



METROPOLITAN BOARD OF PUBLIC EDUCATION  
2601 Bransford Avenue, Nashville, TN 37204  
Regular Meeting – September 11, 2018 – 5:00 p.m.  
**Anna Shepherd, Chair**

TIME

5:00

I. CONVENE and ACTION

- A. Establish Quorum
- B. Pledge of Allegiance
- C. Board Elections
- D. 30 Seconds in My District...

II. AND THE GOOD NEWS IS...

- A. Hillwood High School Ambassadors
  - Harsh Patel, Academy of Health Sciences
  - Za'kira Thomas, Academy of Art, Design & Communications
  - Remah Hatem, Academy of Health Sciences
- B. Hume-Fogg Academic Magnet High School
- C. Dan Mills Elementary Artwork

PUBLIC PARTICIPATION - OUR COMMUNITY

III. *The Board will hear from those persons who have requested to appear at this Board meeting. In the interest of time, speakers are requested to limit remarks to three minutes or less. Comments will be timed.*

- A. Marissa Cota – Reading Recovery Teacher Morale
- B. Twjuana Williams – Thankfulness and Behaviors
- C. Erin Richardson – Special Education
- D. Tom Ward – PASSAGE
- E. Dr. Christina Stenson – PASSAGE
- F. Corey Kee – PASSAGE
- G. Dawana Wade – PASSAGE
- H. Rep. Harold Love – PASSAGE
- I. Lyn Hoyt - Elementary Arrests, Expulsion and Suspension
- J. Lydia Burris All (Children Excel) - Elementary Arrests, Expulsion and Suspension
- K. Lori Dunlap – PASSAGE
- L. Cristen Wasmer – Elementary Suspensions
- M. Kyla Krengall – PASSAGE
- N. Ann Sharfner - Elementary Arrests, Expulsion and Suspension
- O. Morgan Littrell – School Psychologist Shortages
- P. Mary Holden – Grading
- Q. Winifred Bedford – Support for Equitizing (Reducing) the School Psychology Student Ratio
- R. Taylor Biondi – School Psychologists and School Safety
- S. Amanda Kail – Compensation Committee
- T. Theresa Wagner – Starting a New Year
- U. **Erick Huth – Future of Our Public Schools**

IV. GOVERNANCE ISSUES – OUR ORGANIZATION

A. Actions

1. Consent

- a. Approval of Minutes – August 14, 2018 – Regular Meeting
- b. Recommended Approval of Change Order #2 for Glenclyff High School Stadium Improvements – Dowdle Construction Group, LLC
- c. Recommended Approval of Change Order #5 for Martin Luther King, Jr. Magnet School Additions and Renovations – American Constructors
- d. Recommended Approval of Supplement #5 for Hillsboro High School Additions and Renovations – Artifice, LLC
- e. Awarding of Purchases and Contracts
  - (1) Arbinger
  - (2) Conexión Américas
  - (3) Dearborn National Life Insurance Company
  - (2 contracts)
  - (4) EBS Healthcare, Inc.
  - (5) Mid-South Bus Center, Inc.
  - (6) Plant the Seed
- f. Legal Settlement Claim #C-35465 (\$8,000)

V. REPORTS – OUR ORGANIZATION

A. Director's Report

- 1. Enrollment Update
- 2. Legislative Update

B. Board Chairman's Report

- 1. Chair Report
- 2. Announcements

C. **Committee Reports**

1. **Governance**

VI. WRITTEN INFORMATION TO THE BOARD

A. New Hire Report

VII. ADJOURNMENT

**METROPOLITAN BOARD OF PUBLIC EDUCATION MEETING - Tuesday,  
August 14, 2018**

**Members present** - Jo Ann Brannon, Jill Speering (Vice-Chair), Anna Shepherd (Chair), Christiane Buggs, Tyese Hunter, Amy Frogge, Shawn Joseph

**Meeting called to order at 5:00 p.m.**

**CONVENE and ACTION**

- A. Establish Quorum  
Ms. Shepherd called the meeting to order.
- B. Pledge of Allegiance  
Led by Gracie Porter
- C. 30 Seconds in My District...  
Each Board Member gave a brief update of their district.
- D. Presentation  
The Board presented Dr. Brannon with an Award of Recognition for serving on the Board of Education for 12 years. Also Councilwomen Karen Johnson, Brenda Haywood and Tanaka Vercher presented Dr. Brannon with a proclamation.

**PUBLIC PARTICIPATION**

- A. Ben Jordan – Mr. Jordan asked the Board to create a policy that addresses suspensions, expulsion and arrests of elementary children.
- B. Beth Cruz – Ms. Cruz asked the Board to asked the Board to create a policy that addresses suspensions, expulsion and arrests of elementary children and support the initiatives of PASSAGE.
- C. Linda D. Robinson – Ms. Robinson asked the Board to create a policy that addresses suspensions, expulsion and arrests of elementary children.
- D. Jennifer Wade – Ms. Wade asked the Board to support the initiative to lower/end the arrests, suspensions and expulsion of elementary children.
- E. Lawanda McKinnon – Ms. McKinnon gave a personal testimony as to how elementary arrests have affected her family and asked the Board to create a policy that addresses the suspensions, expulsion and arrests of elementary children.
- F. Mary Crnabori – Ms. Crnabori asked the Board to help resolve the issues of the impacts of trauma and adversity on students, and how this relates to discipline strategies within the district.

- G. Dennise Quenner – Ms. Quenner asked the Board to address teacher raises and Reading Recovery.
- H. Maury Nation – He asked the Board to support the PASSAGE initiatives.
- I. Erick Huth - He asked the Board to address the culture within the district.
- J. Lorraine Stallworth – She asked the Board to create a policy that addresses suspensions, expulsion and arrests of elementary children.

### **GOVERNANCE ISSUES**

- A. Consent
  - a. Recommended Approval of Change Order #1 for Hillsboro High School Additions and Renovations – American Constructors
  - b. Recommended Approval of Change Order #1 for Tusculum Elementary School Additions – RG Anderson Company
  - c. Recommended Approval of Supplement #2 for Professional Services Contract for Program Management Services – Heery International, Inc.
  - d. Recommended Approval of Supplement #3 for Martin Luther King, Jr. Magnet High School Renovations and Additions Phase II – Bauer Askew Architecture PLLC
  - e. Awarding of Purchases and Contracts
    - (1) ArbiterSports, LLC
    - (2) Distinguished Professionals Education Institute (DPEI)
    - (3) Edgenuity, Inc.
    - (4) Guy Brown Interiors, LLC
    - (5) Institutional Wholesale Company, Inc. (2)
    - (6) Mechanical Resource Group
    - (7) Metropolitan Nashville Police Department
    - (8) Specialized Education of Tennessee, Inc.
    - (9) State of Tennessee, Office of Criminal Justice Programs
    - (10) United Way of Metropolitan Nashville
    - (11) Vanderbilt University Medical Center
  - f. Legal Settlement Claim #AH-06775 (\$105,000)
  - g. Policy Updates Based on Recently Enacted Statutes
  - h. Section 4 Policies – Instructional Program
  - i. Section 6 Policies – Students

**Motion to approve the consent agenda as read.**

**Motion by Jill Speering, second by Jo Ann Brannon.**

**Final Resolution: Motion Passes**

**Yes: Jo Ann Brannon, Jill Speering, Anna Shepherd, Christiane Buggs, Tyese Hunter, Amy Frogge**

B. Journey to Success Amended Charter Application Recommendation

Mr. Queen presented the Journey to Success Amended Charter Application to the Board.

**Motion to deny the charter school application for Journey to Success**

**Motion by Christiane Buggs, second by Tyese Hunter.**

**Final Resolution: Motion Passes**

**Yes: Jo Ann Brannon, Jill Speering, Anna Shepherd, Christiane Buggs, Tyese Hunter, Amy Frogge**

## **REPORTS**

A. Director's Report

1. Opening of Schools Update  
Dr. Joseph and staff presented an Opening of Schools Update.
2. 2019-2020 Operating Budget Process  
Dr. Joseph and Mr. Henson gave a update on budget process timeline.
3. District Score Card  
Ms. Fentress presented the District Score Card to the Board.

B. Board Chairman's Report

1. Chair Report – There was no chair report.
2. Announcements
  - i. Dr. Brannon thanked the Board and staff for their support during her tenure on the Board.
  - ii. Ms. Speering announced that she visited several schools in her districts during the first week of school.

- iii. Ms. Shepherd announced that she greeted students at McGavock High School on the first day of school to greet students and giving out prizes.

**Meeting adjourned at 6:30 p.m.**



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Chris M. Henson  
Board Secretary

Anna Shepherd  
Board Chair

Date

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### b. RECOMMENDED APPROVAL OF CHANGE ORDER #2 FOR GLENCLIFF HIGH SCHOOL STADIUM IMPROVEMENTS – DOWDLE CONSTRUCTION GROUP, LLC

We are requesting approval to make the following changes to this contract:

1. Removal of trees and unserviceable fence	\$1,963.68
2. Addition of restroom door per Metro Codes	\$2,324.85
3. Installation of a new flagpole	\$7,347.85
4. Undercut and fill due to unsuitable soils	\$54,985.57
5. Installation of new goalposts	\$5,130.10
6. Installation of gates in perimeter fence	\$2,723.77
7. Addition of kitchen appliances in Alumni Room	\$5,992.41
8. Extension of sidewalk & painting of crosswalk to facilitate football teams entering the stadium	\$8,024.65
9. NES fees for new electrical services	\$33,956.47
10. Addition of covers on coiling door gears	\$1,177.15
11. Addition of enclosure around main electrical disconnects to preclude vandalism	\$2,788.92
12. Addition of gates behind bleachers to control access	\$2,422.59
13. Addition of fencing at retaining walls to control access	\$3,585.34
14. Addition of access panel in high roof ceiling	\$1,965.85
15. Addition of regrading and paving of the entry driveway	\$11,142.38
16. Addition of fence and gate at entry to stadium to control ticketing at events	\$3,173.78
17. Modification of field drainage due to excessive ponding on east end of track	\$37,800.00
18. Addition of electrical power for irrigation controller	\$7,188.03
19. Change in power feed to stadium per NES	\$12,284.79
20. Rework of existing fiber optic line to new pole location	\$5,226.33
21. Acceleration of project to allow use of stadium by school for football games	\$15,898.00
22. Addition of diaper changing tables in restrooms	\$2,294.61
23. Addition of repairs to fiber optic line damaged by others	<u>\$736.48</u>
Total	\$230,514.30

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45118.80405118

DATE: September 11, 2018

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### c. RECOMMENDED APPROVAL OF CHANGE ORDER #5 FOR MARTIN LUTHER KING, JR. MAGNET SCHOOL ADDITIONS AND RENOVATIONS – AMERICAN CONSTRUCTORS

We are requesting approval to make the following changes to this contract:

1. Adjustment to contract amount due to increase in Construction Contingency	\$580,335
2. Archives/Auditorium HVAC revisions	\$89,574
3. Temporary Cooling for Building 1	\$19,700
4. Building 1 XL Sprinkler Pipe replacement	\$27,780
5. Windows for the Small Gym Building	\$112,611
6. Rock Excavation for Jo Johnston storm water/sewer conflict	<u>\$20,000</u>
Total	\$850,000

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45016.80404416

DATE: September 11, 2018



## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### d. RECOMMENDED APPROVAL OF SUPPLEMENT #5 FOR HILLSBORO HIGH SCHOOL ADDITIONS AND RENOVATIONS – ARTIFICE, LLC

We are requesting approval to make the following changes to this contract:

1. Increase Contract amount due to increase in (FLCC)	
Fixed Limit Construction Cost	\$563,419
2. Additional service fee for Riparian area	
Permitting & Mitigation	\$25,000
3. Additional service fee for MTA Mini Hub	
design/coordination	\$6,250
4. Additional service fee for Phasing Analysis/Diagrams	<u>\$9,000</u>
Total	\$603,669

It is recommended that this supplement be approved.

Legality approved by Metro Department of Law.

FUNDING: 45017.80405417

DATE: September 11, 2018

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Arbinger

SERVICE/GOODS (SOW): For the provision of monthly engagements with Central Office leaders and staff, and quarterly support for the Board to deepen understandings and skills related to shifting mindset and behavior of the District resulting in visible changes in practices and improved District culture as reflected in culture survey data and performance metrics.

SOURCING METHOD: RFP 19-2 (Open Competitive Sourcing)

TERM: September 12, 2018 through September 11, 2023

FOR WHOM: Board members and Central Office staff

COMPENSATION: This is an Indefinite Delivery/ Indefinite Quantity (IDIQ) contract with the menu of costs identified in the RFP.

Total compensation under this contract is not to exceed \$350,000.

OVERSIGHT: Chief of Staff

EVALUATION: Based on the quality of services rendered.

MBPE CONTRACT NUMBER: 2-257603-01

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Conexión Américas

SERVICE/GOODS (SOW): For the provision of a full-time Youth Development Specialist (YDS) at John Overton High School to provide support services to newly arrived immigrant students.

SOURCING METHOD: RFP 19-1 (Open Competitive Sourcing)

TERM: September 12, 2018 through September 11, 2023

FOR WHOM: John Overton High School newly arrived immigrant students

COMPENSATION: \$5,450 monthly rate for the provision of the Youth Development Specialist from August through June of each school year.

Total compensation under this contract is not to exceed \$300,000.

OVERSIGHT: John Overton High School

EVALUATION: Based on the quality of the YDS to work in conjunction with John Overton High School staff and community partners to develop and execute a plan that ensures the success of newly arrived students and their integration into the school.

MBPE CONTRACT NUMBER: 2-473035-06

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Dearborn National Life Insurance Company

SERVICE/GOODS (SOW): Short-Term and Long-Term Disability Insurance

SOURCING METHOD: RFP 17-18 (open competitive award)

TERM: January 1, 2019 through December 31, 2023

FOR WHOM: MNPS certificated employees

#### COMPENSATION:

##### Short Term - Monthly rate per \$10 of coverage:

Under 30:	.233
30-34:	.252
35-39:	.214
40-44:	.195
45-49:	.164
50-54:	.164
55-59:	.189
60-64:	.239
65-69:	.290
70+:	.296

##### Long Term - Monthly rate per \$100 of coverage:

Under 30:	.093
30-34:	.093
35-39:	.135
40-44:	.209
45-49:	.347
50-70+:	.603

Total compensation for this contract is not to exceed \$5,000,000

OVERSIGHT: Employee Benefits

EVALUATION: Based on the deliverables of the RFP

MBPE CONTRACT NUMBER: 2-00371-04

SOURCE OF FUNDS: Insurance Trust Fund

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Dearborn National Life Insurance Company

SERVICE/GOODS (SOW): Life Insurance and Accidental Death and Dismemberment (AD&D)

SOURCING METHOD: RFP 17-17 (open competitive award)

TERM: January 1, 2019 through December 31, 2023

FOR WHOM: MNPS certificated employees

#### COMPENSATION:

##### Monthly Rate per \$1,000:

Basic Employee Life:	.033
Basic Employee AD&D:	.012
Optional Employee Life:	
Under 30:	.047
30-34:	.056
35-39:	.065
40-44:	.074
45-49:	.102
50-54:	.158
55-59:	.307
60-64:	.465
65-69:	.893
70+:	1.451
Optional Employee AD&D:	.020
Optional Spouse Life:	.20
Optional Child(ren) Life:	.10

Total compensation for this contract is not to exceed \$5,000,000

OVERSIGHT: Employee Benefits

EVALUATION: Based on the deliverables of the RFP

MBPE CONTRACT NUMBER: 2-00371-05

SOURCE OF FUNDS: Insurance Trust Fund

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: EBS Healthcare, Inc. (Educational Based Services)

SERVICE/GOODS (SOW): Contractor to provide highly qualified school psychologists to MNPS schools. In addition, Contractor will provide relocation assistance, state certification reimbursement, supervision, and mentorship to all school psychologists at MNPS.

SOURCING METHOD: RFP 19-1 (open competitive award)

TERM: September 12, 2018 through September 11, 2023

FOR WHOM: Exceptional Education students receiving psychological services

COMPENSATION: \$65-\$79 per hour for each School Psychologist, depending on the experience of each candidate

Total compensation under this contract is not to exceed \$5,000,000.

OVERSIGHT: Exceptional Education

EVALUATION: Quality of services provided and feedback from school administrators at each site where contract staff provide services.

MBPE CONTRACT NUMBER: 2-545232-03

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Mid-South Bus Center, Inc.

SERVICE/GOODS (SOW): 72 Passenger Buses

SOURCING METHOD: RFP # 18-22 (open competitive award)

TERM: September 12, 2018 through September 11, 2019

FOR WHOM: MNPS students

COMPENSATION: First 15 Buses: \$84,808 (due to trade-ins)  
All other Buses: \$88,558 (without trade-ins)

Total compensation under this contract is not to exceed \$2,000,000.

OVERSIGHT: Transportation

EVALUATION: Provided buses meet the requirements laid out in the RFP.

MBPE CONTRACT NUMBER: 2-171347-11

SOURCE OF FUNDS: Capital Funds

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### e. AWARDING OF PURCHASES AND CONTRACTS

#### (6) VENDOR: Plant the Seed

SERVICE/GOODS (SOW): For the provision of garden-based learning curriculum and support, including but not limited to, design and construction of the program, delivery of the lessons and provision of the educational supplies, onsite assistance in maintaining the program, professional development for the teachers, and availability to participate in family or MNPS engagements. Contract can be utilized by any MNPS school or charter school.

SOURCING METHOD: RFP 18-19 (open competitive award)

TERM: October 1, 2018 through September 30, 2023

FOR WHOM: Any MNPS school or charter school seeking to incorporate garden-based learning into their educational curriculum.

COMPENSATION: Pricing for garden-based curriculum and support will vary at each MNPS school or charter school depending on the site topography, the school's overall goals and objectives, and the number of classrooms being supported.

Specific pricing at Rosebank Elementary School for the 2018-2019 school year is \$59,042 and covers the following costs: \$2,000 for the site needs assessment and design of the garden space; \$16,900 for construction costs; \$7,700 for maintenance of the garden beds; \$10,350 for delivery of the weekly garden-based lessons; \$15,000 for lesson supplies; \$3,000 for access to Plant the Seed's garden-based lesson toolkit; \$840 for the development of garden-related education and volunteer opportunities to engage families and the surrounding community; \$1,877 for the monthly delivery of "Bringing the Garden Home" family engagement activities; \$75 for the partner introduction/orientation; \$850 for the partner teacher (K,1) consulting meeting; and \$450 for the job-embedded support.

Total compensation under this contract is not to exceed \$3,000,000.

OVERSIGHT: Any MNPS school or charter school partnering with Plant the Seed to provide garden-based learning curriculum and support.

EVALUATION: Based on the quality and timeliness of the goods and services to be provided and the feedback from MNPS teachers on the applicability of the curriculum.

MBPE CONTRACT NUMBER: 2-177008-03

SOURCE OF FUNDS: Federal Funds; Operating Budget



Name	Department/School	Title	Hire Date
MOFFITT, DONNA L	MNPS Hillwood High	ADMIN - RECORDS SCH FIN PAY II	8/31/2018
WARDLE, ANDREW PHILLIP	MNPS Goodlettsville Middle	AIDE - INSTRUCTIONAL	8/24/2018
CRUTCHER, AGNES E	MNPS Chadwell Elementary	ASST - FOOD SVC	8/24/2018
JOHNSON, SOPHIA EVE	MNPS Cameron College Prep	ASST - FOOD SVC	8/24/2018
ROBINSON, SHANELIA JUSTINE	MNPS Ruby Major Elementary	ASST - FOOD SVC	8/24/2018
STEELE, SHANTRELL	MNPS McGavock Elementary	ASST - FOOD SVC	8/24/2018
HOHMANN, PHILLIP	MNPS Insurance and Retirement	ASST - HR EMPL BENEFITS III	8/31/2018
CURRIE, JESSICA	MNPS Cumberland Elementary	ASST - SCHOOL GENERAL	8/24/2018
BASTA, HANAA S	MNPS Crieve Hall Elementary	ASST - SCHOOL GENERAL	8/28/2018
BUSH, FRAN	MNPS Board Members	BOARD MEMBER	8/30/2018
ELROD, RACHAEL ANNE	MNPS Board Members	BOARD MEMBER	8/30/2018
PUPO-WALKER, VIRGINIA	MNPS Board Members	BOARD MEMBER	8/30/2018
BABBS, JOSEPH S	MNPS Kennedy Middle	CASHIER - FOOD SVC	8/24/2018
BOOKER, SALLIE PEARL	MNPS McKissack Middle	CASHIER - FOOD SVC	8/24/2018
LEWIS, JASMINE A	MNPS Park Avenue Elementary EO	CASHIER - FOOD SVC	8/24/2018
SCOTT, GYVICA DANESHELL	MNPS * Food Service Internal	CASHIER - FOOD SVC ROV	8/31/2018
LADD, ANDREA ROSE	MNPS Mt View Elementary	CLERK - LIBRARY	8/24/2018
BADILLA, GIOVANNI	MNPS Bus Drivers	DRIVER - BUS TRAINEE	8/28/2018
BEARD, BECKY	MNPS Bellevue Middle	ED ASST - EX ED ONE TO ONE	8/24/2018
DIPPOLITO, JESSICA	MNPS Julia Green Elementary	ED ASST - EX ED ONE TO ONE	8/24/2018
WILLIAMS, MARTELL COGNAC	MNPS Hermitage Elementary	ED ASST - EX ED ONE TO ONE	8/24/2018
ORR, SHANA JENE	MNPS Hull Jackson Elementary	ED ASST - EX ED REGULAR	8/24/2018
OWENS, HEATHER	MNPS Glencliff Elementary	ED ASST - EX ED REGULAR	8/24/2018
ANDREWS, MARILYNN ANN	MNPS Charlotte Park Elementary	PARA-PRO - EX ED	8/24/2018
BRUNO, REGINALDA	MNPS Wright Middle	PARA-PRO - EX ED	8/24/2018
HARRIS, DEMETRICE ANTHONY	MNPS Robert E Lillard Elem	PARA-PRO - EX ED	8/24/2018
RHODES , LINDA	MNPS Isaac Litton Middle	PARA-PRO - EX ED	8/24/2018
SUDDETH, DAVID ANTHONY	MNPS Nashville School of Arts	PARA-PRO - EX ED	8/24/2018
WADE, TYRONE C	MNPS Johnson ALC	PARA-PRO - EX ED	8/27/2018
HOLT, JAMEI F	MNPS Joelton Middle	PARA-PRO - EX ED	8/31/2018
LADAU, KELLEY	MNPS Westmeade Elementary	PARA-PRO - EX ED	8/31/2018
LAM-HO ANDUHA, ASHLYN	MNPS Hillwood High	PARA-PRO - EX ED	8/31/2018
HARVEY, DALE C	MNPS John B Whitsitt Elem	PARA-PRO (ED ASST)	8/24/2018
JOHNSON, TANESHA SHARON	MNPS Fall-Hamilton Elementary	PARA-PRO (ED ASST)	8/24/2018
LAWRENCE, SARAH LOUISE	MNPS East Nash Middle	PARA-PRO (ED ASST)	8/24/2018

MEDLER, GABRIELLE NICOLE	MNPS A Z Kelley Elementary	PARA-PRO (ED ASST)	8/24/2018
MOSES, HEATHER ANN	MNPS Westmeade Elementary	PARA-PRO (ED ASST)	8/24/2018
PHARR, SHERESE ANTIONETTE	MNPS Henry C Maxwell Elem	SECRETARY-CLERK	8/27/2018
HENDRICKS, TAMELA	MNPS Hattie Cotton Elementary	SPEC - INSTRUCTIONAL	9/3/2018
NAIL, CAROLINE PHILLIPS	MNPS Glendale Elementary	SPEC - INSTRUCTIONAL MATH	8/24/2018
SHERRELL, QUINTIN ELLIOTT	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	8/27/2018
MASON, DESTINY M	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	8/30/2018
HOUCK, AMELIA ANNE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/4/2018
BLACK, ELOISA PIMENTA	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/5/2018
BOYER, PAMELA RENEE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/5/2018
MARSHALL, KELSEY ANN NICHOLE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/5/2018
SMITH, JEANETTE G	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/5/2018
SOLIMAN, MARTINA MAMDOUH	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/5/2018
GARRETT, ANN LYNCH	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/23/2018
JUDD, ANDREW FITCH	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/24/2018
KUESTER, HEATHER ELAINE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/24/2018
ROGERS, TIMOTHY R	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/24/2018
CHILDRESS, REBECCA ELLEN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/27/2018
MOORE, LACORRIE LASHAWN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/27/2018
AKERS, RYAN DAVID	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
BALDRIDGE, HOLLY ROSE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
BECKWORTH, ALICIA DELYNNE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
FLETCHER, CLINTON E	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
KOTARA, JACOB LANCE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
MIX, DEANNA MARIE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
THOMPSON, CLYDE E.	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
TODD-STUBBS, VICKI L	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
WEBSTER, NICHOLAS E	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
WINNINGHAM, KRISTA L	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/29/2018
BERRY, MARGO	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/30/2018
BOND, DEQUAN VAN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/30/2018
DAVIS, ROBERT A	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	8/31/2018
BAXTER, JAMES A	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/2/2018
CHRISTENSEN, NICOLE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/2/2018
SHAW, ALANKA DESHAY	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/2/2018
SHERRELL, LATRESIA CHAWAN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/2/2018

TRICE, ANDREA D	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/2/2018
MCCLURE, OKEMI KENA	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/4/2018
FORTE, BREANNA CAROLINE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
FRAME, JULLIA MARIE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
PARRISH, JANET	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
PETERS, NICHOLE ANN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
STACKER, CHASSITY RAQUEL	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
STUDER, DANIELLE JOY	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
TYREE, DEBRA RUSSELL	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
VICTOR, JAMES CHARLES	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
WASHINGTON, SHAKETA S	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/5/2018
POSLEY, ELLIOTT AVIS GRADEN	MNPS Wright Middle	SUPV - CAMPUS	8/31/2018
PICHON, ALICIA M	MNPS Extended Learning Service	SUPV - PROG EXT LRNG ASST	9/5/2018
LEFTWICH, TRACY	MNPS John F Kennedy Middle	TEACHER - EL SECONDARY	8/24/2018
GEORGE, DONALD PATRICK	MNPS Hillwood High	TEACHER - EL SECONDARY	8/31/2018
SMALL, JASMINE HATTIE	MNPS Croft Middle	TEACHER - ENGLISH	8/24/2018
MILLER, LESLEY K	MNPS Dupont Hadley Middle	TEACHER - EX ED	8/27/2018
CARR, JANUS RUFFIN	MNPS Cane Ridge High	TEACHER - EX ED	8/28/2018
CRAWFORD, CHRISTOPHER	MNPS Hillwood High	TEACHER - FRESHMAN SEMINAR	8/28/2018
BREWER, LANDRY JENKINS	MNPS Jones Paideia	TEACHER - GRADE 3	8/24/2018
WILSON, EDEN TAYLOR	MNPS Neelys Bend Elementary	TEACHER - GRADE 3	8/24/2018
BAKER, CHARITY FAITH	MNPS Jere Baxter Middle	TEACHER - GRADE 5	8/24/2018
MOCK, MATTHEW L	MNPS Two Rivers Middle	TEACHER - GRADE 5	8/31/2018
ALEXANDER, LINDA ANN	MNPS Apollo Middle	TEACHER - GRADE 6	8/24/2018
JOHNSON, TARYN MARIA	MNPS Gra Mar Middle	TEACHER - GRADE 7	8/24/2018
LAMBERT, LORIE A	MNPS John Early Museum Magnet	TEACHER - GRADE 8	8/24/2018
JOHNSON, LINDA JEAN	MNPS Hickman Elementary	TEACHER - KINDERGARTEN	8/24/2018
CORTEZ, MICHELLE A	MNPS McGavock High	TEACHER - LANGUAGE SPANISH	8/24/2018
KING-BUTLER, LAWANDA ELIZABETH	MNPS Stratford STEM Magnet HS	TEACHER - MATH	8/24/2018
ZHAO, BO	MNPS ELL	TEACHER - MATH	8/28/2018
NORTHCUTT, LISA	MNPS Cane Ridge Elementary	TEACHER - MUSIC BAND	8/24/2018
GUTHRIE, LYNN MARIE	MNPS Henry C Maxwell Elem	TEACHER - PRE-K BLENDED	8/24/2018
MATTHEWS, KATHLEEN KIERNAN	MNPS Hermitage Elementary	TEACHER - PRE-K EX ED	8/24/2018
GROOM III, R W	MNPS Carter-Lawrence Elem	TEACHER - READING INTERVENTION	8/24/2018
SWANSON, BECKY E	MNPS Buena Vista Elementary	TEACHER - READING INTERVENTION	8/24/2018
LOWE, DENISE N	MNPS Gateway Elementary	TEACHER - RESOURCE ADV ACAD P8	8/24/2018

STOCKTON, JASON GRAY	MNPS Hunters Lane High	TEACHER - ROTC ARMY	8/24/2018
DANIEL, CHRISTOPHER ALLEN	MNPS Two Rivers Middle	TEACHER - SCIENCE	8/24/2018
PIRKLE, MORGAN	MNPS Speech	THERAPIST - SPEECH & LANG LD	8/24/2018