized College and Career Readiness awards based on industry certification attainment for the 2025-2026 school year. Honors went to the following:

- Career Ready Teacher of Excellence- Sarah Medley, Riverdale High School
- Career Ready Program Champion- Blackman High Business and Marketing
- Career Ready School of Distinction- Riverdale High School

CTE Coordinator Tyra Pilgram will introduce the award winners to the School Board.

9. ATHLETICS (TAB 3)

Christiana Elementary and Buchanan Elementary Schools are seeking approval for a co-op to be formed between them for Archery. Buchanan Elementary students would join with the established Christiana Elementary archery program for the 26-27 season.

Recommended Motion – to approve the co-op between Christiana Elementary and Buchanan Elementary archery teams as presented.

10. LEGAL (TAB 4)

Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC (second offense).

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

Director of Schools' Recommendation: Deny admission.

Recommended Motion - to admit or deny the admission of this Transfer Student Under Discipline as presented.

11. ENGINEERING AND CONSTRUCTION (TAB 5)

I. Rock Springs Middle Shed Request: Dr. Larissa Westerfield is requesting to purchase a 10 x 16 shed. The cost of the shed is \$4,990.65 and will be covered by football funds. Engineering and Construction has reviewed the request and has no objections.

Recommended Motion - to approve the Rock Springs Middle shed request as presented.

II. Middle Tennessee Electric Easement for Rock Springs Elementary: The City of LaVergne has undertaken the Waldron Road realignment road project. As part of this project, all utilities are being relocated and will require new easements. Middle Tennessee Electric has completed the relocation design work and has requested a revised easement for this location. Engineering and Construction has reviewed the request and has no objections.

Recommended Motion - to approve the Rock Springs Elementary and Waldron Road easement request as presented.

III. Middle Tennessee Electric Easement Request: add pole and guide wire on Blackman Elementary School property.

Recommended Motion – to approve the Blackman Elementary School and Fortress Blvd. easement request as presented.

12. FINANCIAL MATTERS (TAB 6)

I. The benefits department is requesting approval for a retiree-only health reimbursement arrangement (HRA) for a narrow group of former Rutherford County Government employees who transferred to RCS with a school-system hire date on or after July 1, 2015, who are excluded from the retiree health plan due to state law. The HRA would provide retiree health support, for expenses such as insurance premiums or qualifying out-of-pocket expenses, for this narrow group for the retiree only (spouses and dependents are excluded) until the age of 65 in the amount of \$1,000 per month. The benefits department will work with Alternative Health Solution as a point of contact for retirees with funding being managed through Heath Invest. Conceptual approval was given at the 6/23/26 board meeting.

Recommended Motion - to approve an HRA for a limited group of retirees as presented.

II. Health Insurance Premiums

Recommended Motion – to cover 55% of the dollar amount of the health insurance premium increase with the other 45% increase being paid by the employee.

13. BOARD ITEMS (TAB 7)

I. Plaques Displaying Declaration of Independence, United States Constitution and Ten Commandments

This matter is being added to the agenda to confirm whether the Board of Education wishes to allow certain plaques to be displayed in schools which contain quotes from the Declaration of Independence, the United States Constitution, and the Ten Commandments. In the last legislative session of the state legislature, the state legislature adopted legislation allowing schools to display the first sentence of the second paragraph of the preamble to the Declaration of Independence, the preamble of the Constitution, and the Ten Commandments in a prominent location in a school building in order to educate students on the documents' historical significance and how the documents shaped the common cultural heritage of the school system, Tennessee, and the United States of America. A copy of Tennessee Code Annotated Section 49-6-2010 is attached to your materials. The statute also specifies the text that must be used for the Ten Commandments section of the display. The statute defines "prominent location" as a school entryway, cafeteria, or common areas where students are likely to see the display. If the Board decides to move forward with allowing the displays, there have been two designs proposed for the plaques, one of which would be used in middle and high schools and another design that would be used in elementary schools. Funds have been raised to pay for display plaques so that the cost of the display plaques would not be paid by the school system.

Possible Board Action: Motion to approve allowing schools to display the first sentence of the second paragraph of the preamble to the Declaration of Independence, the preamble of the Constitution, and the Ten Commandments pursuant to Tennessee Code Annotated Section 49-6-2010 to educate students on the documents' historical significance and how the documents shaped the common cultural heritage of the school system, Tennessee, and the United States of America, and to approve the attached

design for high schools and middle schools and the separate design for elementary schools.

- II. Request to increase the SPED Bus Aide R101 pay to R102 to better appeal to applicants.

Recommended Motion – to approve an increase in pay for a SPED Bus Aide from R101 to R102.

14. DIRECTOR’S UPDATE

15. GENERAL DISCUSSION

16. ADJOURNMENT



RUTHERFORD COUNTY SCHOOL DISTRICT
2240 Southpark Drive
Murfreesboro, TN 37128

MINUTES OF SEPTEMBER 10, 2026

Board Members Present

Katie Darby

Claire Maxwell-Board Chair

Jeanice McCord

Caleb Tidwell

Butch Vaughn

Stan Vaught

Julie Wishing

Also in Attendance:

Dr. James Sullivan, Director of Schools

1. CALL TO ORDER-Mrs. Maxwell gaveled in at 5:30 pm

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.

Special Called: Dr. Laura Clark

Board Meeting: Caleb Tidwell

3. APPROVAL OF AGENDA

Motion made by Stan Vaught and seconded by Butch Vaughn to approve the agenda as presented.

Vote: All yes.

Motion passes.

4. APPROVAL OF CONSENT AGENDA (TAB 1)

Work Session: Dr. Sullivan reviewed the items that are a standard part of the consent agenda.

A. Minutes: Board Meeting Minutes, August 20, 2026

B. Bids:

Bid #3870 - Intercom Parts,

Bid #3872 - Tech. Parts and Multimedia Equip.,

Bid #3874 - Wood Storage Buildings,

Bid #3875 - Fire Alarm System Replacement (LaVergne Lake),

Bid #3876 - Chain Link Fence and Backstops,

Surplus Bid #S26-01 - Tractor and Mower Surplus Bid (Eagleville)

Request to Purchase: Vehicle for the Materials Center

Request to Purchase: LaVergne High School would like to purchase a Utility Vehicle (Gator TX 2026).

C. Nepotism:

April Stewart – Custodian – Stewarts Creek High

Mark Rowe – RCS Bus Driver – Central Office

D. Use of Facilities:

FACILITIES USE

9/10/2026

Fees

Blackman High	Beasley Elite Sports Training, training, classroom, 9/11/26 – 6/2/27, \$585
Central Magnet at Lascassas	Boro Rippers Baseball, practice, sports field, 9/11/26 – 10/29/26, \$63 per practice
LaVergne High	USMC SLA, wrestling camp, gym & aux. gym, 10/24/26, \$580
Oakland High	Dogs Have Amazing Noses, dog competition, classrooms & auditorium, 5/21/27 – 5/23/27, \$2,000
Oakland High	Murfreesboro Jr. Patriots, youth football, stadium, 9/12/26, 9/26/26, \$690 per day
Oakland High	Nashville United Soccer Academy, games, stadium, 9/11/27 – 11/22/26, \$690 per day
Oakland High	Stones River FC, soccer game, stadium, 10/11/26, \$287.50

Oakland High	Tennessee Soccer Club, games, stadium, 9/20/26 – 7/30/27, \$115 per hour
Oakland High	Tennessee Soccer Club, practices, stadium, 12/1/26 – 2/27/27, \$115 per hour
Poplar Hill Elementary	WayTruthLife Church, conference, gym, 9/19/26, \$18 per hour
Riverdale High	Delta Sigma Theta Sorority, meeting, auditorium, 10/3/26, \$285
Riverdale High	Hardwood Prospects, basketball, gym, 9/11/26 – 7/31/27, \$18 per hour
Riverdale High	Riverdale Jr. Warriors, youth football and cheer, stadium, 9/11/26 – 11/24/26, \$100 per hour
Rockvale High	Emmaus Church, church service, auditorium & cafeteria, 9/13/26 – 9/12/27, \$415 per day
Rockvale High	Kings Hammer, soccer games, sports field, \$18 per hour
Rocky Fork Middle	Unity Elite, basketball practice, gym, 2/23/27 – 6/30/27, \$18 per hour
Roy Waldron Elementary	Kappa Tau Sigma Chapter of Sigma Gamma Rho Sorority, Inc., meetings, cafeteria, 10/1/26 – 5/31/27, \$18 per hour
Siegel High	NUSU, soccer games, stadium, 9/11/26 – 4/24/27, \$150 per game
Smyrna High	MBSA, softball & baseball practice, sports field, 9/11/26 – 6/30/27, \$18 per hour
Smyrna High	TN Outlaws, baseball practice, sports field, 9/11/26 – 9/11/27, \$18 per hour
Smyrna High	Phoenix Martial Arts, Taekwondo tournament, Gym, 9/19/26, \$290
Stewarts Creek High	Dogs Have Amazing Noses, dog competition, classrooms, cafeteria, 11/20/26 – 11/22/26, \$1800

No Fees

Blackman High	Girl Scout Troop #1592, meetings, cafeteria, 9/11/26 – 12/16/26, no fees
Buchanan Elementary	Middle Tennessee Council, cub scout meetings, cafeteria, 9/11/26 – 5/25/27, no fees
Lascassas Elementary	Middle Tennessee Council, sign-up night, cafeteria, 9/16/26, no fees
Riverdale High	Center for Excellence, basketball training, gym, 9/11/26 – 7/28/27, no fees, *In-Kind Agreement
Riverdale High	Smash Factory TN, softball practice, sports field, 9/11/26 – 8/20/27, no fees, *In-Kind Agreement
Rock Springs Elementary	Scouting America, BSA, meetings, cafeteria, 9/11/26 – 5/31/27, no fees
Rock Springs Elementary	Universal Sports League, basketball practice & games, gym, 11/30/26 – 3/13/27, no fees, *In-Kind Agreement
Rockvale Elementary	Girl Scout Troop #1526, meetings, cafeteria, 9/11/26 – 6/30/27, no fees
Rockvale High	Hoop City Elite, basketball tryouts, gym, 9/26/26 & 10/25/26, no fees, *In-Kind Agreement
Rockvale High	TN Flight, basketball, gym, 9/10/26 – 5/31/27, no fees, *In-Kind Agreement
Siegel High	Girl Scout Troop #3546, meetings, library, 9/13/26 – 9/12/27, no fees
Siegel High	Rutherford County Archer, practice, cafeteria, 9/29/26 – 5/28/27, no fees, *In-Kind Agreement
Stewarts Creek High	Middle Tennessee Vocal Association, rehearsal & performances, classrooms, auditorium & cafeteria, no fees, *In-Kind Agreement

Stewarts Creek High

Tennessee Valley Winds, concert band
rehearsals, band room, 9/11/26 – 6/1/27, no
fees, *In-Kind Agreement

Thurman Francis

Girl Scouts of America, meetings, classroom,
9/11/26 – 5/23/27, no fees

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The following non-faculty volunteer coaches are for the 2026-2027 school year:

NAME	SCHOOL	ACTIVITY
Mudra, Emily	Whitworth-Buchanan MS	Band
Olsen, Ava	Whitworth-Buchanan MS	Band
Clayton, Molly	Whitworth-Buchanan MS	Band
Russell, Riley	Whitworth-Buchanan MS	Band
Thornhill, Christopher	Whitworth-Buchanan MS	Band
Casper, Haylee	LaVergne High School	Choir
Creasy, Adison	Siegel High School	Band
Herrera, Carolina	Rockvale High School	Band
Joh, Cecil	Siegel High School	Band
Crabhill, Wyatt	Oakland High School	Band
Bitting, Matthew	Riverdale High School	Band
Moore, Ella	Riverdale High School	Band
Hopkins, Donald	Rockvale High School	Band
Murphy, Rebecca	Rockvale Middle School	Band

Zimmerer, Jennifer	Rockvale Middle School	Band
Go, Regina	Rockvale Middle School	Band
Wilkes, Gary	Rockvale Middle School	Band
Griggs, Jennifer	Poplar Hill Middle School	Band
Lowery, Michael	Oakland High School	Theatre
Rankins, Quantavius	Oakland High School	Theatre
Watson, Peri	Stewarts Creek High School	Theatre
Ginn, Davis	Rockvale High School	Band
Lima, Charles	Rockvale High School	Band
Comstock, Kasey	Rockvale High School	JROTC
Judy, Alice	Eagleville	Band
Ginn, Davis	Rockvale Middle School	Band
Hitchcock, Sheridan	Rockvale Middle School	Band
Chantler, Lily	Stewarts Creek Middle School	Band
Liu, Chelsea	Oakland High School	Band
Ivy, Isaac	Riverdale High School	Band
Burt, Maya	Riverdale High School	Choir
Sharpe, Wilson	Whitworth-Buchanan MS	Band
Liu, Chelsea	Thurman Francis Arts Academy	Band
Mabiala, Keya	Eagleville	Band
Gibson, Hannah	Eagleville	Band
Heathcott, John	Blackman High	Wrestling
Phillips, Renee	Blackman High	Archery
Steffy, Troy	Blackman High	Wrestling
Isabell, Michael	Blackman High	Track
Thomas, Brandon	Blackman High	Boys Basketball

Peoples, Dane	Blackman High	Wrestling
Divens, Lamar	Blackman Middle	Football
Steffy, Troy	Blackman Middle	Wrestling
Clarke, David	Central Magnet	Tennis-Middle School
Griggs, Bobby	Central Magnet	Baseball
Phillips, Julie	Central Magnet	Archery
Polston, Andy	Central Magnet	Trap
Richardson, Jeremy	Central Magnet	Archery
Richardson, Stacie	Central Magnet	Archery
Ward, Sydney	Central Magnet	Swimming
Clark, Russell	Oakland High	Football
Dunn, Robert Liam	Oakland High	Lacrosse
Meek, David Braylon	Oakland Middle	Football
Perez, Jonathon	Oakland Middle	Football
Stultz, Christopher	Oakland Middle	Archery
Stultz, Shari	Oakland Middle	Archery
Gulley, Ansley	Oakland Middle	Swimming
Clark, Amanda	Riverdale High	Cross Country
Murphy, Allie	Riverdale High	Softball
Murray, Donathan	Rockvale Middle	Archery
Simmonds, David	Rockvale Middle/Elementary	Archery
Black, Jeremy	Rocky Fork Middle	Baseball
Dunner, Jeff	Rocky Fork Middle	Football
Jenkins, Joseph	Siegel High	Boys Soccer
Roper, Darius	Siegel High	Boys Basketball
Zack, Christopher Scott	Siegel High	Wrestling

Martlett, Laney	Siegel High	Swimming
Allen, Brianne	Siegel Middle	Softball
Richardson, Donnie	Smyrna High	Bowling
Smith, Sam	Smyrna High	Swimming
Webster, Hannah	Smyrna High	Dance
Webster, Hannah	Smyrna High	Dance
Coplen, Santino	Stewarts Creek High	Boys Basketball
Davis, Andrea	Stewarts Creek High	Track
Hawthorne, Tiffany	Stewarts Creek Middle	Girls Soccer
Lozano, Lenny	Thurman Francis	Baseball

F. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Renaldo Roper	\$15,000.00	All Rutherford County Schools	Various Sports/Activities	DJ Services for school dance, pep rally, & games
Athletic Trainers	\$30 Per Hour	All Schools	School Funds + Booster Funds	Special event coverage by Athletic Trainers
Antonio Sheffield	\$7,500.00	Blackman High School	Various Sports/Activities	Driving Bus for Various Activities
Kevin Meadows	\$500.00	Blackman High School	School Funds - Softball	Summer Field Maintenance
Alexis Brown	\$500.00	Blackman High School	School Funds - Softball	Coaching Summer Softball Season
Bradley Frasier	\$1,500.00	Blackman High School	School Funds - Baseball	Mowing & Field Upkeep All Summer
Shelby Gibson	\$200.00	Blackman High School	School Funds - Softball	Made new website to be ADA compliant
Barry Wortman	\$6,000.00	Blackman High School	Various Sports/Activities	Summer Facility Supervision
Gregory Trent Jones	\$12,000.00	Blackman High School	School Funds - Various	Driving Activity Bus
Richie Conner	\$19,000.00	Blackman High School	School Funds - Various	Bus Driver for Activities as needed

Melanie McCollum	\$1,000.00	Central Magnet School	School Funds - Tennis	Asst. HS Tennis Coach
Christopher Lowry	\$2,000.00	Eagleville School	School Funds - Marching Band	Half-time Show Arrangement
Alex Sears	\$1,000.00	Eagleville School	School Funds - Marching Band	Half-time Show Arrangement
Charlotte Peay	\$5,000.00	Oakland High School	School Funds - Softball	Field Maintenance, Softball Facility Supervisor for Fall & Spring
Michelle Burke	\$800.00	Oakland High School	Oakland High School Booster Club	Assistant Cheer Coach
Marcus Bryson	\$5,000.00	Oakland High School	School Funds - Indoor Facility	Oversee the indoor facility rentals
Anthony Rutland	\$1,153.30	Oakland High School	School Funds - Boys Basketball	Gym Supervision
David Ruckert	\$576.65	Oakland High School	School Funds - Boys Basketball	Gym Supervision
Andrew Brewer	\$7,611.78	Oakland High School	School Funds - Swimming	Assistant Coach
Alexia Hutchinson	\$2,168.00	Oakland Middle School	School Funds - Cheer	Assistant Coach
Frances Spintzyk	\$1000.00 (\$500 per show/2 shows)	Oakland Middle School	School Funds - Theater	Choreography
Pamela Mould	\$1000 (\$500 per show)	Oakland Middle School	School Funds - Theater	Backstage Manager
Abeer Saleh	\$180 per game day	Rock Springs Elementary	Outside Use of Facilities	Open/Close the gym for Universal Sports League on Saturdays
Buford Brewer	\$1,200.00	Rockvale High School	School Funds - DECA	Bus Driver
Frank Cathey	\$1,500.00	Rockvale Middle School	School Funds - Football	Recording Football Games
Yeraldini Ortiz	\$750.00	Rockvale Middle School	School Funds - Cross Country	Asst. Coach
Max Alexander Woody III	\$750.00	Rockvale Middle School	School Funds - Cross Country	Asst. Coach

DeAndra Jenkins	\$1,000.00	Rockvale Middle School	School Funds - Football/Competition Cheer	Asst. Coach
Max Wandy III	\$500.00	Rockvale Middle School	School Funds - Boys Soccer	Asst. Coach
Amy Boyd	\$2,000.00	Rocky Fork Middle School	School Funds - Volleyball	Assistant Coach
Amaris Jerkins	\$1,000.00	Rocky Fork Middle School	School Funds - Volleyball	Assistant Coach
Chelsea Bastoky	\$1,000.00	Rocky Fork Middle School	School Funds - Girls Soccer	Assistant Coach
Nathaniel Loveday	\$1,000.00	Rocky Fork Middle School	School Funds - Girls Soccer	Assistant Coach
John DeValk	\$3,000.00	Siegel High School	Facilities Use Supervision	Supervision of Facility
Henry Fields	\$10,000.00	Siegel High School	Facilities Use Supervision	Facility Supervision, Sound Engineer
Henry Fields	\$1,000.00	Siegel High School	School Funds - Football	Score Board, Music, & Announcing
Henry Fields	\$1,500.00	Siegel High School	School Funds - Baseball	Off Season Field Maintenance
Patricia Flowers	\$6,000.00	Siegel High School	School Funds - Girls & Boys Volleyball	Playday, Tournament Director, Camp Coordinator, Boys Volleyball Head Coach, & Supervisor
Tyler Reeder	\$2,250.00	Siegel High School	School Funds - Baseball	JV Head Coach
Eric Smith	\$10,000.00	Siegel High School	Various Sports/Clubs	Bus Driving
Joseph Waleszonia	\$10,000.00	Siegel High School	Various Sports/Clubs	Football Asst. Coach & Bus Driver
Jamie Pilkington	\$4,500.00	Siegel High School	School Funds - Cross Country & Track	Assistant Coach & Work with student athletes
William Norwood	\$1,500.00	Siegel High School	School Funds - Football/Basketball WDS	WDS for sporting events
Carl Watts III	\$2,500.00	Siegel High School	School Funds - Football Concessions	Manage Concessions

Carl Watts III	\$2,000.00	Siegel High School	School Funds - Flag Football	Coaching and Mentoring
Craig Reavis	\$450.00	Siegel High School	School Funds - Football	PA Announcer for Football Games
Rachel Deml	\$8,000.00	Siegel High School	Outside Use of Facilities	Building Supervisor - Fellowship Bible Church of Rutherford Co.
Travis Childers	\$10,000.00	Siegel High School	Various School Funds	Building Supervision, Auditorium Work, & Various Activities
Lilian Presson	\$1,500.00	Siegel High School	School Funds - Football/Basketball WDS	Working WDS for Sporting Events
Sarah Green	\$2,000.00	Siegel High School	School Funds - Football & Basketball	Football and Basketball Gate Manager/Manage Money, Organize workers & Setup
Craig Reavis	\$250.00	Siegel High School	School Funds - Freshman Football	PA Announcer for Football Games
Jeremy Stansbury	\$10,000.00	Siegel High School	School Funds - Various Sports and Clubs	Bus Driver
Ashleigh Addison	\$3,000.00	Siegel High School	School Funds - Baseball Concessions	Concessions Manager
Tommy Entrekin	\$3,000.00	Siegel High School	School Funds - Baseball	Assistant Coach & Bus Driver
Tommy Entrekin	\$6,000.00	Siegel High School	School Funds - Various Clubs & Activities	Bus Driving for Various Clubs & Activities
Henry Fields	\$1,000.00	Siegel High School	Principal Fund	Early Morning Supervision - Cafeteria Monitor
Gabriel Villarreal	\$1,000.00	Smyrna High School	School Funds - Boys & Girls Soccer	Summer Workouts
Jeffrey Mitchell	\$12,000.00	Stewarts Creek High School	School Funds - Athletics	Athletic Director
Jason Adcock	\$2,000.00	Stewarts Creek High School	School Funds - Boys Soccer	Asst. Coach/JV Coach
Shaun Smith	\$10,000.00	Stewarts Creek High School	School Funds - Vending	Vending Management

Toney Neal	\$6,000.00	Stewarts Creek High School	School Funds - Various Sports and Clubs	Bus Driving
Andrew Sowards	\$4,000.00	Stewarts Creek High School	School Funds - General Athletics	Operating Hawk Mart Store in the mornings - 7:45 - 8:30 am
Justin Morton	\$1,500.00	Thurman Francis Arts Academy	School Funds - Soccer	Field Maintenance at Smyrna MS Soccer Field-mowing, lining, loving goals, and nets for Fall 2026/Spring 2027
Larry Smith	\$20,000.00	Various Schools in Rutherford County	Various Sports/Activities	Bus Driving/Coaching/Timing Track & Cross Country/Mowing
Non-Faculty	NTE Amt.	School	Funded By	Description
Presley Knowles	\$500.00	Barfield Elementary School	Schools Funds - JR Pro Basketball	Gate/Clock Workers
Madison Kendrick	\$500.00	Barfield Elementary School	School Funds - JR Pro Basketball	Gate/Clock Workers
Brody Range	\$500.00	Barfield Elementary School	School Funds - JR Pro Basketball	Gate/Clock Workers
Lawson Latta	\$500.00	Barfield Elementary School	School Funds - JR Pro Basketball	Gate/Clock Workers - Alternates
Kelton Freeze	\$500.00	Barfield Elementary School	School Funds - JR Pro Basketball	Gate/Clock Workers - Alternates
Brili Bain	\$500.00	Barfield Elementary School	Schools Funds - JR Pro Basketball	Gate/Clock Workers
Brian Brons	\$300.00 per occurrence	Christiana Middle School	School Funds - Choir	Piano Accompaniment
Aaliyah Musselman	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Addison Gingrow	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Addy Lyons	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Anna Claire Bartlett	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball

Aubrey Williams	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Bea Puertolas	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Brittany Franks	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Camila Sanchez	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Dani Brown	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Ellie Bennett	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Josie Cary	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Kaitlynn Franks	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Katie Dailey	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Kylen Lancaster	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Mackenzie Troutman	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Macy Parker	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Madi Hagen	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
McKenna Samples	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Mia Craft	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Reygan Hollifield	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Sofia Helton	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Sophia Perez	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Victoria Ferreira	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
AJ Mowery	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Alexander Diaz Toledo	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Andre Guormetts	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Andy Benevides	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball

Baker Denison	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Brayden Templeton	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Brodie Sinclair	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Bryson Tate	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Colin Woods	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Cristiano Almager	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Deshawn Webb	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Diego Aguilar	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Eli Arnold	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Ethan Rayney	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Franco Di Lillo	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Graeme Moisant	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Hector Gonzalez	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Huntley Jones	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Ian Perez	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Isaac Troutman	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
James Dailey	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Johan Padilla	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Joseph Weatherwax	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Joshua Humphrey	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Landon Oldfield	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Larry Ochoa	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Luis Gomez	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball

Manuel Mijares	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Noah Arnold	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Ryan Spinnato	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Samuel Abundes	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Thomas Weddington	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Tristen Hatcher	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Vincent Dentino	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Alli Grace Jackson	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Mia Jackson	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Jackson Lush	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Eli Rae	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Aiden Sinclair	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Tate Vinson	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Gael Marasco	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Brandon Graham	\$1,000.00	Eagleville School	School Funds - JR Pro Basketball	Referee for Junior Pro Basketball
Alice Judy	\$75.00	Eagleville School	School Fund - Band	Band Jump Start Day
Hannah Gibson	\$1,500.00	Eagleville School	School Funds - Marching Band	Brass Instruction
Keya Mabiala	\$600.00	Eagleville School	School Funds - Marching Band	Marching Band Instruction
Hannah Gibson	\$25 per half hour lesson	Eagleville School	School Funds - Marching Band	Private Brass Lessons
Keya Mabiala	\$25 per half hour lesson	Eagleville School	School Funds - Marching Band	Private Brass Lessons
Wyatt Crabill	\$2,500.00	Oakland High School	School Funds - Band	Marching Band - Percussion

Dean Kevin Wright	\$10,000.00	Oakland High School	Various Sports & Clubs	Announcing and Bus Driving for Football, Basketball, & Baseball
Michael Lowery	\$2,000.00	Oakland High School	School Funds - Musical Theatre	Scenic Construction Head
Quantavius Rankins	\$1,200.00	Oakland High School	School Funds - Musical Theatre	Choreography and Instruction
Alexa Ribar	\$3,229.50	Oakland High School	Swim Boosters	Assistant Coach/Lifeguard
Chelsea Liang Liu	\$3,500.00	Oakland High School	Oakland HS Band Boosters	Assist in teaching marching band
Amy Royer	\$1000.00 (\$500 per show - 2 shows)	Oakland Middle School	School Funds - Musical Theatre	Artistic Director for Theater productions for Fall and Spring
Dustin Preston	\$1,500.00	Poplar Hill Middle School	School Funds - Baseball	Assistant Coach
Jennifer Griggs	\$25/25 minute lesson	Poplar Hill Middle School	School Funds - Band	Private Lessons
Matthew Bitting	\$7000.00 (prev. approved for \$5000)	Riverdale High School	School Funds - Band, Color Guard, & Winter guard	Band Camp, Guard Instruction, Choreography, Marching Fundamentals, Winter Guard, Flag Design, & Auditions
Emily Mudra	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Music Instruction
Ella Grace Moore	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp and Marching Season Staff
Issac Ivy	\$12,000.00	Riverdale High School	Riverdale Band Boosters	Marching Season Instruction, Percussion Class Instruction, Instrument Maintenance, Music Composition/Arrangement
Miya Burt	\$1 per minute	Riverdale High School	School Funds - Chorus	Elective private voice lessons given to students involved in choir in choir and theatre departments
Jadeah McCurry	\$1,000.00	Rock Springs Middle School	School Funds - Volleyball	Coaching

Donald Hopkins	Up to \$50/hr. per service	Rockvale High School	School Funds - Band	Low Brass Lessons
Davis Ginn	Up to \$50/hr. per service	Rockvale High School	School Funds - Band	Trumpet Lessons
Haylee Casper	\$5,000.00	Rockvale High School	School Funds - Choir	Vocal Lessons
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
Regina Go	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
Gary Wilkes	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
David Ginn	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
Sheridan Hitchcock	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
Quincy Hudson	\$2,232.59	Rockvale Middle School	School Funds - Football	Asst. Coach
Benjamin Easley	\$30 per lesson, \$60 per Masterclasses	Rockvale Middle School	School Funds - Band	Private Lessons/Group Masterclasses/Training
Carolina Herrera	\$30 per lesson	Rockvale Middle School	School Funds - Band	Teaching Private Lessons/Group Masterclasses
Cecil Joh	\$5,000.00	Siegel High School	School Funds - Marching Band	Assisting with Marching Percussion techniques and fundamentals for the fall season
Sydney Moore	\$6,000.00	Siegel High School	School Funds - Volleyball	Asst. Coach, Camp Director, & Playday for Girls & Boys
Gerald Griffin	\$4,000.00	Siegel High School	School Funds - Football	Assistant Coach

Peri Watson	\$2,500.00	Stewarts Creek High School	School Funds - Theatre	Director of Lion King Jr.
Lily Chantler	\$60 per hour or \$30 per lesson (25 minutes)	Stewarts Creek Middle School	SCM Music Boosters	Private Lessons & Sectionals/Masterclasses
Jeffrey Shipley	\$1,200.00	Stewarts Creek Middle School	School Funds - Various Sports	Sport Announcing
Noah Marshall	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Benton Fox	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Benjamin Wood	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Carter Warbritton	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Kelton Freeze	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Mason Nichols	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Karis Nichols	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Sophie Lamb	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Alli Jackson	\$1,500.00	Stewartsboro Elementary	School Funds - Jr. Pro Soccer	Soccer Referees
Chelsea Liang Liu	\$20 per 20-minute lesson	Thurman Francis Arts Academy	School Funds - Band	Private Lessons 2 times a week
Reginald White	\$2,500.00	Whitworth Buchanan Middle School	School Funds - Football	Assistant Coach
Wilson Sharpe	\$40 per lesson	Whitworth Buchanan Middle School	School Funds - Band	Band Private Lessons
Temp NFS	NTE Amt.	School	Funded By	Description
Amelia Laney	\$500.00	Blackman High School	School Funds - Dance Team	Choreography
Zaiden Allen	\$500.00	Stewarts Creek	School Funds - Chorus	Accompanist

		Middle School		
Classified	NTE Amt.	School	Funded By	Description
John Mark Smith	Overtime Rate	Blackman High School	Various School Activities & Outside Use of Facilities	Additional Custodial Work for the 2026-2027 School Year
Gilberto Sanchez Ruiz	Overtime Rate	Blackman High School	Various School Activities & Outside Use of Facilities	Additional Custodial Work for the 2026-2027 School Year
Ofelia Hernandez Barrios	Overtime Rate	Blackman High School	Various School Activities & Outside Use of Facilities	Additional Custodial Work for the 2026-2027 School Year
Reece Carter	\$500.00	Blackman Middle School	School Funds - Baseball	Field work for Baseball Field
Derrick McDonald	Classified Overtime Rate	Blackman Middle School	School Funds - Various Activities	Clean up after dances, football cheer, Glow Dance, & Winter Formal
Charlyn King	1,500.00	Central Magnet	School Funds - MS Volleyball	Asst. Coach for MS Volleyball
Brandon Utley	\$5,000.00	Oakland High School	Outside Use of Facilities	Indoor & Outdoor Church Cleanup on Sundays, and various other needs
Rodney Braithwaite, Jr.	\$2,232.59	Rockvale Middle School	School Funds - Football	Asst. Coach
Scott Van Rooy	Overtime Rate	Rockvale High School	Outside Use of Facilities	Group entry, exit, supervision, and cleanup

Motion made by Butch Vaughn and seconded by Stan Vaught to approve the consent agenda as presented.

Vote: All yes.

Motion passes.

5. PUBLIC COMMENT*

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

Jay Mansfield - requests a bus to come to his home and pick up in front of his house. The bus stop is currently $\frac{3}{4}$ of a mile from his home.

6. ATHLETICS (TAB 2)

I. Smyrna Middle and LaVergne Middle Schools are seeking approval for a co-op to be formed between them for Boys' and Girls' Wrestling. LaVergne Middle School students would join with the established Smyrna Middle School girls' and boys' wrestling programs for the 26-27 season.

Motion made by Butch Vaughn and seconded by Stan Vaught to approve the co-op between Smyrna Middle and LaVergne Middle Schools for boys' and girls' wrestling as presented.

Vote: All yes.

Motion passes.

II. Christiana Middle and Whitworth-Buchanan Middle Schools are seeking approval for a co-op to be formed between them for Girls' and Boys' Tennis and Girls' Wrestling. Whitworth-Buchanan Middle School students would join with the established Christiana Middle School girls' and boys' tennis and girls' wrestling programs for the 26-27 season.

Motion made by Caleb Tidwell and seconded by Butch Vaughn to approve the co-op between Christiana Middle and Whitworth-Buchanan Middle Schools for boys' and girls' tennis and girls' wrestling as presented.

Vote: All yes.

Motion passes.

III. Stewarts Creek Middle and Poplar Hill Middle Schools are seeking approval for a co-op to be formed between them for Girls' Wrestling. Poplar Hill Middle School students would join with the established Stewarts Creek Middle School girls' wrestling program for the 26-27 season.

Motion made by Butch Vaughn and seconded by Katie Darby to approve the co-op between Stewarts Creek Middle and Poplar Hill Middle Schools for girls' wrestling as presented.

Vote: All yes.

Motion passes.

7. HUMAN RESOURCES

School Nursing Growth Position: due to the increased number of medically complex students requiring case management, tube feedings, catheterizations, diabetes care, and medications, the School Nursing Department is requesting one additional School Nurse growth position.

Motion made by Butch Vaughn and seconded by Caleb Tidwell to approve one additional School Nurse position to assist with increased medical acuity needs.

Vote: All yes.

Motion passes.

8. INSTRUCTION (TAB 3)

Orton-Gillingham Plus and Morphology Plus Training

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 2026-2027. 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 (November and December 2026) at a cost not to exceed \$95,000.00. This will be paid through Title II funds for this school year.

Motion made by Katie Darby and seconded by Butch Vaughn to utilize Title II funds for Orton-Gillingham training in the fall at a cost not to exceed \$95,000.00. This cost is inclusive of training materials, an on-site consultant, and travel costs.

Vote: All yes.

Motion passes.

9. FINANCIAL MATTERS (TAB 4)

I. Fund 177 Budget Amendment

This amendment moves funds from account 34685-Committed for Capital Projects to account 91300-335-Maintenance & Repair Services-Buildings in the amount of \$12,494,711. This movement of money from fund balance will fund HVAC projects, a boiler replacement, a classroom renovation, the continuation of LED lighting replacement throughout schools, and other miscellaneous capital improvement projects.

Work Session: Mr. Tidwell asked for an update on the LED light project. Mr. Lee said we are a little over 30% done and should complete all schools in four years.

Motion made by Stan Vaught and seconded by Butch Vaughn to amend the 2026/27 Capital Projects Budget, Fund 177, by reducing account 34685-Committed for Capital Projects and by increasing account 91300-335-Maintenance and Repair Services-Buildings in the amount of \$12,494,711 as presented.

Vote: All yes.

Motion passes.

II. Discussion: Health Insurance Premiums

Work Session: Dr. Sullivan reminded everyone when looking at the monthly cost that ours will be higher because our pay periods are over 10 months instead of 12 months. He recommended to the board that RCS pay 50% to line up with what is budgeted.

September 23 the Board will vote on health insurance premiums.

10. ENGINEERING AND CONSTRUCTION (TAB 5)

I. Fund 177 Fund Balance Expenditure Request: Over the last 2 years, revenue has exceeded the budgeted funds. Currently there is \$17,327,860.55 (actual balance is \$15,333,149.28) in the fund balance. Engineering and Construction support keeping \$3-5,000,000.00 for emergency expenditures and start-up funds due to fund timing. The added funds are requested to be allocated in the following manner at a total request of \$12,494,711.05 Remaining fund balance is \$4,833,149.50:

Lascassas Elementary HVAC full funding \$6,000,000.00

Smyrna High Boiler \$500,000.00

Oakland High Main Building RTU \$1,500,000.00

Riverdale High Main Building RTU \$1,500,000.00

LaVergne High Classroom Renovation \$250,000.00, others high schools will ask for this amt.

Various HVAC unit replacements \$500,000.00

Miscellaneous Smaller Projects \$250,000.00

Excel Lighting PO to replace PO CP11470 \$1,530,032.00 committed and balance (\$1,994,711.05 to fund balance)

Work Session: These projects were all part of the CMTA presentation to the board on June 4, 2026.

Board Meeting: Mrs. Darby asked for details and tracking on what items are requested to update at each school and who is responsible for those projects. Most large ticket items (not turf) fall on the district and each school is given 50K to use as discretionary funds. Inside the classroom is the responsibility of the school.

Motion made by Butch Vaughn and seconded by Stan Vaughn to approve Fund 177 balance expenditure request as presented.

Vote: All yes.

Motion passes.

II. Journey Home Senior Living Angie Lane Easement Request: The Journey Home (TJH) is in the process of acquiring 5 acres on the McCord Farm located at 2182 Angie Ln., Murfreesboro, TN to build 11 Permanent Supportive Housing (PSH) units for senior citizens. For the Journey Home to move forward, TJH will need the approval of the Rutherford County School Board to use an easement, as described in the attached documents prepared by SEC, Inc.

This agreement would be a non-exclusive easement to Angie Drive. Engineering and Construction has reviewed the request and has no objections.

Motion made by Caleb Tidwell and seconded by Butch Vaughn to approve the Angie Drive non-exclusive road easement request as presented.

Vote: All yes.

Motion passes.

III. Town of Smyrna Fence Easement for Smyrna High: As part of the adjacent Kroger project, the Principal at Smyrna High has requested the developer to install a 6' fence along Bulldog Boulevard. The area the fence is requested to be located is in the City right of way. The Town of Smyrna has agreed to allow the fence in the right-of-way and requires an easement agreement. Engineering and Construction has reviewed the request and has no objections.

Motion made by Stan Vaught and seconded by Katie Darby to approve the Town of Smyrna fence easement request as presented.

Vote: All yes.

Motion passes.

IV. Oakland High School MTE Transformer Request: At the request of MTE, we have requested a design fee for the replacement of the main ground mounted transformer at Oakland High. MTE will provide the new transformer at no cost to RCS. Rutherford County Schools will require an Engineer to design and provide drawings for extensive wiring and conduit work. These drawings will be used to solicit bids for the work. Due to the age of the existing electrical gear, this request will require new wiring from the transformer to the existing gear and will probably require new gear components. Engineering and Construction has reviewed the proposal from IC Thomasson for \$9,500.00 and has no objection.

Motion made by Stan Vaught and seconded by Butch Vaughn to approve the design fee from IC Thomasson as presented.

Vote: All yes.

Motion passes.

V. Oakland High Baseball Drainage Bid # 3869: Engineering and Construction and Purchasing has received bids to relieve standing water on the right field line of the Oakland High School baseball field. This is an ongoing issue. The lowest bid is Keystone Partners for \$39,400.00 and we recommend a contingency of \$10,000.00 be included. Total for the request is \$49,400.00 and will be funded from fund 177.

Motion made by Butch Vaughn and seconded by Caleb Tidwell to approve Bid #3869 with a \$10,000.00 contingency as presented.

Vote: All yes.

Motion passes.

VI. Lavergne High Principal, Dr Hatchett Lecture Hall Naming Request: We respectfully request that the new Lecture Hall at LaVergne High School be named the Kay Trobaugh Lecture Hall in honor of Mrs. Kay Trobaugh. Mrs. Trobaugh has devoted 53 years to a career in education, with 50 of those years spent serving the LaVergne community. She spent 38 years at LaVergne High School and 12 years at Roy Waldron School, one of our feeder schools. Although her career included service outside of LaVergne, the overwhelming majority of her career has been dedicated to the students and families of this community.

Throughout her years of service, Mrs. Trobaugh has made a remarkable impact on generations of LaVergne families. She has taught parents, grandparents, and their children, becoming a familiar and trusted part of countless families' lives. Her longevity has allowed her to witness generations of students grow, graduate, and remain connected to the community she has served for five decades.

Mrs. Trobaugh's impact extends far beyond the classroom. Her dedication, consistency, and commitment to students represent the very best of what it means to be an educator. For 50 years, she has invested her time, talent, and heart in the LaVergne community, leaving a lasting impact on the students, families, and colleagues she has served.

We believe there is no more meaningful way to honor Mrs. Trobaugh than to name our new Lecture Hall in her honor. The Lecture Hall will serve as a gathering place for students, staff, families, and community members for learning, presentations, celebrations, and special events. Naming this space after Mrs. Trobaugh would create a lasting connection between her legacy and the future of LaVergne High School.

As we celebrate the growth and future of LaVergne High School, we believe it is equally important to honor those who have helped shape our community. Naming the Lecture Hall the Kay Trobaugh Lecture Hall would be a meaningful way to thank Mrs. Trobaugh for her 53-year career in education, 50 years of service to the LaVergne community, and the countless lives she has touched.

We respectfully request approval to name our new Lecture Hall the Kay Trobaugh Lecture Hall in recognition of her extraordinary career and dedicated service to the LaVergne community.

Motion made by Katie Darby and seconded by Butch Vaughn to approve the LaVergne High School request to name the Kay Trobaugh Lecture Hall as presented.

Vote: All yes.

Motion passes.

VII. Melody Fisher Requests to Transfer Route 272: Ms. Fisher would like to give route 272 to Jonathan Yancey. He has been her driver for many years, and this route is close to his home. He has been driving it for her and has his own bus.

She has three new people wanting to drive for her and they are all getting their paperwork ready for approval so they may begin training. In giving this route to Jonathan, it allows him to help cover and/or take available routes until the new drivers are trained.

-Board Meeting: Transfer routes must come before the Board. A route swap may be done through the Transportation Department only. Mr. Lee explained he misunderstood the question asked at the Work Session by Mr. Vaught. He apologized and clarified that this is not a new contractor, but an existing contractor. This is an assignment and this is why it has come before the Board for approval or denial.

-Board Meeting: The Board discussed their concern with setting a precedent or lack of extenuating circumstances.

-Currently we have twelve routes that are open but covered. Two bus drivers are being processed for RCS.

Motion made by Caleb Tidwell and seconded by Katie Darby to deny the request as presented.

Vote: 6 yes, McCord opposed.

Motion passes.

11. DIRECTOR'S UPDATE

-Work Session: Dr. Sullivan welcomed two new board members, Jeanice McCord and Julie Wishing. He thanked Mr. Lee and CMTA for lunch for all Central Office employees.

-Board Meeting: Dr. Martin and Dr. Gullion presented at TOSS today.

-Dr. Sullivan gave a brief financial review of Fund 141 revenue.

-Dr. Sullivan told everyone that The Director of Schools Evaluation Tool will be on the next agenda.

-Dr. Sullivan explained the academic calendar is based on number of days following the state law. This was discussed in addition to the extreme heat and the temperature on the buses.

12. GENERAL DISCUSSION

-Work Session: Mr. Tidwell said the funds have been raised to put the Ten Commandment plaques in all schools. He asked Mr. Reed to share the two options for the elementary schools and share them with the board members.

-Mr. Vaughn thanked Smyrna Ready Mix for their continued partnership and support of Rutherford County Schools. He attended a football game at Eagleville and saw first hand what their investment did for their field.

-Board Meeting: Mr. Tidwell discussed the Ten Commandment design for elementary schools or if the Board wants to use the design already approved for all schools. All funds have been raised

by an outside group to have these plaques made and for installation. Mr. Tidwell asked that the formal language is used for the elementary plaques.

Motion made by Katie Darby and seconded by Caleb Tidwell to approve the elementary design brought to the Board by Mr. Tidwell.

It was discussed to make this motion as part of the next Board meeting.

Vote: 6 yes, McCord opposed.

Motion passed.

-Clarification regarding the bus contractor fuel stipend and who gets paid when a driver picks up a route when the original bus is out of commission.

-How is the fuel stipend determined? Mr. Lee read section 5.1 of the bus contract and it is different based on gasoline or diesel fuel.

-Mrs. Wishing asked about the Marymont Subdivision bus and asked for an exception for the subdivision. The policy was recently changed and approved by the Board. Mr. Lee explained that several subdivisions were affected by this change made by the Board.

13. ADJOURNMENT- Mrs. Maxwell gaveled out at 6:56 pm

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 DISTRICT
2240 Southpark Drive
Murfreesboro, TN 37128

SPECIAL CALLED MINUTES OF SEPTEMBER 8, 2026

Board Members Present

Katie Darby
Claire Maxwell
Jeanice McCord
Caleb Tidwell
Butch Vaughn
Stan Vaught
Julie Wishing

Also in Attendance

Mr. Jeff Reed, Board Attorney

1. CALL TO ORDER-Mr. Reed gaveled in at 5:30 pm.

Mr. Reed explained the process of nominating and voting for board chair and vice-chair.

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.

Prayer and pledge of allegiance were led by Rutherford County Commissioner & Chaplain, Dr. Laura Clark.

3. PUBLIC COMMENT

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

No public comments.

4. ELECTION OF CHAIRMAN

Claire Maxwell, nominated by Butch Vaughn
Caleb Tidwell, nominated by Katie Darby

Mr. Reed requested a Voice Vote:

Stan Vaught-Maxwell
Butch Vaughn-Maxwell
Katie Darby-Tidwell
Jeanice McCord-Maxwell
Caleb Tidwell-Tidwell
Julie Wishing-Tidwell
Claire Maxwell-Maxwell

Vote: 4 Maxwell, 3 Tidwell

Claire Maxwell elected Board Chair

5. ELECTION OF VICE-CHAIRMAN

Mrs. Maxwell took her place as Chair and opened up the nominations for Vice Chair.

Butch Vaughn, nominated by Stan Vaught

Katie Darby, nominated by Caleb Tidwell

Mrs. Maxwell requested a Voice Vote:

Katie Darby-Darby
Stan Vaught-Vaughn
Julie Wishing-Darby
Butch Vaughn-Vaughn
Caleb Tidwell-Darby
Jeanice McCord-Vaughn
Claire Maxwell-Vaughn

Vote: 4 Vaughn, 3 Darby

Butch Vaughn elected Vice Chair

6. ADJOURNMENT- gaveled out at 5:38 pm.

Work Session to follow

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.

Request to Purchase:

Rutherford County Schools Maintenance would like to purchase 6 - 2026 F-250 Reg Cab, 4X4 trucks with service body, ladder rack, and liftgate from Ford of Murfreesboro at cost of \$65,826.00 each from Tennessee State Contract Pricing #88762.

To be funded from Maintenance



2026-2027

Rutherford County
Director of Schools
Performance Evaluation Instrument

Performance Evaluation Guidelines

1. An Annual evaluation of the Director of Schools shall take place in June.
2. The evaluation shall be based on the duties and responsibilities of the Director of Schools set forth by the laws of the State of Tennessee and his contract.
3. The evaluation instrument utilized in this process shall be cooperatively developed by the Board and Director of Schools.
4. The evaluation rating scale to be used is as follows:

- 5 – Significantly above expectations
- 4 – Above expectations
- 3 – At expectations
- 2 – Below expectations
- 1 – Significantly below expectations

5. A satisfactory score will be if the average overall score is 3.00 or above.
6. Weighted sectional averages will be:

Section I Qualitative:

Appendix A- Administrator Survey---33%

Appendix B- Board Observational Data---33%

Section II Quantitative:

Appendix C- Achievement of Board Goals/Strategic Plan---33%

7. Appendix A needs to be distributed to administrators in June/July in order to be completed and included in the written evaluation to Director of Schools in June/July.
8. Appendix B and C needs to be distributed to all board members in June/July in order to be completed and included in the written evaluation to Director of Schools in July.
9. The Board shall meet with the Director of Schools to discuss the evaluation results at the July/August board meeting. The evaluation shall include a recommendation for improvement in any areas where the Board deems the Director of School's performance to be unsatisfactory or in need of improvement.
10. The Director of Schools shall have the right to make a written or oral response to the evaluation.
11. A copy of the written evaluation shall be delivered to the Director of Schools two weeks prior to the July/August board meeting.

SECTION I – QUALITATIVE
APPENDIX A – Administrator Survey

Administrator's Perceptions of Director's Performance	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
1. The director models good communication skills.					
2. The director is knowledgeable about the curriculum.					
3. The director ensures that funds are spent wisely.					
4. The director supports professional learning activities for teachers and administrators.					
5. The director maintains positive relationships with administrators.					
6. The director creates an atmosphere of trust and mutual respect throughout the district.					
7. The director enforces board policy in a fair and consistent manner.					
8. The director takes an active leadership role in the instructional improvement.					
9. The director evaluates my performance in a fair and consistent manner.					
10. The director interacts effectively with system employees.					
11. The director is accessible to administrators.					
12. The director develops good staff morale and loyalty to the system.					
13. The director works effectively with the school board.					
14. The director involves administrators as much as possible in decision-making.					
15. The director demonstrates a caring attitude.					

SECTION I – QUALITATIVE

APPENDIX B – Board Observational Data

Board Observational Data	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
BOARD RELATIONSHIPS					
1. Keeps all board members informed on issues, needs and operation of the school system, including employment, promotion, and dismissal of personnel.					
2. Has a harmonious relationship with the board.					
3. Maintains a high degree of understanding and respect between staff and the board.					
4. Interprets and executes the intent of board policy through the development of administrative procedures.					
5. Seeks and accepts constructive criticism of work from the board.					
6. Remains impartial toward the board, treating all board members alike.					
7. Refrains from criticism of members of the board.					
8. Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.					
9. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough review and analysis					
10. Supports board policy and actions to the public and staff					
Total Mean Score for Board Relationships					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
COMMUNITY RELATIONSHIPS					
1. Is an effective spokesperson for the school system.					
2. Models the highest professional standards to the community.					
3. Builds public support for school district.					
4. Develops cooperative relationships with the news media.					
5. Establishes partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.					
6. Treats community equitably.					
7. Uses public resources and funds appropriately and wisely.					
8. Encourages parental involvement.					
Total Mean Score for Community Relationships					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
STAFF AND PERSONNEL RELATIONSHIPS					
1. Develops good staff morale and loyalty to the system.					
2. Treats all personnel fairly.					
3. Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development.					
4. Recognizes staff for their professional achievements.					
5. Provides shared leadership and decision-making opportunities for staff that promotes a climate of collaboration and collegiality.					
6. Recognizes staff for their professional achievements					
7. Through shared leadership, offers continuous improvement opportunities for educators and staff that is focused on student learning consistent with the school districts vision and goals					
Total Mean Score for Staff and Personnel Relationships					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
FACILITIES, FINANCE AND HUMAN RESOURCES					
1. Demonstrates knowledge of school facilities and develops a process that builds internal and public support for facility needs, including bond issues and capital improvement plans.					
2. Ensures the maintenance of school property and the safety of personnel and property.					
3. Meets and works collaboratively with the Board and appropriate staff to determine priorities for budgeting and the effective allocation of space and human resources.					
4. Provides accurate and timely reports to the board on the financial condition of the school system.					
5. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.					
Total Mean Score for Facilities, Finance and Human Resources					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
VISION					
1. Works effectively with board, staff, and community to develop long-range strategic plans.					
2. Initiates communication and facilitates cooperation and collaboration among staff regarding the district's mission, curriculum, and program initiatives.					
3. Keeps board and community informed of progress towards long-range goals.					
4. Clearly articulates system's vision, mission and priorities to community and media.					
5. Recognizes and celebrates the contributions of school community members to the realization of the vision.					
6. Uses relevant demographic and student performance data pertaining to students and their families in developing the school district mission and goals.					
Total Mean Score for Vision					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
STUDENT ACHIEVEMENT					
1. Develops, implements, promotes, and monitors continuous improvement in student achievement by using a variety of appropriate techniques.					
2. Applies effective methods of providing, monitoring, evaluating, and reporting student achievement.					
3. Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction, and assessment to Tennessee State Standards.					
4. Applies and communicates qualitative and quantitative findings to identify strengths and weaknesses in programs and practices in order to ensure continuous improvement.					
5. Leads board and other stakeholders through annual analysis of district academic performance					
6. Establishes curriculum planning to anticipate occupational trends and school-to-career needs.					
7. Formulates plan to assess appropriate teaching methods and classroom management strategies for all learners.					
8. Works collaboratively with members of the staff in using student achievement data to determine relevant professional development opportunities					
9. Meets with principals regularly to provide feedback on goal achievement and to assess ongoing school improvement efforts.					
10. Identifies, clarifies, and addresses barriers to student learning.					
11. Recognizes and celebrates student accomplishments.					
Total Mean Score for Student Achievement					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
MANAGEMENT AND OPERATIONS					
1. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.					
2. Confronts and resolves problems in a timely manner.					
3. Aligns financial, human, and material resources to the goals of school district.					
4. Identifies multiple points of view for problem solving various situations and involves stakeholders in decisions impacting schools.					
5. Demonstrates professional and effective conflict resolution skills.					
6. Uses effective communication skills.					
7. Participates in professional learning that is aligned with strategic plan and enhances leadership skills.					
8. Promotes a climate of trust and teamwork within the district.					
9. Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma.					
Total Mean Score for Management and Operations					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
INTEGRITY, FAIRNESS AND ETHICS					
1. Examines personal and professional values to develop a personal and professional code of ethics that demonstrates personal integrity.					
2. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.					
3. Serves as a role model.					
4. Accepts responsibility for school operations.					
5. Treats people fairly, equitably, and with dignity and respect.					
6. Exhibits multicultural and ethnic understanding and sensitivity.					
7. Recognizes and respects the legitimate authority of others.					
8. Applies laws and procedures fairly, wisely, and considerately.					
Total Mean Score for Integrity, Fairness and Ethics					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
POLITICAL/SOCIAL/CULTURAL CONTEXT					
1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.					
2. Ensures that there is ongoing dialogue with representatives of diverse community groups.					
3. Promotes and expects a district-based climate of tolerance, acceptance, and civility.					
4. Establishes a culture that encourages responsible risk-taking while requiring accountability for results.					
Total Mean Score for Political/Social/Cultural Context					

SECTION II-QUANTITATIVE:
APPENDIX C-Achievement of Board Goals/Strategic Plan

Annual Objectives	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
<i>Performance Objective 1: Ensure that there is a continuous improvement plan for student achievement and growth.</i>					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. District resources are clearly aligned to the district vision, goals, and improvement plan.					
2. Examine data, set goals and stay the course or initiate change as necessary.					
3. Graduation Rate- Above 95% graduation rate for applicable cohort (91%-91.9%= score of 1, 92.0%-92.9%= score of 2, 93.0%-93.9%=score of 3, 94.0% to 94.9-score of 4, above 95%= score of 5					
4. TVAAS system-wide literacy score (1-5). Growth level achieved equates to numerical score					
5. TVAAS system-wide numeracy score (1-5) Growth level achieved equates to numerical score					
6. TVAAS system-wide composite score (1-5) Growth level achieved equates to numerical score					

**Quantitative data for numbers 3-6 will be provided to TSBA by the Director of Schools for calculation to ensure accuracy in scoring/reporting. RCS authorized charter schools' performance will not be included in the evaluation as the DOS does not have academic oversight or authority over such schools.*

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
Performance Objective 2: Develop a school district strategic plan.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Annual and long-range goals, along with measurable objectives and strategies, have been established with input from Board, staff and community members.					
Performance Objective 3: Evaluate the organizational structure of the district and reorganize as necessary to achieve maximum effectiveness.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. The reorganization of personnel and a revised organizational chart has been developed.					
Performance Objective 4: Develop a comprehensive plan to promote school system and increase parent and community involvement.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Promotional tools for the school system have been developed such as rebranding, redesigned web presence, blogs, podcasts, videos and publications					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
Performance Objective 5: Work with the school board to develop and implement an annual plan for promoting school system and increasing communication and support with the county commission/city council.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. The board adopts an annual agenda for promotion, which includes activities, which the board and/or the Director will complete during the year. The plan must include activities to build support from the County Commission and subsequent committees					
Performance Objective 6: Develop a budget for the school board as outlined in school policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. A budget document has been formulated using procedures required by school board policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.					
Performance Objective 7: Ensure the Board's annual agenda is developed and implemented.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. Evidence that annual agenda items referencing the Director of Schools have been completed or are ongoing and nearing completion.					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
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Performance Objective 8: Provide and promote activities that give the school board an opportunity to review its effectiveness and improve the relationship between individual school board members, and the school board as a whole with the Director of Schools.

Performance Indicators - The performance objective is complete when the Director of Schools reports:

1. Information regarding improvement activities such as workshops, clinics, conventions, board retreats, etc.					
2. Information regarding criteria for individual school board member recognition (e.g., Boardsmanship Awards), school board recognition (e.g., Board of Distinction) and the criteria required for school board district and state recognition.					
3. A self-evaluation instrument that reviews school board effectiveness and allows for each school board member to make recommendations and suggestions for improvement has been distributed to the Board for their review.					

Director of Schools Overall Evaluation Score

Section I Qualitative:

Appendix A-Administrator Survey _____ X ____% = ____

Appendix B-Board Observational Data _____ X ____% = ____

Section II Quantitative

Appendix C-Achievement of Board _____ X ____% = ____

Goals/Strategic Plan

OVERALL EVALUATION SCORE _____

RUTHERFORD COUNTY SCHOOLS COOPERATIVE PROGRAM FORM

HOST SCHOOL

Host schools are responsible for conducting the program according to Rutherford County Schools rules such as, but not limited to: registering coaches and athletes in Final Forms, obtaining rules meeting credit, submitting schedules, etc. The host school's name is the name on the jersey.

Christiana Elementary School

SCHOOL NAME

Chris Lafferty, Principal

ADMINISTRATOR'S NAME & TITLE

Chris Lafferty 9-10-2026
ADMINISTRATOR'S SIGNATURE & DATE

PARTNER SCHOOL

A partner school is the school that will permit its students to participate on the host school's team.

Buchanan Elementary School

SCHOOL NAME

Ashley Witt, Principal

ADMINISTRATOR'S NAME & TITLE

Ashley Witt 9-10-26
ADMINISTRATOR'S SIGNATURE & DATE

By signing this form, both schools acknowledge that the schools meet the cooperative agreement requirements as set forth in the Rutherford County Schools athletic guidelines.

REQUESTED SPORT(S)

☒ Archery

☐ Swim

Please consult the Rutherford County Schools Athletic Director for more information about Cooperative Programs.

Return fully completed and signed copies of this form to the Rutherford County Schools Athletic Office.

MEMORANDUM

DATE: September 9, 2026

TO: Dr. James Sullivan, Director of Schools

FROM: Monika B. Ridley, General Counsel

RE: Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for possession of THC (second offense).

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

Director of Schools' Recommendation: Deny admission.

Rutherford County Schools

Application for Campus Construction Project

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

1. School Name- **Rock Springs Middle School**
2. Principal- **Dr. Larissa Westerfield**
3. Project Name- **Shed for Rock Springs Football Team**
4. Assistant Principal who is overseeing the project- **Mr. Morris**
5. Does project support recreational sports, athletics or education? **This project will support the Rock Springs Football Team.**
6. Does this project meet all gender equity criteria? **Yes**
7. What department is this project being constructed for? (I.E. Baseball, softball, band, FFA, etc.) **Rock Springs Middle School Football Team**
8. What is the anticipated cost for this project (this should include all utility connection fees, building permits, inspection, and construction). Attach and submit a detailed estimate. **The total cost of the project which includes builder fee is \$4990.65.**
9. What is the funding source and are funds currently available: (Grant, Booster Club, etc.) List all sources. **The Rock Springs Middle School Digital Fundraiser. The funds are currently available in the Rock Springs Middle School Football Account.**
10. If a grant or funded by a foundation/donor/ charitable organization, what is the foundations name? **This project will be funded by Rock Springs Middle Football Program.** Do construction plans meet criteria for funding? **Yes**
11. If funded by a local financial institution, has the loan been approved and who is the guarantor for loan. **This project will not require a loan.**
12. Do you have a site layout showing where this project will be constructed on campus? **Yes**
13. Has RCS Engineering & Construction reviewed project location? **No** Are there any conflicts in utilities or easements? **No**

14. Has MTEMC, CUD, MWSD or other local utilities been contacted for service connection if required? **No service connection is required for this project.**

15. Are plans drawn and stamped by Architect/ Engineer? **N/A**

16. Have plans been submitted to Rutherford County Codes or Murfreesboro City Building Codes Offices for review and/or approval. (LaVergne City Codes, Smyrna City Codes, Murfreesboro City Codes) **N/A**

17. What is your timeline for completion of project? **Sept-Nov** When will it start and when will it be completed? **I would like the project to start in Sept and be completed in Sept or mid Oct.**

18. If stated that construction project is at no cost to school Board all cost should be included in project. This includes electrical, plumbing, and mechanical services. **No services are required for this project.**

19. Do you have a contractor for constructing/completing the project? What is the name of Contractor? If no, who will be overseeing the project from the community and who will be doing the work? **Old Hickory Buildings workers will be completing the work for the Shed.**

Old Hickory Buildings of Lebanon

501 S. Cumberland St.

Lebanon, TN 37087

615-444-9655

Purchase Order

Rock Springs Middle School
3301 Rock Springs Road
Smyrna, TN 37167

Phone :

PO # 79761

9/1/2026

To : OLD HICKORY BUILDINGS LLC
PO BOX 331973
MURFREESBORO, TN 37133

Ship To : Rock Springs Middle School
3301 Rock Springs Road
Smyrna, TN 37167

Vendor Number :

Phone Number :

Fax Number :

Fed Tax ID : 62-6000820

Requested By : Sanders

Quantity	Description	Product #	Account #	Account Name	Unit Price	Total Price
1	Lofted Barn Shed Ref # 6031651 Build on Site		6002.0000	Football	\$4,990.65	\$4,990.65

Notes :

Subtotal : \$4,990.65

Discount : \$0.00

Shipping and Handling : \$0.00

Sales Tax : \$0.00

Comments :

PO Total : \$4,990.65

Received By: _____

Other: _____

Bookkeeper: Kathryn Hummel

Approved: Quinn Westfield

Old Hickory Buildings
Cust. Service: (615) 890-8075
www.oldhickorybuildings.com



OHB of Lebanon
501 S. Cumberland St.
Lebanon, TN 37087
615-444-9655

Purchase Type: **ORDER-BUILD ON SITE**
Building Type: **Lofted Barn**
Size: **10x16**
Reference #: **6031651**

Date: **08/31/2026**
Salesman: **Tamara Hughes**

*Revisions on Custom Orders subject to fee, see below for details

All Sizes Nominal *12' wide measured eave to eave* *7' & 8' Tall Walls
Measured on Outside*

NOTES/COMMENTS
Home Office Disc Reason: Seasonal Sale
ADDITIONAL BUILD ON SITE FEE IS PAID SEPARATELY TO BUILDER AT TIME OF BUILD: \$514.50

Customer Name

(Name must match ID) **Louis Sanders Rock Springs Middle School**

Delivery Address: **3301 Rock Springs Rd**
(City) **Smyrna** (State) **TN** (Zip) ***37167**
(County) **Rutherford**

Primary Phone: **(615) 995-8240**

Cell Phone:

Mailing Address: **3301 Rock Springs Rd**
City: **Smyrna**
State: **TN**
ZIP: **37167**
Work Phone:
Email: **louis.sanders24@rcschools.net**

Cash Sale

*Checks payable to:
Old Hickory Buildings, LLC*

	Amount
Sales Price	\$5,145.00
Option Cost	\$0.00
Subtotal	\$5,145.00
Discount	\$668.85
Total (Pre-Tax)	\$4,476.15
7% Tax	\$0.00
Up to \$1600	\$0.00
Up to \$3200	\$0.00
Tax	\$0.00
Total Cost	\$4,476.15

0. C

4,476.15 +
514.50 +
4,990.65 T +

Free setup includes leveling the building to the specifications on our blocking diagram (customer may request a copy from dealer) starting with the high corner at ground level or one four inch concrete block high. Buildings may then be leveled to a maximum of 3 feet at the highest corner. If leveling requires one (1) foot or less, pressure treated wood may be used. If placement of the building requires it to be set on concrete blocks, the customer must have them ready PRIOR to delivery OR have a clear agreement with the driver to supply the blocks at a price to be negotiated with the driver. In very rare cases, underground footers may be required by local building codes. Old Hickory Buildings does not offer digging or footer services, and these services are not included in free setup. However, we can work with Customer or a contractor when required for an additional cost. Free delivery covers one trip up to thirty (30) miles one way. Trips over thirty (30) miles are subject to a one way mileage charge based on building width: \$4.00/mile (12ft wide and below), \$5.00/mile (14ft wide), \$6.00/mile (16ft wide). Customer will be responsible for any additional mileage charge as well as the cost of any additional trips. * A non-refundable fee will be charged on cancellations or revisions of custom orders as follows: 10% on cash sales of buildings up to 12ft wide, 20% on cash sales of buildings wider than 12ft, up to 50% on any build on site order; or, on rent to own sales, the security deposit plus first month's rent.

BUILD ON SITE / UNPAINTED

QUOTE ONLY - NOT AN ORDER. PRICES SUBJECT TO CHANGE.

Prepared by: Tamara Hughes : 08/31/2026 10:44am (CDT)

Old Hickory Buildings, LLC - QUOTE SHEET
Quote Only - Reference #: 6031651

Sales Lot OHB of Lebanon Date 08/31/2026
Customer Name Louis Sanders Bldg Type/Size 6'3" Lofted Barn 10x16

Bldg Type	Unpainted
Flooring	Engineered Panels T&G
Roof	Burnished Slate - Metal
Siding Type	LP SmartPanel
Exterior Finish	Unpainted
Wall Color	Unpainted Smartpanel
Trim Color	Unpainted Smartpanel
Door Color	
Trim on Door Color	
Shutter Color	

Item	Price	Qty	Price Total
Package			
Double Door		INCLUDED	
Faux Loft Door		INCLUDED	
Exterior & Interior Options			
Loft		INCLUDED	

Additional Items	Type	Price	Qty	Amount
Build On Site Fee		514.50	1	\$514.50
TOTAL OPTIONS PRICE				\$0.00

Notes/Comments

Choosing not to seal the siding will void the warranty regarding any damage to the siding caused by weather (rain, snow, sun, etc.)

BUILD ON SITE / UNPAINTED

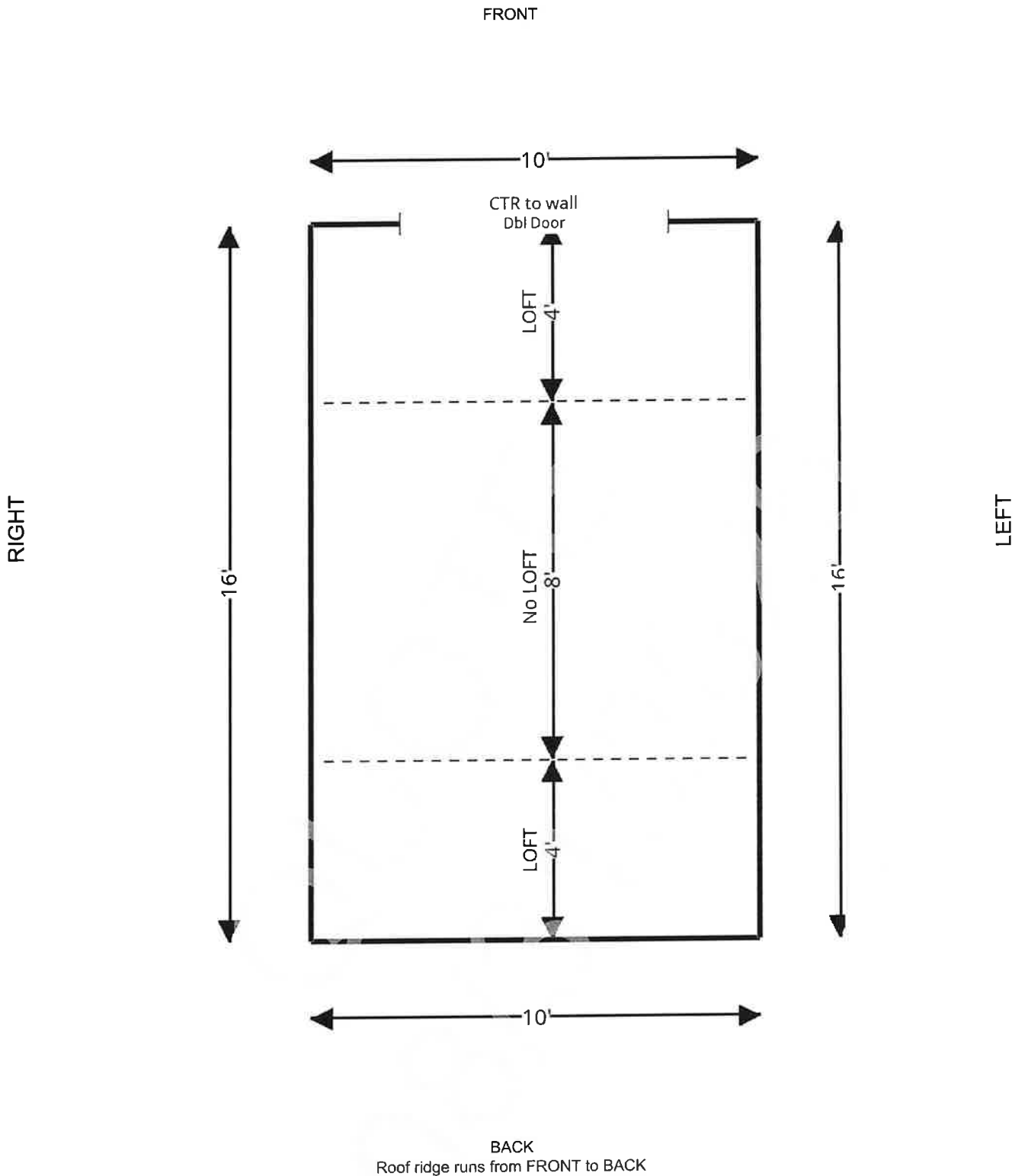
QUOTE ONLY - NOT AN ORDER. PRICES SUBJECT TO CHANGE.

Prepared by: Tamara Hughes : 08/31/2026 10:44am (CDT)

Old Hickory Buildings, LLC - DRAWING SHEET

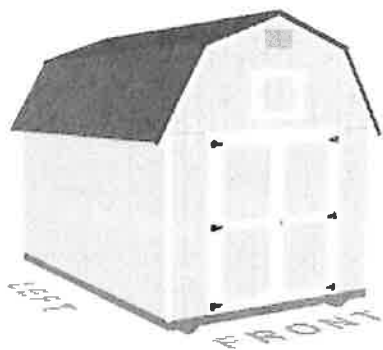
Please send along with work order and order sheet on all custom orders - Reference #: 6031651

Sales Lot	OHB of Lebanon	Date	08/31/2026
Customer Name	Louis Sanders	Bldg Type/Size	6'3" Lofted Barn 10x16

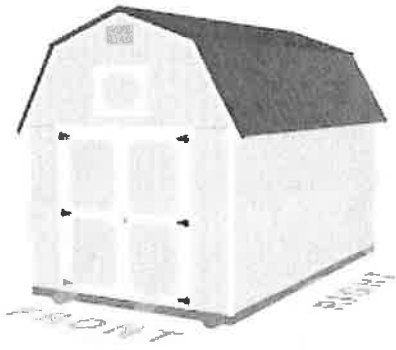


BUILD ON SITE / UNPAINTED

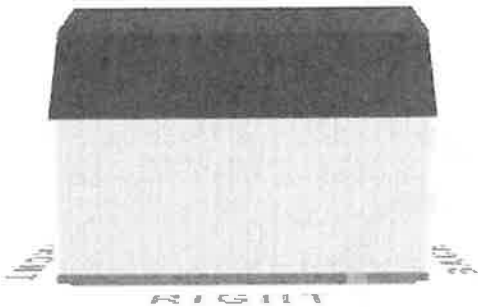
QUOTE ONLY - NOT AN ORDER. PRICES SUBJECT TO CHANGE.



Left-Front View



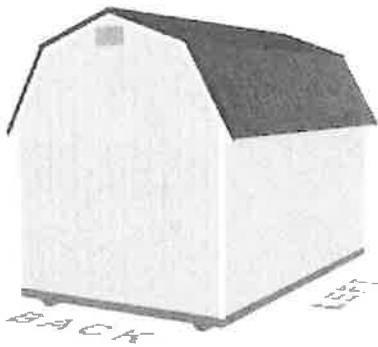
Front-Right View



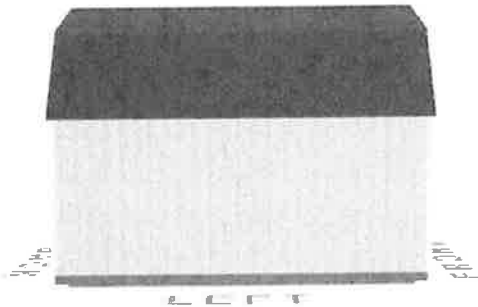
Right Side View



Right-Back View



Back-Left View



Left Side View

Old Hickory Buildings, LLC - Additional Terms, Conditions, and Warranties

Please send along with work order, order sheet, and drawing sheet on all custom orders - Reference #: 6031651

Sales Lot	OHB of Lebanon	Date	08/31/2026
Customer Name	Louis Sanders	Bldg Type/Size	6'3" Lofted Barn 10x16

Additional Terms, Conditions and Warranties

- 1. SALE IS NOT FINAL.** This Agreement is subject to approval and execution by Old Hickory's corporate office. Old Hickory has the right to refuse any sale up until the time when the building is set up at customer's location. Old Hickory shall have the right to correct any errors in this Agreement concerning pricing or taxes.
- 2. LIMITED WARRANTY.** Customer will receive a limited five-year warranty. The details of this warranty can be found online at www.oldhickorybuildings.com. Customer acknowledges that Customer has been provided a copy of this warranty or have had adequate time to review this warranty online. Discounted Buildings do not carry a warranty on cosmetic issues.
- 3. DELIVERY AND SETUP.** Old Hickory strives to deliver all buildings in a timely manner consistent with our customers' expectations; however, Old Hickory does not guarantee dates or times of delivery. Customer expressly understands that inclement weather, vehicle problems, difficulties at other delivery locations, and/or other unforeseen circumstances can affect the date and time of delivery. Old Hickory is not responsible for any of Customer's lost work time associated with any delays or rescheduled deliveries. Customer represents that the delivery location will be accessible by a truck and trailer. It is the Customer's responsibility to decide if ground conditions are unsuitable or too wet for delivery. Customer is responsible for informing the delivery driver of any utility hazards or any other relevant matter prior to commencement of setup.
- 4. LIMITATIONS.** Old Hickory is not responsible for permits, snow/wind load requirements, covenant searches, restrictions, setbacks, yard damage, or underground damage. Please contact your local building inspector and/or homeowner's association for information on requirements and restrictions. Customer shall be solely responsible for and shall obtain any necessary permits PRIOR TO installation. Customer agrees to indemnify and hold harmless Old Hickory and its independent contractor delivery drivers for any yard damage done during installations and/or any violation of any government ordinance or code resulting from the installation of any Old Hickory product at Customer's location. Customer releases Old Hickory and its independent contractor delivery drivers from any claims for punitive, indirect, incidental, special, or consequential damages.
- 5. PAYMENT.** Drivers do not take credit cards. All balances due must be paid by cash or check on delivery. Balance due paid by credit card must be paid prior to delivery. Credit card price is 3% higher than discounted cash price listed on the work order. In the event building is not paid for before or on delivery, driver will not leave building and additional trip charges will be incurred. If delivery has not been made within 90 days, cash customers must pay balance due, rental customers must pay the rent due or other amounts as required by the rental purchase agreement, or the order is subject to cancellation and cancellation fee will be charged. All amounts not paid at delivery will be considered past due. On cash sales, customer may choose option to postpone construction start date and extend requirement to pay within 90 days for an additional 10% non-refundable fee paid at the time of sale. If customer chooses to postpone construction start date, the customer still must pay the balance due within 90 days of construction completion regardless of whether building is delivered.
- 6. CANCELLATIONS AND REFUNDS.** If Customer is dissatisfied with the Old Hickory product upon acceptance of delivery by Customer or Customer's authorized agent, Customer's sole recourse is to file a warranty claim.
- 7. LATE PAYMENT, COSTS OF COLLECTION, AND RETRIEVAL.** Unless otherwise prohibited by state law, if Old Hickory must engage in any effort to secure payment or otherwise seek to compel Customer to fulfill any of Customer's obligations under this Agreement, Customer agrees to reimburse Old Hickory for any and all reasonable attorney fees, costs, and other expenses. For cash sales, Old Hickory may charge a monthly late fee equal to 10% of the amount due or the maximum amount allowed by law. FOR CASH SALES, CUSTOMER EXPRESSLY ACKNOWLEDGES AND AGREES THAT A FAILURE TO PAY ALL AMOUNTS DUE ENTITLES OLD HICKORY THE RIGHT TO RETRIEVE THE OLD HICKORY PRODUCT AND CUSTOMER FURTHER WAIVES ANY AND ALL RIGHTS AND/OR CLAIMS FOR REFUND FOR ANY PAYMENTS MADE PRIOR TO SUCH RETRIEVAL UNLESS THE PAYMENTS MADE EXCEED THE DEPOSIT PLUS EXPENSES INCURRED BY OLD HICKORY IN RETRIEVING THE OLD HICKORY PRODUCT.
- 8. REPRESENTATIONS AND WARRANTIES.** Customer hereby represents and warrants to Old Hickory, that Customer is the owner, or an authorized agent of the owner, of the property on which the Old Hickory product is to be delivered and set up.
- 9. SEVERABILITY; APPLICABLE LAW AND VENUE; CLASS ACTION WAIVER.** If any provision of this Agreement is invalid, illegal, or incapable of being enforced by reason of any rule of law, public policy, or otherwise, any remaining provisions of this Agreement shall nevertheless remain in full force and effect. Unless otherwise prohibited by state law, this Agreement will be governed and construed by the laws of the State of Tennessee, without giving effect to its choice of law principles, and Customer agrees that any legal action arising out of this Agreement instituted by Customer will be brought, and consents to the jurisdiction and venue in, Rutherford County, Tennessee. Customer specifically agrees that any claims arising out of or relating to this Agreement must be brought by Customer in an individual capacity and expressly waives any right or option for Customer to bring any claim related in any way to this Agreement as a plaintiff or class member in any representative action.
- 10. ELECTRONIC NOTICE; CONSENT TO USE INFORMATION.** Customer and Old Hickory have agreed to conduct all and/or portions of this transaction by electronic means, including, but not limited to, acceptance by Customer of any revisions regarding errors in pricing or taxes. Customer consents to Old Hickory's use of any information disclosed by Customer for the purposes of completing the transactions contemplated in this document, for providing any ongoing support and services, and otherwise in accordance with Old Hickory's privacy policy. Such consent includes the disclosure of such information to third parties which is reasonably necessary for such purposes. Customer may request a copy of Old Hickory's privacy policies and practices through the above contact information.

Customer agrees to be bound by the terms, conditions, and warranties set forth herein and expressly acknowledges that there are no agreements of any type or kind other than those set forth herein.

QUOTE ONLY - NOT AN ORDER. PRICES SUBJECT TO CHANGE.



Outlook

Purchase Order Needed Shed

From Louis Sanders <Louis.Sanders24@rcschools.net>

Date Mon 8/31/2026 2:40 PM

To Kathryn Hummel <Kathryn.Hummel24@rcschools.net>

 1 attachment (265 KB)

Sanders.Louis.20260831104408.pdf;

Hello,

Purchase Order Needed Shed.

The quote is in the attachments.

Thanks!

Louis Sanders, M.Ed.

Physical Education Teacher

Head Football Coach

Rock Springs Middle School

Teaching is hard, but the hard is what makes it great!

Right-of-Way

Easement

This instrument prepared by: MTE
555 New Salem Highway, Murfreesboro, TN 37129
____ Employee Initials



Service Location # 6000123975

Meter Set SO #

WO# 16250047

Grantor: Rutherford County Board of Education

And/by

Select one of the following: ☐unmarried ☐married ☐business entity

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the Grantor, whether one or more, does hereby grant unto Middle Tennessee Electric Membership Corporation, a Tennessee not-for-profit corporation ("Grantee" or "MTE"), its affiliates, successors or assigns, a perpetual easement (the "Easement") that, except as may be otherwise indicated on Exhibit 1, if attached, shall be twenty feet (20') from the centerline (total of 40') for any overhead transmission and/or distribution line or system, including anchoring, and ten feet (10') from the centerline (total of 20') for any underground transmission and/or distribution line or system with the right to:

- install, construct, reconstruct, rephase, operate and maintain an electric transmission and/or distribution line or system;
- inspect and make such repairs, changes, alterations, improvements, removals from, substitutions and additions to its facilities as Grantee may from time to time deem advisable, including, by way of example and not by way of limitation, the right to increase or decrease the number of conduits, wires, cables, poles, guy wire and anchors, hand holes, manholes, connection boxes, transformers and transformer enclosures;
- cut, trim and control the growth by chemical means, machinery or otherwise of trees and shrubbery within the Easement, or any tree that may interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit, prevent and restrict the planting and/or maintenance of any trees, shrubbery or vegetation not approved in writing by Grantee (except those trees that appear on MTE's approved standard planting guide) which approval may be withheld by Grantee in its sole discretion if it determines said trees, shrubbery or vegetation may in the future interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit the planting of any trees, shrubbery or vegetation within 15' of a pole or pad-mounted equipment;
- keep the Easement clear of all buildings, structures or other obstructions;
- license, permit or otherwise agree to the joint use or occupancy of the lines, system or, if any of said system is placed underground, of the trench and related underground facilities, by any other person, association or corporation for electrification, for other utility or commercial purposes;
- install and maintain guy additions to overhead lines if any portion of the lines or system is placed underground;

over, across; and through the land owned by Grantor as further described below (the "Property");

County Rutherford

State of Tennessee Tax Map:

032

Group:

Parcel: 024.01

Address

1000

Waldron Rd

La Vergne

37086

House/building#

Street/Road Name

City

Zip

and such Property being of record in Deed Book 597, Page 307, Register's Office of the above-named county, and as may be further described according to Exhibit 1 attached hereto and incorporated herein by reference, if attached, together with the right of ingress and egress over adjacent lands of the Grantor, and Grantor's successors and assigns for the purposes of this Easement.

The Grantor agrees that all poles, wires, and other facilities, including any main service entrance equipment, installed in, upon or under the Property at Grantee's expense shall remain the property of the Grantee and removable at the option of the Grantee. The Grantor hereby expressly releases any claims, demands, actions, or causes of action for trespass related to the Grantee's use of this Easement as described herein. The grant and other provisions of this Easement shall run with the land for the benefit of the Grantee, its affiliates, successor and assigns.

IN WITNESS WHEREOF, the Grantor has executed this instrument this _____ day of _____, 202_____.

Print Name/Title of Authorized Signatory

Print Name/Title of Authorized Signatory

Legal Signature

Legal Signature

STATE OF _____

STATE OF _____

COUNTY OF _____

COUNTY OF _____

On the ____ day of _____, 202____, personally appeared before me, the within named bargainer(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

On the ____ day of _____, 202____, personally appeared before me, the within named bargainer(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

Notary Signature

My Commission Expires

Notary Signature

My Commission Expires

LEGEND

- PROPOSED MTEC EASEMENT
- EXISTING ELECTRIC UTILITY
- PROPOSED ELECTRIC UTILITY
- REMOVAL ELECTRIC UTILITY
- TEMPORARY ELECTRIC UTILITY
- PROPOSED UTILITY POLE
- EXISTING UTILITY POLE
- REMOVAL UTILITY POLE
- TEMPORARY UTILITY POLE

**NOT FOR
OFFICIAL USE**

Easement Notes:

1. MTE has the right to install and operate, on the Easement Tract, utility lines and related equipment for the utility service that MTE provides.

2. This Exhibit was prepared in accordance with existing field evidence and recorded information. It is not intended to be a Boundary Survey compliant with the minimum standard detail requirements of the State of Tennessee.

DISCLAIMER:

Property lines were compiled from TDOJ drawings and do not represent an actual boundary survey of affected properties.

Initials: _____

COUNTY: RUTHERFORD

STATE: TN

COUNTY CODE: 075

MAP: 032

GROUP:

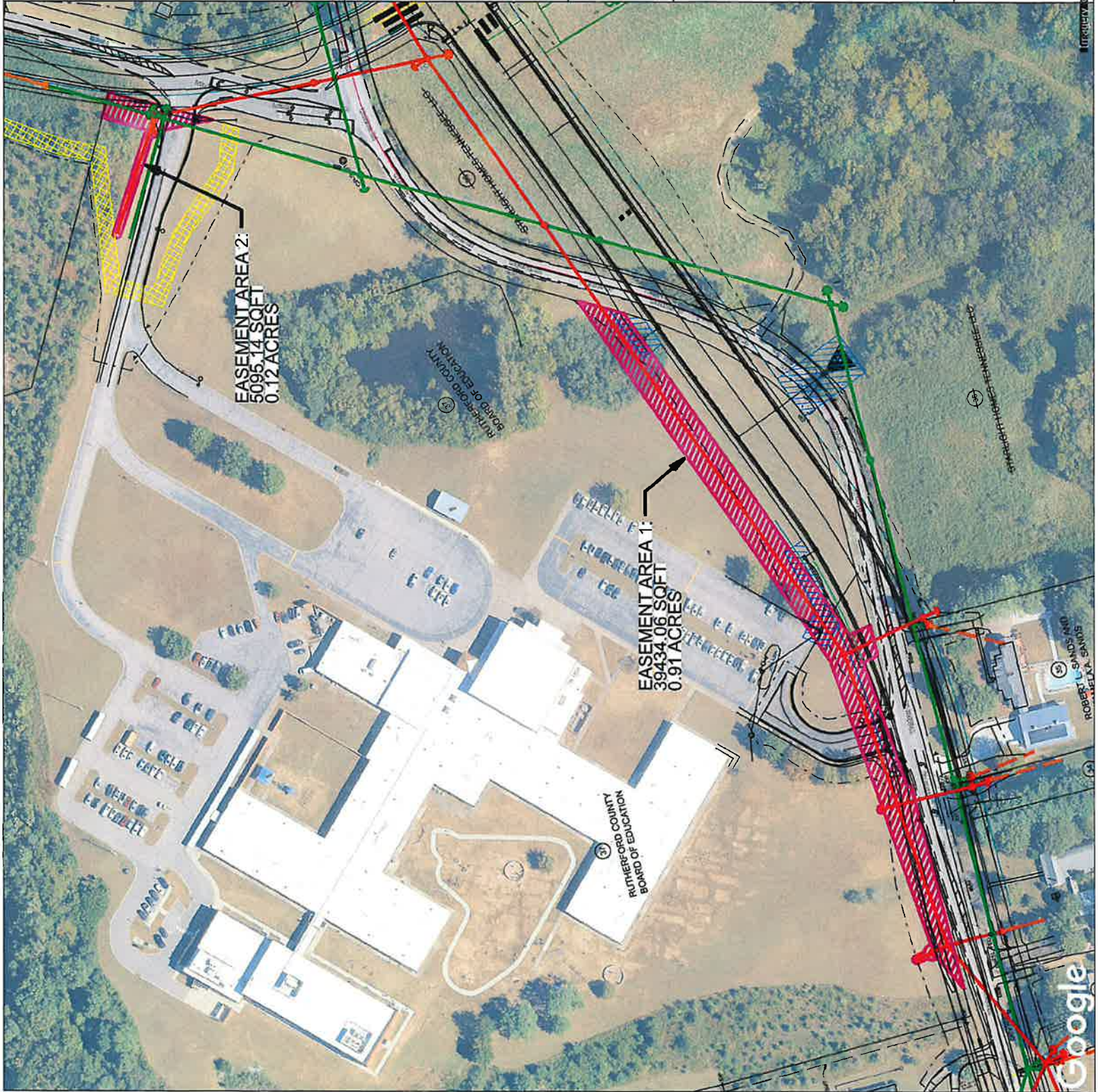
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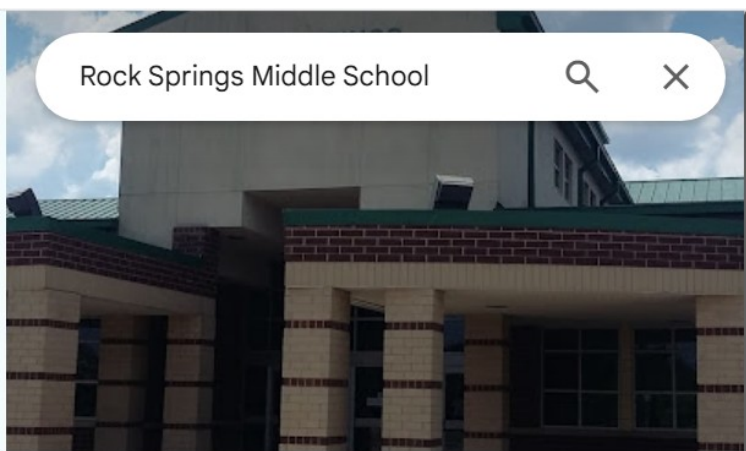
DB/PG: 597/307

SCALE: N.T.S.



EXHIBIT "1"
(TRACT #37)





Rock Springs Middle School



Rock Springs Middle School

Middle school • [A](#)

Overview

About



Directions



Save



Nearby



Send to
phone



Share



3301 Rock Springs Rd, Smyrna, TN 37167



Open · Closes 3:30 PM



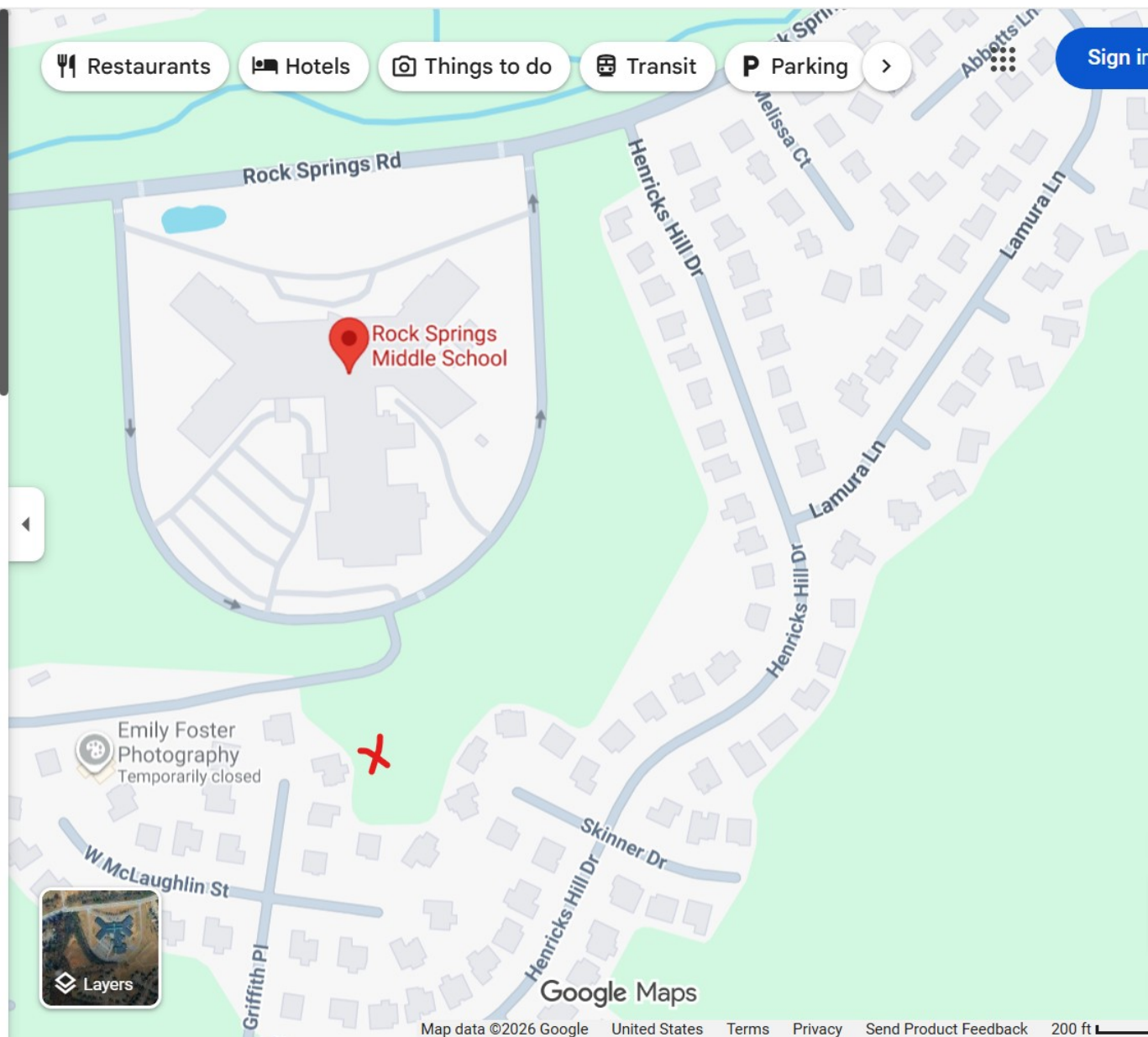
rsm.rcschools.net



(615) 904-3825



XC6G+7Q Smyrna, Tennessee



Rutherford County Schools – Retiree Individual Solutions

September 2026



Gallagher

Insurance | Risk Management | Consulting



AJG.com

©2026 ARTHUR J. GALLAGHER & CO.

AHS at Gallagher

Who We Help & How It Benefits Your Organization

We help employers
lower plan spend and
improve coverage fit
for employees – with no
additional employer fees
and minimal lift from
your team.

- 1** **Employees eligible for Medicare or aging-into Medicare**
High-cost claimants embedded in group plans
- 2** **Individuals receiving COBRA benefits**
Short-term, high-cost continuation population
- 3** **Non-benefit eligible employee populations**
Value-added service to attract and retain employees
- 4** **Retiree HRA/Executive Benefits Coverage**
Legacy cost exposure and plan complexity

Our Solution

A Scalable Model for Cost Optimization & Employee Transitions

We've developed a turnkey solution that provides employees with the decision-making support they need while evaluating alternative solutions to their group-sponsored coverage.

1

National Carrier Access

Broad carrier relationships ensure choice, competition, and geographic scalability across all 50 states.

2

Employee Communications

Standardized, brand-aligned education delivered through marketing toolkits, landing pages, and webinars.

3

Centralized Operations & Execution

AHS manages administrative and operational workflows, reducing employer effort and responsibility.

4

Data, Measurement & Reporting

Tracks engagement, transitions, and outcomes to demonstrate savings and optimize outreach strategy.

How We Partner Together

From alignment to measurable results.

Discovery & Goal Alignment

We meet with your team to understand your population, objectives, timing, and success metrics.

Output: documented goals, target audience, and initial scope.

Build & Customize

We create tailored assets – microsite/landing page, education, and communications for your population.

Output: first-look materials for your review and approval.

Measure, Report & Optimize

We track engagement, appointments, and outcomes, share insights, and iterate.

Output: dashboards, frequent communications, and continuous improvements.

Program Planning & Agreement

We translate your goals into a clear program plan – roles, timeline, compliance, and reporting cadence.

Output: a plain-language program summary (no-cost engagement).

Launch & Delivery

We coordinate rollout across agreed channels with your team, ensuring a smooth experience.

Output: launch strategy, channel plan, and go-live.

How Our Process Works

Simple. Supportive. Stress-Free.

Personal Consultation:

We start by getting to know you. In a quick, friendly conversation, your advisor will ask about your health needs, lifestyle, and financial goals - so we can recommend the best-fit options for your situation.

Coverage Review:

If you already have a plan, we'll review your current coverage together to identify what's working and what could be improved. If you don't have coverage yet, we'll help you understand what to look for.

Plan Comparison:

We sort through top-rated plans from trusted carriers and lay out the pros and cons of each - in plain language. You'll get personalized recommendations based on what matters most to you, from cost to coverage to convenience.

Enrollment Help:

Once we find the right plan, we'll guide you step-by-step through the enrollment process, handle the paperwork, and ensure everything is submitted correctly - so you can enroll with confidence and without delays.

Ongoing Support:

We stay with you beyond enrollment. If your needs change, we'll help you adjust your plan. You can also reach out any time with questions or concerns - we're your year-round health insurance partner.

Communication Material Examples

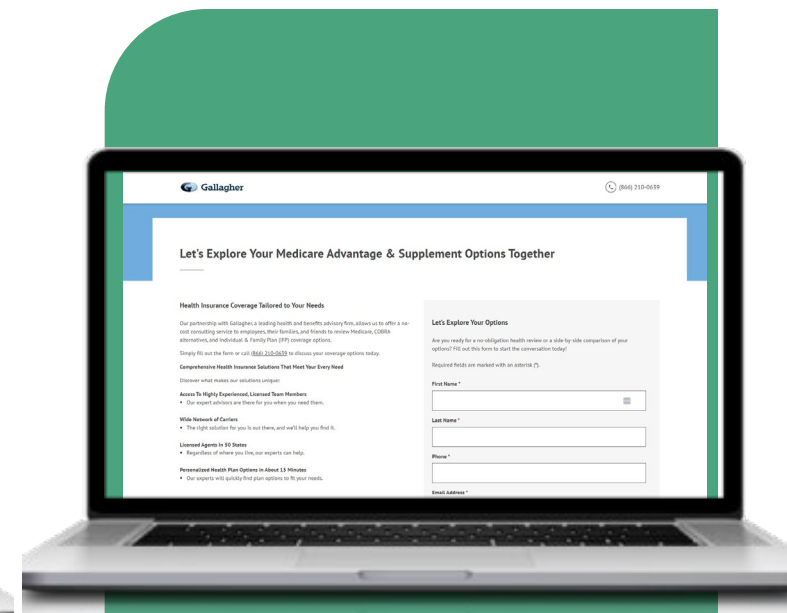
Showcasing targeted materials designed to inform, educate, and engage employee audiences.



INFORM



EDUCATE



ENGAGE

Scope of Services

Scope of Services

Renewal Strategy & Analysis

- Review carrier proposals
- Negotiate renewals
- Assess impact of benefit plan changes
- Assist in the public bid process

Compliance Support

- Provide updates on ACA, COBRA, HIPAA
- Supply templates for notices and enrollment forms

Employee Communication

- Create open enrollment materials as needed
- Coordinate enrollers

Benchmarking and Plan Design

- Conduct market and industry Surveys
- Provide Medical Analysis to help with budget
- Align Benefits with business goals

Administrative Support

- Resolve carrier issues and coordinate service meetings
- Assist HR teams with day-to-day benefits administration

Benefits Administration Review

- Assess internal processes and recommend best practices
- Identify opportunities to streamline and reduce liability.



Disclaimers and Disclosures

General Disclaimers

Coverage Disclaimer

This proposal is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal is not a contract and offers no contractual obligation on behalf of GBS. Policy forms for your reference will be made available upon request.

Renewal / Financial Disclaimer

This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.

Legal

The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area.

Thank You!

Shannon Hundur | Client Manager
(615) 686-983
Shannon_Hundur@ajg.com

Wes Dozier | Area Vice President
615 905 4205
Wes_Dozier@ajg.com

8 Cadillac Drive, Suite 200 Brentwood,
TN 37027

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Gallagher

Insurance | Risk Management | Consulting

AJG.com

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Insurance | Risk Management | Consulting



Alternative Health Solutions

Offering individual and family health insurance solutions from carriers you know and trust.

FIND THE BEST PLAN IN 4 STEPS

1

Meet your agent

Contact us to schedule your free one-on-one consultation.

2

Compare options

Choose from several coverage options that fit your needs and budget.

3

Enroll in a plan

Enroll in your selected plan with the help of our health insurance agents.

4

Experience the difference

Relax while we provide coverage updates and monitor your plan for any important changes.

Health insurance coverage tailored to your needs

Major medical/ACA plans

Major medical/ACA-eligible health insurance is a comprehensive policy designed to help you and your family pay for covered healthcare expenses.

Short-term medical plans

Short-term plans provide temporary coverage for unexpected healthcare expenses, offering a flexible, limited-term option when you're between major medical plans or need immediate coverage.

Dental, vision, and hearing

Dental, vision, and hearing insurance covers basic and preventive services when you visit specialists in these fields.

Critical care insurance

Critical care insurance covers expenses related to serious illness and medical emergencies, such as a heart attack or a stroke.

Supplemental insurance

Supplemental insurance options include hospitalization supplemental insurance, accident insurance, disability insurance, and more.

Life insurance

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Rutherford County Schools – 2027 Rate & Calendar Year Budget Analysis

September 2026



Health Plan Assumptions and Considerations

Participation

- Participation is based on the 354 Report as of September 1, 2026
- Total participants: 4,948 active employees and retirees
- Six retirees were removed due to coverage tier (Spouse Only, One Child Only) leaving 4,942 participants
 - Active Full-Time Employees 4822
 - Retirees 120
- RCS is unable to provide retiree classes for the 120 retirees. Consistent with prior years, all retirees were assigned to the 30+ retiree category.

Key Assumptions

- RCS contributes the same employer amount to both the S/LP Network and P/OAP Network, with employees paying the difference to enroll in the P/OAP Network.
- Retiree premiums are assumed to be shared 50% employer / 50% retiree, regardless of plan or tier.
- HSA contributions are included for active employees enrolled in the HDHP:
 - Employee Only: \$500 annually
 - Family Tiers: \$1000 annually
- The new copay plan assumes the same percentages as RCS contributes towards the HDHP on the S Network.

Health Plan Assumptions and Considerations

2027 Medical Contribution Scenarios

All Scenarios use the final 2027 State of Tennessee rates. Retirees are assumed to continue receiving a 50% employer contribution in all scenarios for 2027. This does not change from 2026.

1. Current State Plan LEA
2. Employer absorbs 55% of the premium increase, across both networks
3. Employer absorbs 60% of the premium increase, across both networks
4. Employer absorbs 55% of the premium increase – S / LP Network only; Employer contributions to the P / OAP Network matches the S / LP Network with employees buying up into the P / OAP network.
5. Employer absorbs 60% of the premium increase – S / LP Network only; Employer contributions to the P / OAP Network match the S / LP Network with employees buying up into the P / OAP network.

Health Plan Budget Options

Description	Insurance Cost	HRA / HSA / GAP / Admin Cost	Total Cost	Total Cost % Change	Employee Portion	Employer Portion	Employee HRA Spend % (Expected)	Employer Budget (After HRA Spend Reduction)	Employer % of Cost	Employer Budget \$ Change	Employer Budget Change %
2026 State Plan LEA	\$73,479,575	\$864,000	\$74,343,575		\$15,379,250	\$58,964,325	100.00%	\$58,964,325	79.31%	\$0	
2027 State Plan ER 55% / EE 45%	\$79,823,423	\$864,000	\$80,687,423	8.53%	\$18,238,675	\$62,448,748	100.00%	\$62,448,748	77.40%	\$3,484,423	5.91%
2027 State Plan ER 60% / EE 40%	\$79,823,423	\$864,000	\$80,687,423	8.53%	\$17,926,177	\$62,761,247	100.00%	\$62,761,247	77.78%	\$3,796,921	6.44%
2027 State Plan - ER 55% / EE 45% Buy Up	\$79,823,423	\$864,000	\$80,687,423	8.53%	\$18,406,315	\$62,281,108	100.00%	\$62,281,108	77.19%	\$3,316,783	5.63%
2027 State Plan ER 60% / EE 40% Buy Up	\$79,823,423	\$864,000	\$80,687,423	8.53%	\$18,109,057	\$62,578,367	100.00%	\$62,578,367	77.56%	\$3,614,041	6.13%

2027 Health Insurance Rate Charts

Monthly Contributions

2027 Rate Chart – ER absorbs 55% Monthly

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 663.15	\$ 292.85	\$ 956.00	69%	31%
EE+Child(ren)	227	\$ 1,089.40	\$ 431.60	\$ 1,521.00	72%	28%
EE+Spouse	133	\$ 1,537.30	\$ 673.70	\$ 2,211.00	70%	30%
Family	291	\$ 1,720.05	\$ 704.95	\$ 2,425.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 692.81	\$ 201.19	\$ 894.00	77%	23%
EE+Child(ren)	85	\$ 1,011.55	\$ 407.45	\$ 1,419.00	71%	29%
EE+Spouse	31	\$ 1,428.15	\$ 638.85	\$ 2,067.00	69%	31%
Family	70	\$ 1,597.65	\$ 667.35	\$ 2,265.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 654.67	\$ 195.33	\$ 850.00	77%	23%
EE+Child(ren)	7	\$ 955.30	\$ 390.70	\$ 1,346.00	71%	29%
EE+Spouse	1	\$ 1,349.40	\$ 613.60	\$ 1,963.00	69%	31%
Family	4	\$ 1,509.15	\$ 640.85	\$ 2,150.00	70%	30%
LOCAL CDHP/HSA						
EE Only	120	\$ 607.06	\$ 147.94	\$ 755.00	80%	20%
EE+Child(ren)	93	\$ 940.18	\$ 249.82	\$ 1,190.00	79%	21%
EE+Spouse	27	\$ 1,322.75	\$ 417.25	\$ 1,740.00	76%	24%
Family	101	\$ 1,484.57	\$ 418.43	\$ 1,903.00	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 657.65	\$ 198.35	\$ 856.00	77%	23%
EE+Child(ren)	166	\$ 1,083.90	\$ 327.10	\$ 1,411.00	77%	23%
EE+Spouse	82	\$ 1,526.30	\$ 484.70	\$ 2,011.00	76%	24%
Family	316	\$ 1,709.05	\$ 515.95	\$ 2,225.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 687.31	\$ 106.69	\$ 794.00	87%	13%
EE+Child(ren)	192	\$ 1,006.05	\$ 302.95	\$ 1,309.00	77%	23%
EE+Spouse	85	\$ 1,417.15	\$ 449.85	\$ 1,867.00	76%	24%
Family	217	\$ 1,586.65	\$ 478.35	\$ 2,065.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 649.17	\$ 100.83	\$ 750.00	87%	13%
EE+Child(ren)	21	\$ 949.80	\$ 286.20	\$ 1,236.00	77%	23%
EE+Spouse	8	\$ 1,338.40	\$ 424.60	\$ 1,763.00	76%	24%
Family	35	\$ 1,498.15	\$ 451.85	\$ 1,950.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 601.56	\$ 53.44	\$ 655.00	92%	8%
EE+Child(ren)	128	\$ 934.68	\$ 145.32	\$ 1,080.00	87%	13%
EE+Spouse	65	\$ 1,311.75	\$ 228.25	\$ 1,540.00	85%	15%
Family	240	\$ 1,473.57	\$ 229.43	\$ 1,703.00	87%	13%
Copay Plan						
EE Only		\$ 578.68	\$ 50.32	\$ 629.00	92%	8%
EE+Child(ren)		\$ 902.19	\$ 134.81	\$ 1,037.00	87%	13%
EE+Spouse		\$ 1,256.30	\$ 221.70	\$ 1,478.00	85%	15%
Family		\$ 1,423.32	\$ 212.68	\$ 1,636.00	87%	13%

2027 Rate Chart – ER absorbs 60% Monthly

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 666.80	\$ 289.20	\$ 956.00	70%	30%
EE+Child(ren)	227	\$ 1,095.10	\$ 425.90	\$ 1,521.00	72%	28%
EE+Spouse	133	\$ 1,549.70	\$ 661.30	\$ 2,211.00	70%	30%
Family	291	\$ 1,729.30	\$ 695.70	\$ 2,425.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 696.21	\$ 197.79	\$ 894.00	78%	22%
EE+Child(ren)	85	\$ 1,016.80	\$ 402.20	\$ 1,419.00	72%	28%
EE+Spouse	31	\$ 1,439.70	\$ 627.30	\$ 2,067.00	70%	30%
Family	70	\$ 1,606.20	\$ 658.80	\$ 2,265.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 657.92	\$ 192.08	\$ 850.00	77%	23%
EE+Child(ren)	7	\$ 960.30	\$ 385.70	\$ 1,346.00	71%	29%
EE+Spouse	1	\$ 1,360.30	\$ 602.70	\$ 1,963.00	69%	31%
Family	4	\$ 1,517.30	\$ 632.70	\$ 2,150.00	71%	29%
LOCAL CDHP/HSA						
EE Only	120	\$ 609.96	\$ 145.04	\$ 755.00	81%	19%
EE+Child(ren)	93	\$ 944.63	\$ 245.37	\$ 1,190.00	79%	21%
EE+Spouse	27	\$ 1,332.50	\$ 407.50	\$ 1,740.00	77%	23%
Family	101	\$ 1,491.82	\$ 411.18	\$ 1,903.00	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 660.80	\$ 195.20	\$ 856.00	77%	23%
EE+Child(ren)	166	\$ 1,089.10	\$ 321.90	\$ 1,411.00	77%	23%
EE+Spouse	82	\$ 1,537.70	\$ 473.30	\$ 2,011.00	76%	24%
Family	316	\$ 1,717.30	\$ 507.70	\$ 2,225.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 690.21	\$ 103.79	\$ 794.00	87%	13%
EE+Child(ren)	192	\$ 1,010.80	\$ 298.20	\$ 1,309.00	77%	23%
EE+Spouse	85	\$ 1,427.70	\$ 439.30	\$ 1,867.00	76%	24%
Family	217	\$ 1,594.20	\$ 470.80	\$ 2,065.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 651.92	\$ 98.08	\$ 750.00	87%	13%
EE+Child(ren)	21	\$ 954.30	\$ 281.70	\$ 1,236.00	77%	23%
EE+Spouse	8	\$ 1,348.30	\$ 414.70	\$ 1,763.00	76%	24%
Family	35	\$ 1,505.30	\$ 444.70	\$ 1,950.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 603.96	\$ 51.04	\$ 655.00	92%	8%
EE+Child(ren)	128	\$ 938.63	\$ 141.37	\$ 1,080.00	87%	13%
EE+Spouse	65	\$ 1,320.50	\$ 219.50	\$ 1,540.00	86%	14%
Family	240	\$ 1,479.82	\$ 223.18	\$ 1,703.00	87%	13%
Copay Plan						
EE Only		\$ 578.68	\$ 50.32	\$ 629.00	92%	8%
EE+Child(ren)		\$ 902.19	\$ 134.81	\$ 1,037.00	87%	13%
EE+Spouse		\$ 1,256.30	\$ 221.70	\$ 1,478.00	85%	15%
Family		\$ 1,423.32	\$ 212.68	\$ 1,636.00	87%	13%

2027 Health Insurance Rate Charts

10-Month Contributions

2027 Rate Chart – ER absorbs 55%

10 Month Contributions

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 795.78	\$ 351.42	\$ 1,147.20	69%	31%
EE+Child(ren)	227	\$ 1,307.28	\$ 517.92	\$ 1,825.20	72%	28%
EE+Spouse	133	\$ 1,844.76	\$ 808.44	\$ 2,653.20	70%	30%
Family	291	\$ 2,064.06	\$ 845.94	\$ 2,910.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 831.37	\$ 241.43	\$ 1,072.80	77%	23%
EE+Child(ren)	85	\$ 1,213.86	\$ 488.94	\$ 1,702.80	71%	29%
EE+Spouse	31	\$ 1,713.78	\$ 766.62	\$ 2,480.40	69%	31%
Family	70	\$ 1,917.18	\$ 800.82	\$ 2,718.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 785.60	\$ 234.40	\$ 1,020.00	77%	23%
EE+Child(ren)	7	\$ 1,146.36	\$ 468.84	\$ 1,615.20	71%	29%
EE+Spouse	1	\$ 1,619.28	\$ 736.32	\$ 2,355.60	69%	31%
Family	4	\$ 1,810.98	\$ 769.02	\$ 2,580.00	70%	30%
LOCAL CDHP/HSA						
EE Only	120	\$ 728.47	\$ 177.53	\$ 906.00	80%	20%
EE+Child(ren)	93	\$ 1,128.22	\$ 299.78	\$ 1,428.00	79%	21%
EE+Spouse	27	\$ 1,587.30	\$ 500.70	\$ 2,088.00	76%	24%
Family	101	\$ 1,781.48	\$ 502.12	\$ 2,283.60	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 789.18	\$ 238.02	\$ 1,027.20	77%	23%
EE+Child(ren)	166	\$ 1,300.68	\$ 392.52	\$ 1,693.20	77%	23%
EE+Spouse	82	\$ 1,831.56	\$ 581.64	\$ 2,413.20	76%	24%
Family	316	\$ 2,050.86	\$ 619.14	\$ 2,670.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 824.77	\$ 128.03	\$ 952.80	87%	13%
EE+Child(ren)	192	\$ 1,207.26	\$ 363.54	\$ 1,570.80	77%	23%
EE+Spouse	85	\$ 1,700.58	\$ 539.82	\$ 2,240.40	76%	24%
Family	217	\$ 1,903.98	\$ 574.02	\$ 2,478.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 779.00	\$ 121.00	\$ 900.00	87%	13%
EE+Child(ren)	21	\$ 1,139.76	\$ 343.44	\$ 1,483.20	77%	23%
EE+Spouse	8	\$ 1,606.08	\$ 509.52	\$ 2,115.60	76%	24%
Family	35	\$ 1,797.78	\$ 542.22	\$ 2,340.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 721.87	\$ 64.13	\$ 786.00	92%	8%
EE+Child(ren)	128	\$ 1,121.62	\$ 174.38	\$ 1,296.00	87%	13%
EE+Spouse	65	\$ 1,574.10	\$ 273.90	\$ 1,848.00	85%	15%
Family	240	\$ 1,768.28	\$ 275.32	\$ 2,043.60	87%	13%
Copay Plan						
EE Only		\$ 694.42	\$ 60.38	\$ 754.80	92%	8%
EE+Child(ren)		\$ 1,082.63	\$ 161.77	\$ 1,244.40	87%	13%
EE+Spouse		\$ 1,507.56	\$ 266.04	\$ 1,773.60	85%	15%
Family		\$ 1,707.98	\$ 255.22	\$ 1,963.20	87%	13%

2027 Rate Chart – ER absorbs 60%

10 Month Contributions

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 800.16	\$ 347.04	\$ 1,147.20	70%	30%
EE+Child(ren)	227	\$ 1,314.12	\$ 511.08	\$ 1,825.20	72%	28%
EE+Spouse	133	\$ 1,859.64	\$ 793.56	\$ 2,653.20	70%	30%
Family	291	\$ 2,075.16	\$ 834.84	\$ 2,910.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 835.45	\$ 237.35	\$ 1,072.80	78%	22%
EE+Child(ren)	85	\$ 1,220.16	\$ 482.64	\$ 1,702.80	72%	28%
EE+Spouse	31	\$ 1,727.64	\$ 752.76	\$ 2,480.40	70%	30%
Family	70	\$ 1,927.44	\$ 790.56	\$ 2,718.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 789.50	\$ 230.50	\$ 1,020.00	77%	23%
EE+Child(ren)	7	\$ 1,152.36	\$ 462.84	\$ 1,615.20	71%	29%
EE+Spouse	1	\$ 1,632.36	\$ 723.24	\$ 2,355.60	69%	31%
Family	4	\$ 1,820.76	\$ 759.24	\$ 2,580.00	71%	29%
LOCAL CDHP/HSA						
EE Only	120	\$ 731.95	\$ 174.05	\$ 906.00	81%	19%
EE+Child(ren)	93	\$ 1,133.56	\$ 294.44	\$ 1,428.00	79%	21%
EE+Spouse	27	\$ 1,599.00	\$ 489.00	\$ 2,088.00	77%	23%
Family	101	\$ 1,790.18	\$ 493.42	\$ 2,283.60	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 792.96	\$ 234.24	\$ 1,027.20	77%	23%
EE+Child(ren)	166	\$ 1,306.92	\$ 386.28	\$ 1,693.20	77%	23%
EE+Spouse	82	\$ 1,845.24	\$ 567.96	\$ 2,413.20	76%	24%
Family	316	\$ 2,060.76	\$ 609.24	\$ 2,670.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 828.25	\$ 124.55	\$ 952.80	87%	13%
EE+Child(ren)	192	\$ 1,212.96	\$ 357.84	\$ 1,570.80	77%	23%
EE+Spouse	85	\$ 1,713.24	\$ 527.16	\$ 2,240.40	76%	24%
Family	217	\$ 1,913.04	\$ 564.96	\$ 2,478.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 782.30	\$ 117.70	\$ 900.00	87%	13%
EE+Child(ren)	21	\$ 1,145.16	\$ 338.04	\$ 1,483.20	77%	23%
EE+Spouse	8	\$ 1,617.96	\$ 497.64	\$ 2,115.60	76%	24%
Family	35	\$ 1,806.36	\$ 533.64	\$ 2,340.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 724.75	\$ 61.25	\$ 786.00	92%	8%
EE+Child(ren)	128	\$ 1,126.36	\$ 169.64	\$ 1,296.00	87%	13%
EE+Spouse	65	\$ 1,584.60	\$ 263.40	\$ 1,848.00	86%	14%
Family	240	\$ 1,775.78	\$ 267.82	\$ 2,043.60	87%	13%
Copay Plan						
EE Only		\$ 694.42	\$ 60.38	\$ 754.80	92%	8%
EE+Child(ren)		\$ 1,082.63	\$ 161.77	\$ 1,244.40	87%	13%
EE+Spouse		\$ 1,507.56	\$ 266.04	\$ 1,773.60	85%	15%
Family		\$ 1,707.98	\$ 255.22	\$ 1,963.20	87%	13%

2027 Health Insurance Rate Charts

10-Month contributions (20 pay periods)

2027 Rate Chart – ER absorbs 55%

10 Month Contributions – 20 Pay Periods

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 397.89	\$ 175.71	\$ 573.60	69%	31%
EE+Child(ren)	227	\$ 653.64	\$ 258.96	\$ 912.60	72%	28%
EE+Spouse	133	\$ 922.38	\$ 404.22	\$ 1,326.60	70%	30%
Family	291	\$ 1,032.03	\$ 422.97	\$ 1,455.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 415.69	\$ 120.71	\$ 536.40	77%	23%
EE+Child(ren)	85	\$ 606.93	\$ 244.47	\$ 851.40	71%	29%
EE+Spouse	31	\$ 856.89	\$ 383.31	\$ 1,240.20	69%	31%
Family	70	\$ 958.59	\$ 400.41	\$ 1,359.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 392.80	\$ 117.20	\$ 510.00	77%	23%
EE+Child(ren)	7	\$ 573.18	\$ 234.42	\$ 807.60	71%	29%
EE+Spouse	1	\$ 809.64	\$ 368.16	\$ 1,177.80	69%	31%
Family	4	\$ 905.49	\$ 384.51	\$ 1,290.00	70%	30%
LOCAL CDHP/HSA						
EE Only	120	\$ 364.24	\$ 88.76	\$ 453.00	80%	20%
EE+Child(ren)	93	\$ 564.11	\$ 149.89	\$ 714.00	79%	21%
EE+Spouse	27	\$ 793.65	\$ 250.35	\$ 1,044.00	76%	24%
Family	101	\$ 890.74	\$ 251.06	\$ 1,141.80	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 394.59	\$ 119.01	\$ 513.60	77%	23%
EE+Child(ren)	166	\$ 650.34	\$ 196.26	\$ 846.60	77%	23%
EE+Spouse	82	\$ 915.78	\$ 290.82	\$ 1,206.60	76%	24%
Family	316	\$ 1,025.43	\$ 309.57	\$ 1,335.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 412.39	\$ 64.01	\$ 476.40	87%	13%
EE+Child(ren)	192	\$ 603.63	\$ 181.77	\$ 785.40	77%	23%
EE+Spouse	85	\$ 850.29	\$ 269.91	\$ 1,120.20	76%	24%
Family	217	\$ 951.99	\$ 287.01	\$ 1,239.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 389.50	\$ 60.50	\$ 450.00	87%	13%
EE+Child(ren)	21	\$ 569.88	\$ 171.72	\$ 741.60	77%	23%
EE+Spouse	8	\$ 803.04	\$ 254.76	\$ 1,057.80	76%	24%
Family	35	\$ 898.89	\$ 271.11	\$ 1,170.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 360.94	\$ 32.06	\$ 393.00	92%	8%
EE+Child(ren)	128	\$ 560.81	\$ 87.19	\$ 648.00	87%	13%
EE+Spouse	65	\$ 787.05	\$ 136.95	\$ 924.00	85%	15%
Family	240	\$ 884.14	\$ 137.66	\$ 1,021.80	87%	13%
Copay Plan						
EE Only		\$ 347.21	\$ 30.19	\$ 377.40	92%	8%
EE+Child(ren)		\$ 541.31	\$ 80.89	\$ 622.20	87%	13%
EE+Spouse		\$ 753.78	\$ 133.02	\$ 886.80	85%	15%
Family		\$ 853.99	\$ 127.61	\$ 981.60	87%	13%

2027 Rate Chart – ER absorbs 60%

10 Month Contributions – 20 Pay Periods

P / OAP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	283	\$ 400.08	\$ 173.52	\$ 573.60	70%	30%
EE+Child(ren)	227	\$ 657.06	\$ 255.54	\$ 912.60	72%	28%
EE+Spouse	133	\$ 929.82	\$ 396.78	\$ 1,326.60	70%	30%
Family	291	\$ 1,037.58	\$ 417.42	\$ 1,455.00	71%	29%
STANDARD PPO						
EE Only	394	\$ 417.73	\$ 118.67	\$ 536.40	78%	22%
EE+Child(ren)	85	\$ 610.08	\$ 241.32	\$ 851.40	72%	28%
EE+Spouse	31	\$ 863.82	\$ 376.38	\$ 1,240.20	70%	30%
Family	70	\$ 963.72	\$ 395.28	\$ 1,359.00	71%	29%
LIMITED PPO						
EE Only	15	\$ 394.75	\$ 115.25	\$ 510.00	77%	23%
EE+Child(ren)	7	\$ 576.18	\$ 231.42	\$ 807.60	71%	29%
EE+Spouse	1	\$ 816.18	\$ 361.62	\$ 1,177.80	69%	31%
Family	4	\$ 910.38	\$ 379.62	\$ 1,290.00	71%	29%
LOCAL CDHP/HSA						
EE Only	120	\$ 365.98	\$ 87.02	\$ 453.00	81%	19%
EE+Child(ren)	93	\$ 566.78	\$ 147.22	\$ 714.00	79%	21%
EE+Spouse	27	\$ 799.50	\$ 244.50	\$ 1,044.00	77%	23%
Family	101	\$ 895.09	\$ 246.71	\$ 1,141.80	78%	22%

S / LP Network	Enrolled	Employer	Employee	Monthly	ER %	EE %
PREMIER PPO						
EE Only	159	\$ 396.48	\$ 117.12	\$ 513.60	77%	23%
EE+Child(ren)	166	\$ 653.46	\$ 193.14	\$ 846.60	77%	23%
EE+Spouse	82	\$ 922.62	\$ 283.98	\$ 1,206.60	76%	24%
Family	316	\$ 1,030.38	\$ 304.62	\$ 1,335.00	77%	23%
STANDARD PPO						
EE Only	860	\$ 414.13	\$ 62.27	\$ 476.40	87%	13%
EE+Child(ren)	192	\$ 606.48	\$ 178.92	\$ 785.40	77%	23%
EE+Spouse	85	\$ 856.62	\$ 263.58	\$ 1,120.20	76%	24%
Family	217	\$ 956.52	\$ 282.48	\$ 1,239.00	77%	23%
LIMITED PPO						
EE Only	66	\$ 391.15	\$ 58.85	\$ 450.00	87%	13%
EE+Child(ren)	21	\$ 572.58	\$ 169.02	\$ 741.60	77%	23%
EE+Spouse	8	\$ 808.98	\$ 248.82	\$ 1,057.80	76%	24%
Family	35	\$ 903.18	\$ 266.82	\$ 1,170.00	77%	23%
LOCAL CDHP/HSA						
EE Only	300	\$ 362.38	\$ 30.62	\$ 393.00	92%	8%
EE+Child(ren)	128	\$ 563.18	\$ 84.82	\$ 648.00	87%	13%
EE+Spouse	65	\$ 792.30	\$ 131.70	\$ 924.00	86%	14%
Family	240	\$ 887.89	\$ 133.91	\$ 1,021.80	87%	13%
Copay Plan						
EE Only		\$ 347.21	\$ 30.19	\$ 377.40	92%	8%
EE+Child(ren)		\$ 541.31	\$ 80.89	\$ 622.20	87%	13%
EE+Spouse		\$ 753.78	\$ 133.02	\$ 886.80	85%	15%
Family		\$ 853.99	\$ 127.61	\$ 981.60	87%	13%

Disclaimer:

This analysis is provided for illustrative budgeting and planning purposes only and is based on information available at the time of preparation. Actual costs may vary due to changes in enrollment, contribution elections, plan participation, premium rate adjustments, eligibility changes, and other factors outside of Gallagher's control. Any projections, cost estimates, contribution illustrations, or budget scenarios contained herein are not guarantees of future results or actual plan costs. This analysis should not be relied upon as legal, tax, accounting, actuarial, or financial advice.

The intent of this analysis is to provide general information to assist in evaluating healthcare budget and contribution considerations. Gallagher Benefit Services, Inc. recommends that the organization consult its own legal, tax, accounting, and financial advisors regarding matters specific to its circumstances.

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West's Tennessee Code Annotated
Title 49. Education
Chapter 6. Elementary and Secondary Education
Part 20. School Property

T. C. A. § 49-6-2010

§ 49-6-2010. Display of Declaration of Independence, United States Constitution, Ten
Commandments in schools (Unofficial classification editorially supplied by West)

Effective: July 1, 2026

Currentness

(a) Local boards of education and public charter school governing bodies, as defined in § 49-13-104, may allow schools in the LEA or the public charter school, as applicable, to display the Ten Commandments, the first sentence of the second paragraph of the preamble to the Declaration of Independence, and the preamble to the United States Constitution in a prominent location in a school building in order to educate students on the documents' historical significance and how the documents shaped the common cultural heritage of the LEA or public charter school, this state, and the United States of America.

(b) If a local board of education or public charter school governing body elects to display the Ten Commandments, then the text of the Ten Commandments used in display must be the following text:

“The Ten Commandments

I AM the LORD thy God.

Thou shalt have no other gods before me.

Thou shalt not make to thyself any graven images.

Thou shalt not take the Name of the Lord thy God in vain.

Remember the Sabbath day, to keep it holy.

Honor thy father and thy mother, that thy days may be long upon the land which the Lord thy God giveth thee.

Thou shalt not kill.

Thou shalt not commit adultery.

Thou shalt not steal.

Thou shalt not bear false witness against thy neighbor.

Thou shalt not covet thy neighbor's house.

Thou shalt not covet thy neighbor's wife, nor his manservant, nor
his maidservant, nor his cattle, nor anything that is thy neighbor's."

(c) Fraternal and other organizations or individuals are encouraged to donate the funds or materials necessary for the display authorized in subsection (a).

(d) Each local board of education and public charter school governing body shall determine the size and placement of the display authorized in subsection (a); provided, that the display must be in a prominent location, with text in a font size that is no smaller than least twenty-six (26) point, and in a style and manner that is easy for students to see and read.

(e) As used in subsection (a), "prominent location" means a school entryway, cafeteria, or common area where students are likely to see the display.

Credits

2026 Pub.Acts, c. 924, § 1, eff. July 1, 2026.

T. C. A. § 49-6-2010, TN ST § 49-6-2010

Current with effective legislation through Chapter 1073 of the 2026 Second Regular Session of the 114th Tennessee General Assembly and through the 2026 Second Extraordinary Session of the 114th Tennessee General Assembly. Some sections may be more current; see credits for details. Pursuant to §§ 1-1-110, 1-1-111, and 1-2-114, the Tennessee Code Commission certifies the final, official version of the Tennessee Code and, until then, may make editorial changes to the statutes. References to the updates made by the most recent legislative session should be to the Public Chapter and not to the T.C.A. until final revisions have been made to the text, numbering, and hierarchical headings on Westlaw to conform to the official text. Unless legislatively provided, section name lines are prepared by the publisher.

The Ten Commandments

I AM the LORD thy God.



Thou shalt have no other gods before me.

Thou shalt not make to thyself any graven images.

Thou shalt not take the Name of the Lord thy God in vain.

Remember the Sabbath day, to keep it holy.

Honor thy father and thy mother, that thy days may be long upon the land which the Lord thy God giveth thee.

Thou shalt not kill.

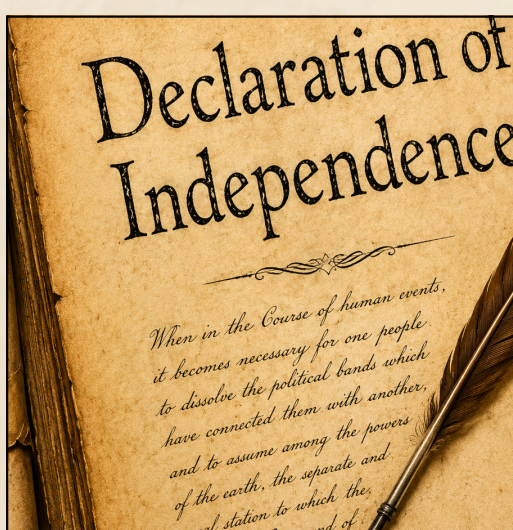
Thou shalt not commit adultery.

Thou shalt not steal.

Thou shalt not bear false witness against thy neighbor.

Thou shalt not covet thy neighbor's house.

Thou shalt not covet thy neighbor's wife, nor his manservant, nor his maidservant, nor his cattle, nor anything that is thy neighbor's.



We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.



We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

The Ten Commandments

I AM the LORD thy God.

- ★ Thou shalt have no other gods before me.
- ★ Thou shalt not make to thyself any graven images.
- ★ Thou shalt not take the Name of the Lord thy God in vain.
- ★ Remember the Sabbath day, to keep it holy.
- ★ Honor thy father and thy mother, that thy days may be long upon the land which the Lord thy God giveth thee.
- ★ Thou shalt not kill.
- ★ Thou shalt not commit adultery.
- ★ Thou shalt not steal.
- ★ Thou shalt not bear false witness against thy neighbor.
- ★ Thou shalt not covet thy neighbor's house.
- ★ Thou shalt not covet thy neighbor's wife, nor his manservant, nor his maidservant, nor his cattle, nor anything that is thy neighbor's.



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Right-of-Way

Easement

This instrument prepared by: MTE
555 New Salem Highway, Murfreesboro, TN 37129
BV Employee Initials



Service Location # _____ Meter Set SO # _____ WO# _____ Take-Off ☒

Grantor: Rutherford County And/by _____

Select one of the following: ☐unmarried ☐married ☐business entity

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the Grantor, whether one or more, does hereby grant unto Middle Tennessee Electric Membership Corporation, a Tennessee not-for-profit corporation ("Grantee" or "MTE"), its affiliates, successors or assigns, a perpetual easement (the "Easement") that, except as may be otherwise indicated on Exhibit 1, if attached, shall be twenty feet (20') from the centerline (total of 40') for any overhead transmission and/or distribution line or system, including anchoring, and ten feet (10') from the centerline (total of 20') for any underground transmission and/or distribution line or system with the right to:

- install, construct, reconstruct, rephase, operate and maintain an electric transmission and/or distribution line or system;
- inspect and make such repairs, changes, alterations, improvements, removals from, substitutions and additions to its facilities as Grantee may from time to time deem advisable, including, by way of example and not by way of limitation, the right to increase or decrease the number of conduits, wires, cables, poles, guy wire and anchors, hand holes, manholes, connection boxes, transformers and transformer enclosures;
- cut, trim and control the growth by chemical means, machinery or otherwise of trees and shrubbery within the Easement, or any tree that may interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit, prevent and restrict the planting and/or maintenance of any trees, shrubbery or vegetation not approved in writing by Grantee (except those trees that appear on MTE's approved standard planting guide) which approval may be withheld by Grantee in its sole discretion if it determines said trees, shrubbery or vegetation may in the future interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit the planting of any trees, shrubbery or vegetation within 15' of a pole or pad-mounted equipment;
- keep the Easement clear of all buildings, structures or other obstructions;
- license, permit or otherwise agree to the joint use or occupancy of the lines, system or, if any of said system is placed underground, of the trench and related underground facilities, by any other person, association or corporation for electrification, for other utility or commercial purposes;
- install and maintain guy additions to overhead lines if any portion of the lines or system is placed underground;

over, across; and through the land owned by Grantor as further described below (the "Property");

County Rutherford State of Tennessee Tax Map: 092 Group: _____ Parcel: 04607

Address 586-588 Fortress Blvd Murfreesboro, TN 37128
House/building# Street/Road Name City Zip

and such Property being of record in Deed Book 620, Page 311, Register's Office of the above-named county, and as may be further described according to Exhibit 1 attached hereto and incorporated herein by reference, if attached, together with the right of ingress and egress over adjacent lands of the Grantor, and Grantor's successors and assigns for the purposes of this Easement.

The Grantor agrees that all poles, wires, and other facilities, including any main service entrance equipment, installed in, upon or under the Property at Grantee's expense shall remain the property of the Grantee and removable at the option of the Grantee. The Grantor hereby expressly releases any claims, demands, actions, or causes of action for trespass related to the Grantee's use of this Easement as described herein. The grant and other provisions of this Easement shall run with the land for the benefit of the Grantee, its affiliates, successor and assigns.

IN WITNESS WHEREOF, the Grantor has executed this instrument this _____ day of _____, 202____.

Print Name/Title of Authorized Signatory

Print Name/Title of Authorized Signatory

Legal Signature

Legal Signature

STATE OF _____

STATE OF _____

COUNTY OF _____

COUNTY OF _____

On the ____ day of _____, 202____, personally appeared before me, the within named bargainor(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

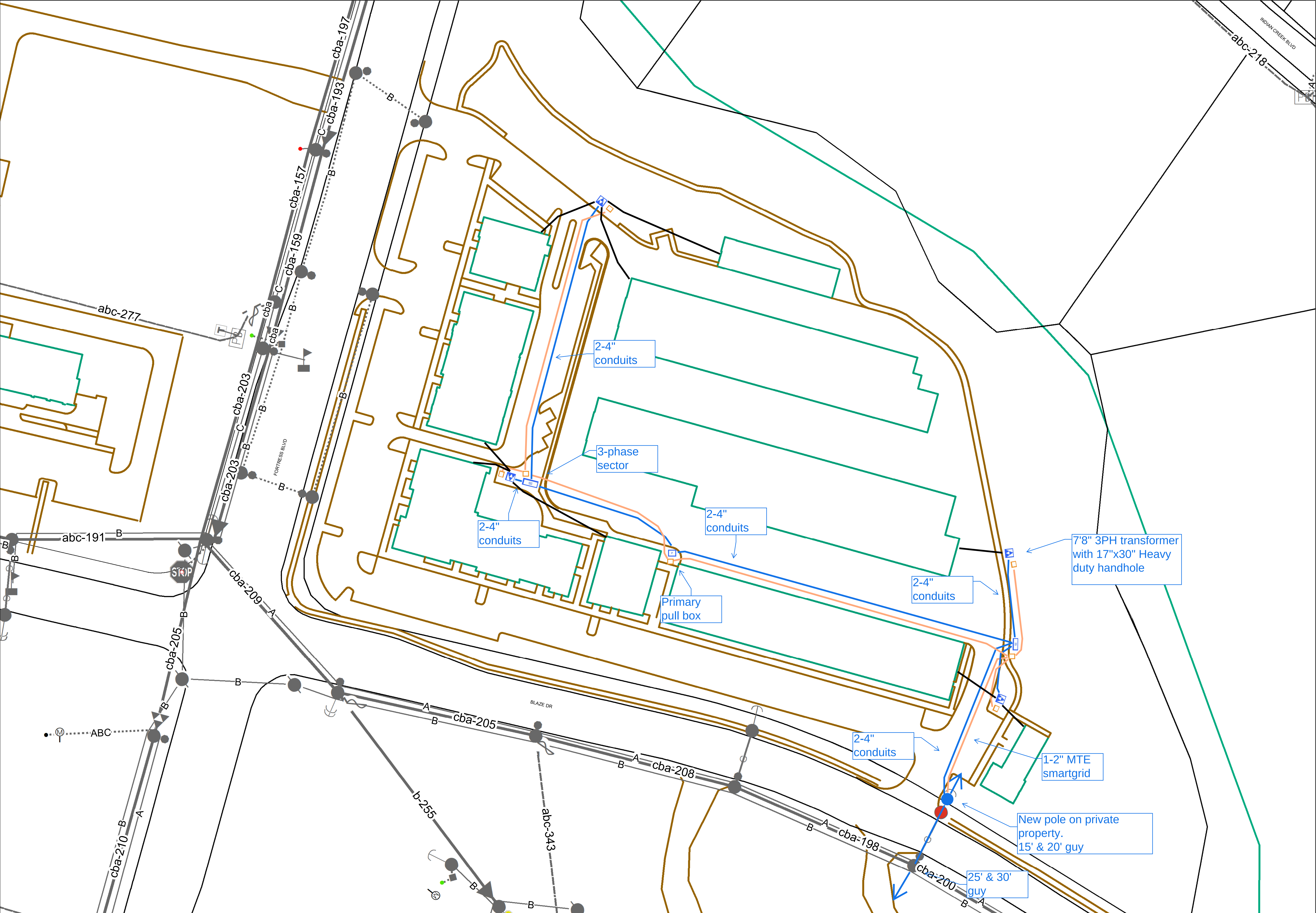
On the ____ day of _____, 202____, personally appeared before me, the within named bargainor(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

Notary Signature

My Commission Expires

Notary Signature

My Commission Expires



UG Symbol Legend

Primary – Blue 2"

Secondary – Green 3"

Street Lighting – Red 2"

Smart Grid - Orange 2"

Smart Grid - Purple 1"

Primary

1 Ø1-2" sch. 40

2 Ø2-2" sch.40

3 Ø3-2" sch.40

3 Ø2-4" sch. 40

P

Primary Pull Box

1S

1 Ø Sector

3S

3 Ø Sector

1 Ø Transformer

3 Ø Transformer

Secondary

1-3" sch. 40

2 3" sch. 40

secondary pullbox (large)

Street Lighting 1-2"

Street Light /pullbox

Decorative Street Light

Smart Grid

1/4 x 30 x 18 Comm Handhole

10" Round Flower Pot Comm Handhole

2" HDPE Orange with Red Stripe

1" PVC

Miscellaneous

MHManhole

SWPad Mounted Switch

Pole, Install

Anchor Guy, Install

Member Wire (Secondary)

OH Primary

Title Block

Development Name:

Development Section:

Address:

Developer Name:

WO#

SCALE: 1 inch = 42 feet
PRINT DATE: 3/6/2026

N

W

E

S

Smart Grid Boxes

Yes

No

Type of S.G. Conduit

HDPE

PVC

mte

Middle Tennessee Electric

Disclaimer:

Middle Tennessee Electric Membership Corporation makes no representation or warranty as to map accuracy, and in particular, its accuracy as to Underground Conductor locations, property boundaries, rights-of-ways, or placement and location of any map features or data. Independent verification of all information should be obtained by the User. This map is NOT A LEGALLY BINDING OR CERTIFIED DOCUMENT. All data and materials Copyright © 2005. All Rights Reserved.