



Rutherford County Schools

**2240 Southpark Drive
Murfreesboro, TN 37128**

MINUTES OF JULY 23, 2026

Board Members Present

Claire Maxwell, Board Chair
Frances Rosales, Board Vice-Chair
Katie Darby
Tammy Sharp
Caleb Tidwell
Butch Vaughn
Stan Vaught

Also in Attendance

Dr. James Sullivan, Director of Schools

1. CALL TO ORDER 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.

Work Session: Frances Rosales

Board Meeting: Butch Vaughn asked that we pray for the family of Anthony Adams, who lost his life in an Agriculture accident. Mrs. Rosales then followed with a prayer.

3. APPROVAL OF AGENDA

Motion made by Tammy Sharp and seconded by Butch Vaughn to approve the agenda as presented.

Vote: All yes

Motion passes.

4. APPROVAL OF CONSENT AGENDA (TAB 1)

- A. **Minutes:** Board Meeting Minutes, June 15, 2026
Board Meeting Minutes, June 23, 2026
Policy Committee Minutes, June 23, 2026
- B. **Nepotism:** Nathan Bennett – Teacher – Rockvale Middle
Genesis Nieto – SPED EA – LaVergne High
Jaden Sanderson – Custodian – Poplar Hill Middle
Natyiah Gains – Sped EA – Simon Springs Community School
- C. **Request to Purchase:** Rutherford County Special Education requests to renew the contract for the lease and rental agreement between RCS and the Wesley Foundation for the house located on 1607 Elrod Street, adjacent to the Wesley Foundation. Rental term is August 1, 2026 to July 31, 2027.

D. Use of Facilities:

FACILITIES USE 7/23/2026

Fees

LaVergne High	Club Knockout, boxing event, gym, 7/18/26, \$290, **retro review
Siegel High	Drum Corps Int'l c/o Carolina Crown Drum Corps, rehearsal, classrooms, auditorium, gym, cafeteria & stadium, 7/24/26, \$1195
Smyrna High	Boro Force Baseball, tryout, sports field, 7/13/26, \$18 per hour
Whitworth-Buchanan Middle	New Vision Buchanan, small groups, classrooms, 8/12/26 – 5/5/27, \$495

No Fees

Barfield Elementary	CEF of Middle TN/Good News Club, program, classroom, 8/24/26 – 4/26/27, no fees, *In-Kind Agreement
Brown's Chapel Elementary	Smyrna Junior Basketball, practice, gym, 11/2/26 – 3/12/26, no fees
Cedar Grove Elementary	Smyrna Junior Basketball, tryouts & practice, gym, 10/11/26 – 10/12/26, no fees

Cedar Grove Elementary	Smyrna Junior Basketball, practice & games, gym, 11/2/26 – 3/13/27, no fees
Eagleville	City of Eagleville, fall festival, parking lot, 9/26/26, no fees
Eagleville	City of Eagleville, Christmas Parade, parking lot, 12/12/2026, no fees
John Coleman Elementary	Smyrna Junior Basketball League, practice & games, gym, 11/2/26 – 3/6/27, no fees
Rockvale High	U.S. Elite, baseball practice, sports field, 8/1/26 – 6/30/27, no fees, *In-Kind Agreement
Rocky Fork Elementary	Smyrna Junior Basketball, practice, gym, 11/6/26 – 3/12/27, no fees
Smyrna Elementary	Smyrna Junior Basketball, practice & games, gym, 11/2/26 – 3/13/27, no fees
Smyrna Middle	Smyrna Junior Basketball, games, gym, 12/5/26 – 3/13/27, no fees
Smyrna Middle	Smyrna Junior Basketball, tournaments, gym, 2/22/27 – 3/6/27, no fees

Note: Facility use prior to 7/23/2026 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
Clayton, Molly	Riverdale High School	Band
Smith, Barrett	Riverdale High School	Band
Whitten, Grace	Riverdale High School	Band

Lisowe, Skyler	Riverdale High School	Band
Murphy, Wyatt	Riverdale High School	Band
Friedman, Noah	Riverdale High School	Band
Craig, Jakayla	Riverdale High School	Band
O'Neal, Nathaniel	Riverdale High School	Band
Bullock, Ethan	Riverdale High School	Band
Sharpe, Wilson	Riverdale High School	Band
George, Michael	Riverdale High School	Band
Thornhill, Christopher	Riverdale High School	Band
Russell, Riley	Riverdale High School	Band
Monroy-Hernandez	Riverdale High School	Band
Taylor, Titus	Riverdale High School	Band
Smith, Benjamin	Riverdale High School	Band
Mudra, Emily	Riverdale High School	Band
Bitting, Matthew	Riverdale High School	Band
Smith, Erich	Smyrna Middle School	Band
Judy, Alice	Smyrna Middle School	Band
Marlow, Jacob	Smyrna Middle School	Band
Trauscht, Riley	Smyrna Middle School	Band
Shearron, Donna	Siegel High School	Choir
McCormick-Melberg, Kasey	Siegel High School	Choir
Gibeens, Jesse	Smyrna High School	Band
Weller, Caleb	Smyrna High School	Band
Moore, William	Stewarts Creek High School	Band
Go, Regina	Stewarts Creek High School	Band
Oppman, Rachel	Rockvale Middle School	Theatre

Hurst, Alayna	Eagleville School	Band
Mabiala, Keya	Eagleville School	Band
Lewis, Christopher	Eagleville School	Band
Pilgrim, Tyler	Eagleville School	Band
Gibson, Hannah	Eagleville School	Band
Palacios, Rosa	Eagleville School	Band
Eckholdt, Addison	Eagleville School	Band
DeBoer, Angela	Blackman High School	Band
Cunningham, Josh	Blackman High	Football
Maslak, Raymond	Blackman High	JROTC
Henderson, Kelly	Eagleville	Cross Country
Richter, Eleanor	Eagleville	Cheer
Holbert, Katherine	LaVergne High	Cheer
Hunter, Charles	LaVergne High	Football
Kelch, Chelsea	LaVergne High	Wrestling
Ellison, Pontraell	Oakland High	Softball
Huling, Dallas	Oakland High	Wrestling
Ribar, Alexa	Oakland High	Swimming
Fiore, Kelly	Oakland Middle	Cheer
Hughes, Tahj	Oakland Middle	Football
Humphrey, Nicholas	Oakland Middle	Cross Country
Myers, Xavier	Oakland Middle	Football
Ribar, Alexa	Oakland Middle	Swimming
Zack, Christopher	Oakland Middle	Wrestling
Metcalf, Ralph	Riverdale High	Track
Sheppard, Demarion	Riverdale High	Track

Sepulveda, Madalynn	Rockvale High	Wrestling
McNulty, Kevin	Rockvale Middle	Tennis
Keys, Namu	Stewarts Creek High	Flag Football
Lunsford, Quintin	Stewarts Creek High	Football
Mast, Loni Brooke	Stewarts Creek High	Girls Soccer
Rhodes, Kate	Stewarts Creek High	Volleyball
Young, McKenna	Stewarts Creek High	Volleyball
Jones, Jeremy	Stewarts Creek Middle	Football
Pring, Michael	Thurman Francis	Tennis
Thomas, Bryan	Thurman Francis	Boys Basketball
Collier, Erykah	Whitworth-Buchanan	Girls Basketball
Duncan, Carter	Whitworth Buchanan	Baseball
Metcalf, Ralph	Whitworth Buchanan	Football
Sengkounmany, Brady	Whitworth Buchanan	Baseball

F. Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
William Hester	\$500.00	Blackman High School	School Funds - Football	Summer Weightroom Supervisor
Joseph Reed	\$1,600.00	Eagleville School	School Funds - Athletics	Summer AD Duties
Caleb Littleton	\$700.00	Eagleville School	School Funds - Band	Percussion Instruction
Andrew Ault	\$500.00	Riverdale High School	School Funds - Band	Band Camp & Marching Season Staff
James Counce	\$5,000.00	Rockvale High School	School Funds - Football	Head Football Coach
Arica Gibson	\$1,500.00	Rocky Fork	School Funds - Football/Competition Cheer	Assistant Cheer Coach - Football & Competition

		Middle School		Cheer Team 26-27 School Year.
Nicollette Lyons	\$1,000.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Woodwind Instruction - Summer Band Camp
Thomas Chesnut	\$8,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Low Brass Instruction - Summer, Fall, & Spring Semesters
Debra Burton	\$8,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Drill Design & Band Camp - Summer (Marching) & Winter (Concert)
Michael Chester	\$7,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Band Camp - Summer (Marching) & Winter (Concert)
Caleb Littleton	\$8,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Percussion Instruction - Summer, Fall, & Spring Semesters
Allison Mader	\$8,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Color Guard Instruction
Elijah Gilmore	\$1,000.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Band Camp
Brittany Jerrell	\$1,000.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Band Camp - Summer (Marching) & Winter (Concert)
Non-Faculty	NTE Amt.	School	Funded By	Description
Angela DeBoer	\$500.00	Blackman High School	BHS Band Boosters	Band Camp Staff
Charles Hedrick	\$500.00	Christiana Middle School	School Funds - Baseball	Coaching
Alayna Hurst	\$600.00	Eagleville School	School Funds - Band	Color Guard Choreography
Keya Mabiala	\$600.00	Eagleville School	School Funds - Band	Marching Band Instruction

Christopher Lewis II	\$1,500.00	Eagleville School	School Funds - Band	Percussion Instruction
Hannah Gibson	\$1,500.00	Eagleville School	School Funds - Band	Brass Instruction
Rosa Palacios	\$600.00	Eagleville School	School Funds - Band	Color Guard Instruction
Tyler Pilgrim	\$1,500.00	Eagleville School	School Funds - Band	Marching Instruction
Addison Eckholdt	\$600.00	Eagleville School	School Funds - Band	Woodwind Instruction
Colby Howland	\$3,000.00	Oakland High School	School Funds - Baseball	Assistant Coach
Molly Clayton	\$300.00	Riverdale High School	Riverdale Band Boosters	Band Camp
Molly Clayton	\$25 per lesson	Riverdale High School	School Funds - Band	Woodwind Lessons
Grace Whitten	\$300.00	Riverdale High School	Riverdale Band Boosters	Band Camp
Barrett Smith	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season Staff
Skyler Lisowe	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season Staff
Wyatt Murphy	\$500.00	Riverdale High School	Riverdale Band Boosters	Marching Band Tech
Noah Friedman	\$25 per lesson	Riverdale High School	School Funds - Band	Private Lessons
Noah Friedman	\$4,000.00	Riverdale High School	Riverdale Band Boosters	Marching Band - Percussion Instruction
Jakayla Craig	\$5,000.00	Riverdale High School	Riverdale Band Boosters	Color Guard Choreography & Instruction for Summer and Marching Season
Nathaniel O'Neal	\$4,000.00	Riverdale High School	Riverdale Band Boosters	Percussion Instruction for Summer and Marching Season

Ethan Bullock	\$25 per half hour lesson & \$40 per hour lesson	Riverdale High School	School Funds - Band	Woodwind Lessons
Ethan Bullock	\$600.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season
Wilson Sharpe	\$25 per lesson	Riverdale High School	School Funds - Band	Woodwind Lessons
Michael George	\$25 per lesson	Riverdale High School	School Funds - Band	Private Lessons - Brass Instruction
Christopher Thornhill	\$35 per lesson	Riverdale High School	School Funds - Band	Brass Lessons
Christopher Thornhill	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season Staff
Riley Russell	\$25 per lesson	Riverdale High School	School Funds - Band	Woodwind Lessons
Riley Russell	\$600.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season Staff
Emily Monroy-Hernandez	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp and Marching Season Staff
Titus Taylor	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Marching Season Staff
Benjamin Smith	\$2,000.00	Riverdale High School	Riverdale Band Boosters	Marching Band - Instruction & Choreography
Emily Mudra	\$1,000.00	Riverdale High School	Riverdale Band Boosters	Band Camp & Music Instruction
Matthew Biting	\$9,000.00	Riverdale High School	Riverdale Band Boosters	Band camp season staff, guard choreography of winter guard staff and season
Rachel Oppmann	\$1,000.00	Rockvale Middle School	School Funds - Theater	Instructor for Theater Camp

Donna Shearron	\$40 per lesson	Siegel High School	School Funds - Chorus	Private Voice Instruction
Kasey Melberg	\$40 per lesson	Siegel High School	School Funds - Chorus	Private Voice Instruction
Jesse Gibens	5 days \$100 per day - \$500.00	Smyrna High School	School Funds - Band	Teaching groups of students
Caleb Weller	\$60 per day for 5 days = \$300.00	Smyrna High School	School Funds - Band	Teaching groups of students
Erich Smith	\$25 per lesson	Smyrna Middle School	School Funds - Band	Private Lessons - Percussion
Alice Judy	\$25/30 minute lesson - 26 lessons per year per student enrolled	Smyrna Middle School	School Funds - Band	Private Lessons
Jacob Marlow	\$25/30 minute lesson - 26 lessons per year per student enrolled	Smyrna Middle School	School Funds - Band	Teaching private lessons
Riley Trauseht	\$25/30 minute lesson	Smyrna Middle School	School Funds - Band	Private Lessons
Santino Coplen	\$3,000.00	Stewarts Creek High School	School Funds - Football	Coaching
William Moore	\$6,000.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Percussion Composition and Percussion Instruction
Regina Go	\$8,500.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Percussion Instruction - Summer, Fall, & Spring Semesters

Lauren King	\$450.00	Whitworth Buchanan Middle School	School Funds - Cheer	Assistant Cheer Coach
Classified	NTE Amt.	School	Funded By	Description
Jamie Sellers	Classified Overtime	Siegel High School	Use of Facilities	Building Supervisor
Brittney Sellers	Classified Overtime	Siegel High School	Use of Facilities	Building Supervisor
Amy Turner	Classified Overtime	Siegel High School	Use of Facilities	Building Supervisor
Kala Robinson	Classified Overtime	Siegel High School	Use of Facilities	Building Supervisor
Temporary NFS	NTE Amt.	School	Funded By	Description
Robert Heale	\$1,000.00	Stewarts Creek High School	Stewarts Creek High School Music Boosters	Percussion Instruction - Summer Band Camp

Dr. Sullivan requested on the floor to add Maddie Porter-Central Magnet School as a Non-Faculty Volleyball Coach.

Motion made by Tammy Sharp and seconded by Butch Vaughn to approve the consent agenda as presented including Maddie Porter.

**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.*

Sydney Buvvaji-addressed some of the issues surrounding student behavior. She suggested how parents may help teachers and support school activities as a way to help relieve stress on the teacher. She asked the District to provide defined guidelines to detail how parents may help in the schools.

6. DIRECTOR OF SCHOOLS EVALUATION RESULTS

Presentation by Macie Campidilli, TSBA Director of Board Development & Staff Development

Dr. Sullivan received an overall score of 4.53 out of 5 for 2026.

-Mrs. Rosales shared her thoughts on his job performance as the Director of School for the past four years.

-Dr. Sullivan thanked the Board and the District for their feedback. He said it's an honor to serve the district where he grew up.

-Mr. Vaughn shared what he thinks about our student achievement and asked that Dr Sullivan continue to lead Rutherford County Schools.

7. THE RCS DIFFERENCE

Mr. Evans introduced Tyra Pilgrim and Tiffany Phillips with CTE to recognize our summer interns. TW Frierson Contractors is one of the RCS industry partners. Dr. Johnna Parasio oversees this summer based working learning experience. Workforce Essentials hired several student interns to work in the Central Office in various departments. Brandon Stewart with CTE introduced interns who served in the CTE department. He tasked the students with developing videos to promote the CTE Mobile Labs.

I. Rutherford County Schools was fortunate to have 15 outstanding students and recent graduates to work with district staff and community partners throughout the month of June, gaining hands-on experience outside the classroom. This internship program was made possible through a workforce development grant secured from a partnership with our Career and Technical Education Department.

Students were nominated by their teachers and participated in an interview process before being selected.

- Mahdia Amini is a rising senior at Smyrna High School**
- Diego Baltazar is a rising senior at Smyrna High School
- Isabella Chandler is a rising senior at Riverdale High School**
- Arini Girgis is a rising senior at Oakland High School**
- Josef Helle is a 2026 graduate of Siegel High School****
- Yustin Hidalgo is a 2026 graduate of Smyrna High School*
- Isabella Kever is a rising senior at Holloway High School**
- James King is a rising senior at Oakland High School*

- Kailynn Lupo is a rising senior at Smyrna High School**
- Ethan Morrow is a 2026 graduate of Stewarts Creek High School***
- Frank Ndayambaje is a 2026 graduate of Oakland High School*
- Isabella Padilla is a rising senior at Riverdale High School**
- Avi Patel is a rising senior at Riverdale High School
- Grace Secker is a rising senior at Riverdale High School**
- Simon Soundara is a rising senior at Blackman High School***

**Students who attended the Board Meeting*

*** Teaching as a profession*

**** Interns with the CTE Department*

*****Aviation Certification FAA Part 7 Drone Footage*

II. RCS CTE Mobile Learning Labs used to showcase Rutherford County Schools

Our RCS CTE Mobile Learning Labs were featured as the cover story in the Rutherford County annual magazine, which is distributed each year to prospective and new businesses in the community by the Rutherford County Chamber of Commerce. A copy of the magazine will be provided to each member of the School Board.

III. Holloway High School Enrollment Initiative

Holloway Principal Dr. Jessica Supakhan will update the Board on her plans for promoting Holloway High School's choice program.

-Dr. Supakhan asked everyone to spread the word that there are spots still available at Holloway High School. She talked about the *Back to School Bash* and invited the community to attend. Parents are required to provide transportation to a choice school. However, if you live in Smyrna or LaVergne buses are provided.

Mr. Wyant, Athletics Director, introduced the Eagleville Softball Team and congratulated them for being the 1A State Champions – 3rd year in a row. Coach Chad Leeman came up to introduce the team members who attended: Addison Martin, Cate Darnell, Ann Marie Oliver, and Marlyn Fluty.

Introduction of New Employees by Dr. Sullivan:

Steven McClanhan-Safety Director

Greg Wyant-Athletics Director

Jena Jones-Athletics Supervisor

8. HUMAN RESOURCES (TAB 2)

I. MOU Between Centerstone and Rutherford County Schools

Motion made by Caleb Tidwell and seconded by Butch Vaughn to approve the MOU between Centerstone and RCS as presented.

Vote: All yes

Motion passes.

II. MOU Between Volunteer Behavioral Health Care and Rutherford County Schools

Motion made by Butch Vaughn and seconded by Katie Darby to approve the MOU between Volunteer Behavioral Health and RCS as presented.

Vote: All yes

Motion passes.

III. MOU Between STARS and Rutherford County Schools

Motion made by Butch Vaughn and seconded by Stan Vaught to approve the MOU between STARS and RCS as presented.

Vote: All yes

Motion passes.

IV. 2026 - 2027 Tenure Recommendation

The following teacher(s) meet the criteria for tenure in accordance with the tenure law:

- Holds a valid Tennessee teaching license.
- Has served Rutherford County Schools for five years (45-months minimum) within a seven-year period, the last two in a regular (not interim) position.
- Has demonstrated an overall performance of “above expectations” or “significantly above expectations” on the TEAM evaluation during the last two consecutive years of the five-year period.
- **Or** if held tenure under the previous guidelines, and returned to Rutherford County Schools, meets the two-year probationary period and tenure is reactivated.

Elementary Schools:

	Name	Position	School/Location
1	Brittani Griffey	2 nd Grade Teacher	Rocky Fork Elementary
2	Justin Matthews	Library Media Specialist	Walter Hill Elementary

Middle Schools:

	Name	Position	School/Location
3	Nathan Bennett	Math Teacher	Rockvale Middle School

High Schools:

	Name	Position	School/Location
4	Brian Burnham	Driver's Ed Teacher	La Vergne High School
5	Gabriel Fancher	Economics Teacher	Rockvale High School
6	Hillary Hargrove*	Environmental Science	Rockvale High School

Central Office:

	Name	Position	School/Location
7	Megan Encalada	SpED Vision Teacher	CO - Special Ed. Dept.

*Reinstating tenure

Motion made by Frances Rosales and seconded by Stan Vaught to approve the recommendation of the Director of Schools to award tenure to the teachers who met the criteria for 2025-2026 as presented.

**Vote: All yes
Motion passes.**

V. Updated Job Description for Communications Specialist II

Motion made by Butch Vaughn and seconded by Caleb Tidwell to approve the updated job description for Communications Specialist II as presented.

**Vote: All yes
Motion passes.**

VI. Updated Job Description for Communications and Legal Associate

Motion made by Butch Vaughn and seconded by Stan Vaught to approve the updated job description for Communications and Legal Associate as presented.

**Vote: All yes
Motion passes.**

VII. Updated Job Description – Family Resource Manager

This is an updated job description for a Family Resource Manager (previously Family Engagement Facilitator for ATLAS). The primary responsibilities will be keeping inventory, managing the family resource centers at Smyrna Primary, Barfield Elementary, and Buchanan Elementary, and making deliveries to schools and families.

Motion made by Tammy Sharp and seconded by Butch Vaughn to approve the updated description as presented.

**Vote: All yes
Motion passes.**

9. INSTRUCTION

I. The Carl D. Perkins Reserve Grant is presented for approval for the funding period of July 1, 2026, to June 30, 2027. This competitive grant is for \$50,000. The Carl D. Perkins Reserve Grant provides funding for Allen-Bradley and Siemens PLC trainers for the Mechatronics CTE Program of Study at Oakland High School.

Motion made by Butch Vaughn and seconded by Caleb Tidwell to approve the Carl D. Perkins Reserve Grant for \$50,000.00 to provide funding for Allen-Bradley and Siemens PLC trainers for the Mechatronics CTE Program of Study at Oakland High School.

**Vote: All yes
Motion passes.**

II. Director of Coordinated School Health and Wellness Textbook Adoption Section E Committee respectfully recommends action regarding the following instructional materials for Physical Education and Health for K-12. This has been reviewed by the approved committee and has been approved for recommendation by the Tennessee Textbook and Instructional Material Quality Commission and the Tennessee State Board of Education. The committee recommends adopting these instructional materials, but they do not intend to purchase.

Course	Instructional Title	Publisher/Vendor
Health/Lifetime Wellness	HealthSmart: Where Good Health Starts	Education Training Research (ETR)

Motion made by Stan Vaught and seconded by Butch Vaughn to accept the recommendation from the School Health and Wellness Textbook Adoption Section E but not required to purchase.

**Vote: All yes
Motion passes.**

III. According to Tenn. Code Ann. § 49-6-1304, students enrolled in kindergarten through twelfth grade (K-12) should receive child trafficking prevention and awareness education as a component of health education.

Plan:

- The current curriculum used for Erins Law covers the child trafficking health standards set by the state.
 - K-5: Safer, Smarter Kids
 - 6-8: Safer, Smarter Teens - Middle School
 - 9-12: Safer, Smarter Teens - High School
- Plan for Parent/Guardian Awareness - while not required by law, we felt this is important
 - Parent Night hosted by the Nashville Anti-Human Trafficking Coalition
 - Zoom Meeting -also hosted by NAHT Coalition
 - Information sent through our Communications team

Opt-out Option

Parents or guardians have the choice to opt their student out of the Erins Law/Human Trafficking/Personal Safety instruction. The opt-out form is available as part of the online verification/enrollment process in Synergy. Parents and guardians can update their selection at any time within Synergy. (copy of the opt-out form: [Opt Out for Erins Law and Human Trafficking.docx](#))

Motion made by Butch Vaughn and seconded by Frances Rosales to approve the child trafficking prevention and awareness education as presented.

Vote: All yes

Motion passes.

10. LEGAL (TAB 3)

I. Town of Smyrna Parks and Recreation Yearly Lease Renewal

The Town of Smyrna Parks and Recreation currently leases 35 acres behind Smyrna Elementary School. The current lease is set to expire on August 31, 2026; however, the lease allows the Town of Smyrna to request a one-year extension. The Town of Smyrna has made that request, which if approved, would extend the lease expiration date to August 31, 2027.

Motion made by Tammy Sharp and seconded by Katie Darby to approve the Town of Smyrna Parks and Recreation yearly lease renewal as presented.

Vote: All yes
Motion passes.

II. New Job Description - Title IX Coordinator

Title IX duties were originally assigned to the paralegal position; however, a Title IX Coordinator job description was not approved when those two jobs became separate positions.

Motion made by Butch Vaughn and seconded by Katie Darby to approve the Title IX Coordinator job description as presented.

Vote: All yes
Motion passes.

III. Policy Adoption - First and Final Reading

The below policy changes and new policies are recommended on the first and final reading as they are necessary to take effect before the start of the 2026-2027 school year.

Policy Changes

a. Policy 1.400 – School Board Meetings

Pursuant to a change in state law, adds language for board members to join a meeting electronically when less than a quorum is physically present.

b. Policy 1.403 – Agendas

Pursuant to a change in state law, adds language requiring agendas for regular board meetings to be posted at least 48 hours in advance.

c. Policy 1.703 – School Attendance Zones and Exemptions

Removes telephone bills as an acceptable proof of residency.

d. Policy 1.901 – Charter School Applications

Adds language regarding conflicts of interest and role of board member.

e. Policy 1.904 – Charter School Intervention

Adds language regarding use of certain procedures for identifying and addressing deficiencies.

f. Policy 1.905 – Charter School Renewal

Pursuant to a change in state law, adds language to provide annual notice whether a charter school is “on-track” or “off-track” and requires automatic renewal of high performing charters.

g. Policy 2.100 – Fiscal Management Goals

Pursuant to guidance from the Comptroller’s office, updates language to require internal control

reviews.

h. Policy 2.200 – Annual Operating Budget

Pursuant to changes in state law and guidance from Comptroller's office, adds language to provide budgets to the Commissioner of Education and Comptroller's office.

i. Policy 4.100 – Instructional Program

Pursuant to a change in state law, adds language to define a person's sex or gender in policy.

j. Policy 4.208 – Adult Education Program

Sunset policy as adult education program will no longer be offered.

k. Policy 4.209 – Alternative Credit Options

Adds clarifying language for online courses.

l. Policy 4.213 – Family Life Education

Pursuant to a change in state law, updates terminology for child trafficking instruction and requires it to be included in health education.

m. Policy 4.300 – Extracurricular Activities

Pursuant to a change in state law, adds language to define a person's sex or gender in policy. Additionally, adds language regarding participation of early graduates.

n. Policy 4.301 – Interscholastic Athletics

Pursuant to a change in state law, adds language regarding students attending small private schools being permitted to participate in interscholastic athletics. Also pursuant to a change in state law, adds language to define a person's sex or gender. Additionally, adds language regarding participation of early graduates and students who have withdrawn to home school under discipline. Further, adds high school marching band directors to the list of individuals who are required to complete an annual heat illness prevention course.

o. Policy 4.600 – Grading System

Pursuant to a change in state law, adds language that the high school grading system will apply to coursework completed by students in middle school.

p. Policy 4.602 – Grade Point Average (GPA)

Adds language that GPA will be calculated based on final grade, not semester grade, starting with the 2026-2027 school year.

q. Policy 4.603 – Promotion and Retention

Pursuant to a change in state law, adds language for another pathway for students to be promoted

to the fourth grade.

r. Policy 4.604 – Credit for Prior Courses

Removes language for industry certification as it is a graduation recognition and is included in the graduation recognition procedures.

s. Policy 4.605 – Graduation Requirements

Pursuant to a change in state law, updates Move On When Ready early graduation requirements.

t. Policy 4.700 – Testing Programs

Removes list of assessments that are not in use.

u. Policy 5.104 – Equal Opportunity Employment

Pursuant to a change in state law, adds language to define a person's sex or gender in policy.

v. Policy 5.106 – Application and Employment

Pursuant to a change in state law, LEAs are required to use the E-Verify program to ensure an employee is eligible to work in the United States.

w. Policy 5.200 – Separation Practices for Tenured Teachers

Pursuant to a change in state law, removes reporting obligation to the State Board of Education for teachers who breach contract mid-year.

x. Policy 5.201 – Separation Practices for Non-Tenured Teachers Pursuant to a change in state law, removes reporting obligation to the State Board of Education for teachers who breach contract mid-year.

y. Policy 5.302– Sick Leave

Pursuant to a change in state law, changes the number of sick days earned by professional employees.

z. Policy 5.303– Personal and Professional Leave

Pursuant to a change in state law, professional employees will now earn four (4) days of personal and professional leave.

aa. Policy 5.501 – Complaints and Grievances

Pursuant to a change in state law, adds language to define a person's sex or gender in policy.

bb. Policy 5.600 – Staff Rights & Responsibilities

Pursuant to a change in state law, updates requirement of teachers to refrain from any sexually related behaviors with students who have graduated or withdrawn in the immediately preceding twelve (12) months.

cc. Policy 5.801 – Director of Schools Recruitment and Selection

Pursuant to a change in state law, adds language to allow director of schools interviews in executive session.

dd. Policy 6.200 - Attendance

Pursuant to a change in state law, adds language requiring LEA to include unexcused absences from previous school district for mid-year transfer students. Additionally, changes parent notes for schools on a 4x4 schedule.

ee. Policy 6.201 – Compulsory Attendance Ages

Adds discipline records as one of the factors in reviewing admission for students over eighteen (18) years of age.

ff. Policy 6.202 – Home Schools

Pursuant to a change in state law, removes certain actions if home school students fall below grade level. Additionally,
changes the types of tests that may be administered to home school students.

gg. Policy 6.205 – Student Assignments

Pursuant to a change in state law, adds requiring principals to create a safety plan for a student with an order of protection against another student.

hh. Policy 6.301 – Rights and Responsibilities of Students

Pursuant to a change in state law, adds language to define a person's sex or gender in policy.

ii. Policy 6.303 – Questioning, Interrogations, and Searches

Pursuant to a change in state law, adds school employees who have completed the required training to the list of individuals who may conduct searches.

jj. Policy 6.304 – Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation

Pursuant to a change in state law, adds language to define a person's sex or gender in policy. Further, adds language regarding retaliation and false accusations.

kk. Policy 6.3041 – Title IX and Sexual Harassment

Pursuant to a change in state law, adds language to define a person's sex or gender in policy.

ll. Policy 6.306 – Interference/Disruption of School Activities

Pursuant to a change in state law, adds language regarding alerting parents when a classroom evacuation occurs in response to another student’s behavior.

mm. Policy 6.318 – Admission of Suspended or Expelled Students

Pursuant to a change in state law, adds language to allow to continue to investigate a disciplinary event even if student withdraws. Further, adds language that disciplinary consequences may resume if student re-enrolls.

nn. Policy 6.412 – Emergency Allergy Response Plan

Pursuant to a change in state law, adds language regarding storing and purchasing epinephrine.

oo. Policy 6.414 – Prevention and Treatment of Sudden Cardiac Arrest

Adds high school marching band directors to list of persons having to complete training courses for sudden cardiac arrest.

pp. Policy 6.506 – Students from Military Families

Pursuant to a change in state law, adds language regarding enrollment of students from military families.

New Policies

a. Policy 4.215 – Instructional Use of Digital Devices

Pursuant to a change in state law, adds policy to prioritize teacher-led instruction and the use of non-electronic instructional materials in grades K-5.

b. Policy 6.100 – Student Goals

Pursuant to a change in state law, adds language to define a person’s sex or gender in policy.

c. Policy 6.4053 – Outside Applied Behavior Analysis Therapy

Pursuant to a change in state law, adds policy to allow outside applied behavior analysis (ABA) therapy.

Recommended Approval of Two Motions:

Motion made by Frances Rosales and seconded by Butch Vaughn to suspend Board Policy 1.600 to specifically waive the two readings requirement for the above policies as presented; and

Motion made by Caleb Tidwell and seconded by Butch Vaughn to adopt on the first and final reading the above policies as presented.

All yes.

Motion passes.

IV. Consumer Marketing Agreement between Coca-Cola and Oakland High School

Motion made by Butch Vaughn and seconded by Caleb Tidwell to approve the agreement between CCBCC and Oakland High School as presented.

All yes.

Motion passes.

11. ENGINEERING AND CONSTRUCTION (TAB 4)

I. Land swap discussion presented by Jeff Reed.

Not an option because it was not funded by Governor.

II. Blackman Middle School Storage Shed request: Dr. Jessica Jackson is requesting to purchase a 12 x 14 storage shed to be used by the Archery team. The cost for the Shed is \$5,702.22 and is at no cost to the Board. All funds have been raised by the archery team and are in their account. Engineering and Construction has reviewed the request and has no objections.

Motion made by Tammy Sharp and seconded by Butch Vaughn to approve the Blackman Middle School Archery shed request as presented.

All yes.

Motion passes.

III. Middle Tennessee Electric easement request at Central Magnet: Middle Tennessee Electric is requesting an additional easement for a new pole and anchor guy wire on the corner of East Main Street and North Bilbro Avenue. Engineering and Construction has reviewed the request and has no objections.

Motion made by Butch Vaughn and seconded by Tammy Sharp to approve the Middle Tennessee Electric easement request as presented.

All yes.

Motion passes.

IV. Below you will find a list of contractors that have requested board approval to lease a bus:

Contractor Name	Bus Number	Bus VIN	Lease
Dana R Hobbs	10	1T88U9E2XE1269824	Yearly Lease / Lisa Adams

Brandi Savannah	81	1T88Y9D21K1138119	Yearly Lease / Lillie Swader
Nicholas B Melhorn	84	<u>1T88U4E2381137518</u>	Yearly Lease / Kelly Hobbs
Brittany Michelle Ford	92	1T8849D29T1239491	Yearly Lease / Sallie Brown
Ashley Hipp	108	4U2ABRFC9LCMD2830	Yearly Lease / Sallie Brown
Ashley Hipp	176	1T8849d24N1189845	Yearly Lease / Sallie Brown
Steve Ricketts	203	1GB6G5B291186691	Yearly Lease / Sallie Brown
Nicholas B Melhorn	237	<u>1T88Y9D28K1138120</u>	Yearly Lease / Kelly Hobbs
Nicholas B Melhorn	244	<u>1T88Y9D24J1119868</u>	Yearly Lease / Kelly Hobbs
Brittany Michelle Ford	322	1T8849D2XN1188201	Yearly Lease / Sallie Brown
Chris Ford	324	1T8849D25N1188199	Yearly Lease / Sallie Brown

Motion made by Caleb Tidwell and seconded by Butch Vaughn to approve the list of contractors above to lease their buses as presented.

All yes.

Motion passes.

V. Update on Eagleville Project for Information Only approved April 9, 2026

The updated change order invoice for the football field is attached to the electronic agenda. This is to correct the inadequate subsoil. The final cost of the project is now \$59,750.

The Football, Football Boosters, and Athletics/Soccer may be able to make up the difference in cost. If not, the plan is to utilize Capital Project funds to pay the remaining balance.

Our new completion date is scheduled for August 14. The school is working to reschedule the Meet the Eagles fundraiser to a later date.

VI. Voluntary Bus Transfer moved from consent agenda.

Motion made by Butch Vaughn and seconded by Tammy Sharp to approve the bus transfer as requested.

Roll Call Vote:

**Stan Vaught-No
Butch Vaughn-Yes
Katie Darby-No
Tammy Sharp-Yes
Caleb Tidwell-No
Frances Rosales-No
Claire Maxwell-Yes**

**Vote: 3 Yes and 4 No
Motion Fails**

Motion made by Stan Vaught and seconded by Frances Rosales to send the route back to the picker wheel if the driver decides to release the route. The driver may keep the route without the transfer and keep it as is.

Roll Call Vote:

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

**Vote: All yes.
Motion passes.**

12. FINANCIAL MATTERS

-Dental Insurance-decision to stay with the state plan for dental or move to another option.

Motion made by Tammy Sharp and seconded by Stan Vaught to move to Delta Dental.

**All yes.
Motion passes.**

13. DIRECTOR'S UPDATE

-Presentation of the 2026 TCAP Scores

Dr. Sullivan explained how assessments have changed over the years. He shared how RCS has grown as our population has grown and demographics have changed. Rutherford County Schools scored over 50% proficient in all subject areas. We are 1 of 30 Districts who have over 50% proficiency in all subject areas.

-Continued Professional Development, statement made by Dr. Sullivan

Being the Director of Schools is a large task. However, I always feel like it is important to continually improve. Large belief amongst some people that an educator shouldn't serve as a CEO of a school system. I believe it's imperative that someone with an educational background is always charged with leading the school system. Without that focus on the people and a shared experience, it can be very hard for non-educators to be respected by the educational community. However, this is a business with over 600 million in resources each year, and our outcomes are our students. The difference is no revenue and lack of certain tools that make my perspective unique. Upon accepting this position, I enrolled in the National Superintendent certification program and became the only director at the time to hold that credential in TN. My contract also mentions "in the interest of continuous growth, promotion, development and advancement of the school system, the Board encourages, within pre-approved limits set by the Board, the continuing professional growth of the Director in

- A. the operations, programs and other activities conducted or sponsored by local, state, and National school administration and school board association.
- B. Seminars and courses offered by public and private educational institutions.

I'm dedicated to this school system and continued professional development. As such, I have been accepted to a prestigious cohort at Vanderbilt University in the Executive Masters in Business Administration program surrounded by some of the brightest minds in the country. Jeff Hollingstead from SRM is a recent graduate. Paying for this personally and outside of an intensive beginning of each year, all work is on Saturday as the program is built for working executives. I'm proud of this opportunity as the skills gained will further impact on my ability to utilize our resources and also advocate and investigate other resource allocation endeavors. Lastly, I will continue to build our credibility with various stakeholders. I'm happy to answer any questions or any concerns from the Board.

-Update on open bus routes

At the Work Session, Dr. Sullivan stated that both part-time and full-time bus drivers were posted without qualified applicants. RCS currently has nine open routes and five are SPED routes. He asked the Board for new recruiting options to vote on Thursday.

At the Board Meeting, Dr. Sullivan recommended changing the job description to full-time (6 hours) with benefits.

Motion made by Stan Vaught and Butch Vaughn to update the job description to R107 full time 6 hours with benefits or R109 without benefits.

All yes.

Motion passes.

-R107 \$23.24/hr. starting pay

-There is a back-up plan in place if no one is hired before school starts.

-A vendor offered to take open routes. This is a possible next step if needed.

-Poplar Hill Middle ribbon cutting Sunday, Principal Meeting today and tomorrow, email roll out regarding enrollment in Synergy this week.

14. GENERAL DISCUSSION

At the Work Session, Katie Darby asked Dr. Sullivan when the bus contractors can expect their additional \$500 for insurance. His response was most likely in October.

Mr. Lee discussed with the Board if bus drivers were required to enter gated communities. It was determined by the Board that buses would pick up outside of gated communities.

Mr. Lee discussed neighborhoods where a bus is unable to turn around safely and asked the Board to consider making a change to policy in this regard.

Mr. Lee suggested that all spare buses be given an assigned number. This helps for purposes of inspections and when these buses are in operation replacing a bus pulled for repairs.

-Stan Vaught congratulated Dr. Sullivan and the importance of education. He made the Board aware of an article on Open AI hacking another security system on its own.

-Dr. Sullivan bragged on Summer Summitt and the Central Office team that made it happen. He thanked Marcie Leeman for her leadership and preparation of Summer Summitt. The theme this year was *Staying Student Centered in an AI World*.

-Mrs. Rosales congratulated Dr. Sullivan. She asked if the Board could explore some ideas of how parents can be more involved at school.

-Mr. Tidwell asked if we were open to mentors in the classroom.

-A discussion started around AI and how the district is getting ahead of it and how to use it responsibly. Dr. Chastain responded that teachers are constantly being trained on what is and is not appropriate to keep themselves and students safe.

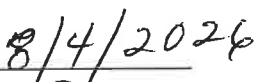
-Mr. Tidwell gave a shout out to Tyra Pilgrim and the CTE programs.

15. ADJOURNMENT Mrs. Maxwell gaveled out at 7:32 pm

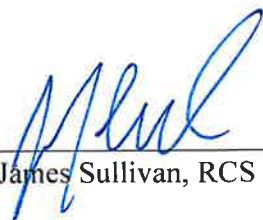
Approval of Agenda Minutes



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.