



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – February 11, 2025 – 5:00 p.m.

Freda Player, Chair

- I. CONVENE and ACTION
 - A. Call to Order
 - B. Establish Quorum
 - C. Pledge of Allegiance
 - D. Adoption of Agenda
- II. AWARDS AND RECOGNITIONS
 - A. Natalie Boyd, Hume-Fogg Academic Magnet High School – Presidential Award for Excellence in Mathematics and Science Teaching
 - B. John Henderson, Pearl-Cohn High School Alum – College Football Hall of Fame Inductee
 - C. Isaiah T. Creswell Middle School of the Arts – Magnet Schools of America 2025 School of Excellence
 - D. McGavock Cluster 8th Grade Bands and Music Teachers – Music for All Advocacy in Action Award
 - E. Bryson Finney and the We Are Nashville Festival – Music for All Advocacy in Action Award
- III. DIRECTOR'S REPORT

Core Tenets: 1. Re-envision Central Office as a Support Hub; 2. Empower and Equip Leaders at all Levels; 3. Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students; 4. Identify and Eliminate Inequities
- IV. PUBLIC PARTICIPATION

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 two minutes or less. Comments will be timed.
- V. GOVERNANCE ISSUES
 - A. Actions
 1. Consent
 - a. Minutes – 1.28.2025 – Regular Meeting
 - b. Awarding of Purchases and Contracts
 1. Advanced Mechanical Contractors, Inc.
 2. Evolution Maintenance Inc.
 3. Jarrett Builders, Inc.
 4. Leland Inc.
 5. PortionPac Chemical Corporation
 6. Southern & Heating Cooling, Inc.
 7. Spot Coolers
 8. System Integrations, Inc.
 - c. Special Courses
 - d. Teachers Eligible for Tenure
 - e. FY 2025-2026 Budget Priorities
- VI. BOARD REPORTS
- VII. ADJOURNMENT

If any accommodations are needed for individuals with disabilities who wish to be present at this meeting, please submit the accommodation through hubNashville at <https://nashville.gov/hub-ADA-boards> or by calling (615) 862-5000. Requests should be made soon as possible, but 72 hours prior to the scheduled is recommended.

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING – January 28, 2025

Members Present: Freda Player – Chair, Berthena Nabaa-McKinney – Vice-chair, Rachael Anne Elrod, Erin O’Hara Block, Cheryl Mayes, TK Fayne, Abigail Tylor, Zach Young, Robert Taylor and Rachael Anne Elrod and Berthena Nabaa-McKinney (arrived at 6:08 p.m.)

Student Members Present: Christine Tran and Hannah Nguyen

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

CONVENE AND ACTION

- A. Call to Order – Freda Player called the meeting to order.
- B. Pledge of Allegiance - Led by former Board of Education members Sharon Gentry and Gini Pupo-Walker.
- C. Moment of Silence – In recognition of the families effected by the Antioch High School Incident.
- D. Acknowledgments – Freda Player offered condolences to the families of the Antioch High School Incident and thanked government agencies and the community for their support.

Statement – Cheryl Mayes read the following statement: Thank you, Chair Player, and thank you, Dr. Battle and your team, for your unwavering leadership not just in times of triumph but also in the face of adversity. To my fellow Board of Education members, your dedication and support are deeply appreciated, and I am truly grateful for each of you. But today, my greatest gratitude is reserved for the extraordinary staff, administrators, and first responders at Antioch High School. When the unimaginable occurred in the café last week, you didn't hesitate. You didn't step back—you stepped forward. Without a second thought, you ran toward danger to protect our students. In those critical moments, your training, instincts, and, most importantly, your hearts took over. To me, that makes you heroes.

In the days since, you have continued to demonstrate the same unwavering commitment-not just to our students, but to one another. You have stood shoulder to shoulder, offering strength, support, and solace, wrapping the Antioch community in care and compassion. But I can't say I'm surprised. This is Antioch. This is who we are. Strength, resilience, and unity are woven into the fabric of our community. Antioch is a place where we lift each other up, where our diversity is our strength, and where, in the toughest times, we come together with purpose. So today, I ask each of you—students, families, faculty, and staff—to hold on to hope. Even in the darkest moments, there is still light to be found. And please know this: You are not alone. We are here. We will stand beside you, support you and lift you up in every way possible. We see you. We love you. And we've got you. Thank you.

E. Adoption of Agenda

Motion to agenda to adopt agenda as listed.

By Cheryl Mayes, seconded Erin O'Hara Block

Vote: 8-0 (unanimous)

DIRECTOR'S REPORT

- A. Dr. Battle presented an update to the Board on Antioch High School incident and the district's response.

PUBLIC PARTICIPATION

- A. Leland Evans – He addressed the Board concerning enhanced safety measures within the school district.
- B. Nicole Johns – She addressed the Board concerning the Child Safe Division of American Income.
- C. Christiane Buggs – She addressed the Board concerning her and PENCIL's support of the district.
- D. Meredith Libbey – She addressed the Board concerning her support of MNPS.

GOVERNANCE ISSUES

1. Consent

- a. Minutes – 1.14.2025 – Regular Meeting**
- b. Awarding of Purchases and Contracts**
 - 1. Anchor Tours**
 - 2. Bokhari USA dba Metro Livery**
 - 3. FilterPro USA LLC**
 - 4. Municipal Auditorium**
 - 5. Nashville Livery Inc. dba Signature Transportation Services**
 - 6. Orion Building Corporation**
 - 7. RLCL Acquisition, LLC dba Gray Line of Tennessee**
 - 8. Wise Coaches of Nashville**
- c. Legal Settlement Claim L-17630 (\$8,500)**
- d. Capital Improvement Budget FY 25-26**

Motion to agenda to adopt agenda as listed.

By Zach Young, seconded Berthena Nabaa-McKinney

Vote: 9-0 (unanimous)

BOARD REPORTS

A. There were no Board Reports

Freda Player adjourned the meeting at 7:13 p.m.



Chris M. Henson
Board Secretary

Freda Player
Board Chair

Date

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(1)

VENDOR:	Advanced Mechanical Contractors, Inc.
SERVICE/GOODS (SOW):	For the provision of HVAC renovations at H.G. Hill Middle School.
SOURCING METHOD:	ITB 7605349
TERM:	February 12, 2025 through Project Completion
FOR WHOM:	H.G. Hill Middle School
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this contract is not to exceed \$1,480,919. Total compensation is based on an estimated project amount of \$1,480,919.
OVERSIGHT:	Facilities
EVALUATION:	Based on the quality and timeliness of the goods and services provided in accordance with the scope of work.
MBPE CONTRACT NUMBER:	7605349
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(2)

VENDOR:	Evolution Maintenance Inc.
SERVICE/GOODS (SOW):	For the provision of plumbing services and related projects as needed. Projects could include but are not limited to repair, replacement, and new installation of commercial plumbing equipment. Emergency projects consist of sanitary sewer back up, domestic water line leaks, and hot water heater failure.
SOURCING METHOD:	RFP 388395
TERM:	February 12, 2025 through February 11, 2030
FOR WHOM:	MNPS Facilities
COMPENSATION:	<p>Contractor will be compensated in accordance with each quote provided per project awarded.</p> <p>Total compensation for this contract is not to exceed \$2,500,000.</p> <p>Total compensation is based on an estimated yearly amount of \$500,000.</p>
OVERSIGHT:	Facilities
EVALUATION:	Based on the capacity to perform, timeliness of response, and quality of service provided.
MBPE CONTRACT NUMBER:	7604923
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(3)

VENDOR:	Jarrett Builders, Inc.
SERVICE/GOODS (SOW):	For the provision of plumbing services and related projects as needed. Projects could include but are not limited to repair, replacement, and new installation of commercial plumbing equipment. Emergency projects consist of sanitary sewer back up, domestic water line leaks, and hot water heater failure.
SOURCING METHOD:	RFP 388395
TERM:	February 12, 2025 through February 11, 2030
FOR WHOM:	MNPS Facilities
COMPENSATION:	<p>Contractor will be compensated in accordance with each quote provided per project awarded.</p> <p>Total compensation for this contract is not to exceed \$2,500,000.</p> <p>Total compensation is based on an estimated yearly amount of \$500,000.</p>
OVERSIGHT:	Facilities
EVALUATION:	Based on the capacity to perform, timeliness of response, and quality of service provided.
MBPE CONTRACT NUMBER:	7604922
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(4)

VENDOR:	Leland Inc.
SERVICE/GOODS (SOW):	For the provision of plumbing services and related projects as needed. Projects could include but are not limited to repair, replacement, and new installation of commercial plumbing equipment. Emergency projects consist of sanitary sewer back up, domestic water line leaks, and hot water heater failure.
SOURCING METHOD:	RFP 388395
TERM:	February 12, 2025 through February 11, 2030
FOR WHOM:	MNPS Facilities
COMPENSATION:	Contractor will be compensated in accordance with each quote provided per project awarded. Total compensation for this contract is not to exceed \$2,500,000. Total compensation is based on an estimated yearly amount of \$500,000.
OVERSIGHT:	Facilities
EVALUATION:	Based on the capacity to perform, timeliness of response, and quality of service provided.
MBPE CONTRACT NUMBER:	7604921
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(5)

VENDOR:	PortionPac Chemical Corporation
SERVICE/GOODS (SOW):	For the provision of a complete Child Nutrition Safety/Sanitation System at each site within MNPS.
SOURCING METHOD:	RFP 390427
TERM:	February 12, 2025 through February 11, 2030
FOR WHOM:	MNPS Staff and Students
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this contract is not to exceed \$1,247,000.00. Total compensation is based on an estimated yearly amount of \$249,400.
OVERSIGHT:	Nutrition Services
EVALUATION:	Based on the quality and timeliness of goods and services provided.
MBPE CONTRACT NUMBER:	7605134
SOURCE OF FUNDS:	Nutrition Services Fund

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(6)

VENDOR:	Southern & Heating Cooling, Inc.
SERVICE/GOODS (SOW):	For the provision of plumbing services and related projects as needed. Projects could include but are not limited to repair, replacement, and new installation of commercial plumbing equipment. Emergency projects consist of sanitary sewer back up, domestic water line leaks, and hot water heater failure.
SOURCING METHOD:	RFP 388395
TERM:	February 12, 2025 through February 11, 2030
FOR WHOM:	MNPS Facilities
COMPENSATION:	<p>Contractor will be compensated in accordance with each quote provided per project awarded.</p> <p>Total compensation for this contract is not to exceed \$2,500,000.</p> <p>Total compensation is based on an estimated yearly amount of \$500,000.</p>
OVERSIGHT:	Facilities
EVALUATION:	Based on the capacity to perform, timeliness of response, and quality of service provided.
MBPE CONTRACT NUMBER:	7604920
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(7)

VENDOR:	Spot Coolers
SERVICE/GOODS (SOW):	Amendment #2 increases the contract value. The contract is for the provision of rental equipment on an as-needed basis. Rental equipment includes but is not limited to boom lifts, mini excavators, trenchers, scissor lifts, generators, portable lights, multi-stage heaters, and portable air conditioners.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	February 12, 2025 through May 12, 2025
FOR WHOM:	Facilities
COMPENSATION:	This amendment increases the contract value by \$600,000. Total compensation for this contract is not to exceed \$2,250,000. Total compensation is based on an estimated yearly amount of \$600,000.
OVERSIGHT:	Facilities
EVALUATION:	Based on the availability, quality, and timeliness in providing the rental equipment requested.
MBPE CONTRACT NUMBER:	7497194
SOURCE OF FUNDS:	Operating Budget

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(8)

VENDOR:	System Integrations, Inc.
SERVICE/GOODS (SOW):	Amendment #1 increases the value of an existing video surveillance and threat detection systems contract to cover the provision of concealed weapons detection systems to be installed across the district's high schools.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	February 12, 2025 through June 30, 2029
FOR WHOM:	MNPS High Schools
COMPENSATION:	<p>This amendment increases the contract value by \$5,000,000.</p> <p>Total compensation for this contract is not to exceed \$20,000,000.</p> <p>Total compensation is based on an estimated yearly amount of \$1,250,000.</p>
OVERSIGHT:	Safety & Security
EVALUATION:	Based on the performance of the provided products to meet the advertised capabilities, the timeliness of delivery and installation, and the ongoing support provided by the vendor.
MBPE CONTRACT NUMBER:	7591242
SOURCE OF FUNDS:	Various Operating Budgets, Grant Funds, and Potential Capital Funds

Special Courses for Board Consent Agenda, February 11, 2025

General Academic Special Courses

New Courses:

- **Street Law:** In this course, students will learn about the legal system from theory to practical application. The course will teach students about the legal system in particular, these topics: Criminal Law and Juvenile Justice, Torts, Consumer Law, Family Law, Individual Rights and Liberties and Contemporary issues in law.
- **Vision I, II, III, IV:** Each course in this series will address the specific needs of the blind and visually impaired for Expanded Core Curriculum based on their deficit areas. Expanded Core Curriculum (ECC) is unique to each student based on their visual impairment and specific needs in the nine areas of the ECC.

Renewals:

- **Latin V:** This course allows advanced students who have completed the Latin AP course to continue an in-depth study of Roman authors. Much the same as the current AP Latin course— Student success and college enrollment, student surveys, end of the year assessments. We have heard back from former MLK graduates that this is the course that has helped them the most in their college studies. This course takes the place of the AP Latin Literature course that AP dropped in 2009. It introduces the students to a wider range of authors than is now offered through College board. It is truly a course that is far more relevant to the work they may do in college than the current AP Latin syllabus.
- **Restorative Practices Student Leadership I, II, III:** This course exists because of our understanding of Paulo Freire's (1970) concept of *praxis* (reflection plus action which leads to transformation), an awareness of the problem of racially disproportionate discipline in Metro Nashville Public Schools, and the ability of MNPS students to design solutions to this challenge in order to transform our schools and our district. Student-led Restorative Practices teams hope to utilize *praxis* in identifying the challenges in their school contexts and embodying the paradigm and practices of RP to design solutions to those problems - thus transforming their school.
- **Sophomore Seminar:** This course is a year-long course designed to assist sophomores in establishing balance between their academics, social and emotional life and college and career goals. This course is intended to support students in maximizing their strengths and developing their weaknesses to meet their full potential. This course is designed to provide engaging, interactive lessons that are interdisciplinary and support the academy model.
- **We the People:** The primary goal of the course is to promote civic competence and responsibility among students. The course enhances students understanding of the institutions of American constitutional democracy. At the same time, students discover the contemporary relevance of the Constitution and Bill of Rights. The culminating activity is a simulated congressional hearing in which students "testify" before a panel of judges. Students demonstrate their knowledge and understanding of constitutional principles and have opportunities to evaluate, take, and defend positions on relevant historical and contemporary issues.

- **Global Religious Studies:** In this course, students will study the different religions of our world. These religions, steeped so deeply in cultural history, teach us how different people see the human being's role within society. This is achieved through discussion of diverse people's explanations of the beginning of the world, the moral codes used to guide human behavior, and the poetic accounts of ancient texts that show how those before us have found their place and passed that place on to us. This class improves students' understanding of the world by exposing them to other people's perspectives and therefore expanding their own.

Career Technical Special Courses/Programs of Study

New Special Program of Study: Pre-Medicine

The Pre-Medicine Pathway provides students with a practical understanding of basic medical sciences and is designed as a four-year program paralleling the medical school curriculum. The Pre-Medicine Pathway combines coursework, hands-on experiences, guided mentorship, and career-based learning opportunities to provide a well-rounded foundation for high school students. It is based on the AAMC Premed Competencies for Entering Medical Students and includes (1) science, (2) thinking and reasoning, (3) professional competencies in every course. The pathway serves as a roadmap for students as they prepare to succeed as a pre-health undergraduate, in medical school, and then in a career in medicine.

Level 1: Pre-Medicine: Introduction to Medical Thinking (SPOS)

Level 2: AP Seminar and/or Pre-Medicine: Laboratory, Pathology and Medical Research (SPOS)

Level 3: AP Research and/or Anatomy & Physiology

Level 4: Pre-Medicine: Advanced Medical Science (SPOS)

- **Pre-Medicine: Introduction to Medical Thinking** prepares students to explore the principles and practices in modern medical reasoning and decision-making. Designed for those interested in healthcare, life sciences, or medical-related fields, the course introduces foundational concepts such as clinical reasoning, diagnostic strategies, evidence-based medicine, and the social determinants of health. Through case studies, discussions, and hands-on activities, students will examine how healthcare professionals approach complex medical problems, make decisions, and integrate scientific knowledge with humanistic care. Emphasis will also be placed on ethical considerations, patient communication, and cultural competence in medical practice. By the end of the course, students will develop critical thinking and analytical skills essential for understanding the medical field and its impact on individuals and communities.
- **Pre-Medicine: Laboratory, Pathology and Medical Research** prepares students to understand and apply the principles and practices that underpin the diagnosis, management, and investigation of disease. This course covers the foundational aspects of pathology, including cellular and molecular mechanisms of disease, the role of laboratory testing in patient care, and the integration of research methodologies to advance medical knowledge. Students will learn to analyze diagnostic techniques, interpret laboratory results, and apply evidence-based practices in clinical and research settings. By engaging in case studies, hands-on laboratory experiences, and collaborative research projects, students will develop critical thinking skills and a deeper

understanding of the interconnected roles of pathology, laboratory medicine, and medical research in improving patient outcomes. This course is ideal for students interested in careers in healthcare, biomedical sciences, or academic research.

- **Pre-Medicine: Advanced Medical Science** prepares students to explore the core concepts of health systems science, providing students with a comprehensive understanding of how healthcare is delivered, organized, and improved within complex systems. Topics include healthcare quality, safety, systems thinking, patient-centered care, population health, health equity, and interprofessional collaboration. Students will analyze real-world scenarios, identify challenges within healthcare systems, and explore innovative strategies for delivering efficient, equitable, and effective care. Emphasis is placed on developing skills for critical thinking, problem-solving, and teamwork, preparing students for future roles as leaders and contributors to a high-performing healthcare workforce. Through hands-on activities, case studies, and research projects, students will gain insights into the dynamic nature of modern medicine, preparing them for advanced studies and careers in medicine.

Tenured MNPS Employees

- MNPS has over 3000 tenured educators. Over 1600 have permanent tenure (no performance requirements to maintain the status while employed).
- Between 200-300 educators in MNPS are typically awarded tenure each year. This year, over almost 300 teachers will earn tenure for the first time.

Statutory Tenure Requirements

- Teacher Tenure is an employment status granted under Tenn. Code Ann. § 49-5-501 and Tenn. Code Ann. § 49-5-504(a). The term teacher, for tenure purposes, is defined broadly to apply to all certificated personnel.
- The requirements for obtaining tenure are:
 - A valid teaching license
 - 45 months of service within 7 years
 - Level of Overall Effectiveness scores from state-approved TEAM (Tennessee Educator Acceleration Model) evaluation of 4 or 5 from the most recent two years of service
 - Recommendation of the Director of Schools (Once the teacher is eligible for tenure, the teacher shall either be recommended or non-renewed.)
 - Approval by the MNPS Board of Education.
- Tenured educators who leave the district and then return serve a two-year probationary period before their tenure may be reinstated. Tenure reinstatement requires the recommendation of the Director of Schools and the subsequent approval of the Board of Education.

Other Statutory Provisions Related to Tenure

- Tenure does not guarantee placement in a particular school or position.
- A Director of Schools may transfer a teacher from one location to another within the school system, or from one type of work to another for which the teacher is qualified and licensed, provided that transfers shall be acted upon in accordance with board policy.
- Local boards of education have the authority to reduce the number of teaching positions or other positions because of a decrease in enrollment or for other good reasons. The law requires that a tenured teacher who has been dismissed under these circumstances be placed on a preferred list for re-employment.
- The causes for which a teacher may be dismissed or suspended are incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination, as defined in Tenn. Code Ann. § 49-5-501.
- To dismiss a tenured teacher, charges must be made to the board of education and processes outlined in Tenn. Code Ann. § 49-5-512 must be followed.
- A teacher who fails to give 30 days' notice, without justifiable circumstance, shall forfeit all tenure status.

Educators Eligible for Tenure Pending Board of Education Approval

February 2025

Educators are eligible for tenure in Tennessee when they have completed a probationary period of 5 years (45 months) within a seven-year period and have received a TEAM evaluation score (overall Level of Effectiveness score) of 4 (above expectations) or 5 (significantly above expectations) for the last two eligible years of the probationary period as a non-tenured teacher (Tennessee Code Annotated 49-5-503).

As well, educators are eligible for tenure reinstatement when they have served a probationary term after moving from tenured status to probationary status.

We are pleased to present the following educators who meet the eligibility requirements to earn tenure in Metro Nashville Public Schools. Educators are listed with their teaching license number. We commend them for their outstanding performance in the classroom and commitment to our district.

New Tenure Designations

License #	Name	Location
637310	Alexander, Shelby Renee	MNPS DuPont Tyler Middle
205027	Alverson, Jenny Cristina	MNPS Dan Mills Elementary
644909	Amour, Anson S	MNPS Tom Joy Elementary
636367	Anderson, Stephanie Renee	MNPS John Early Middle
714297	Anthony, Madison Rae	MNPS Cane Ridge Elementary
592318	Appleton, Greg J	MNPS Stanford Elementary
559186	Argo, Lincoln Chase	MNPS John F. Kennedy Middle
709967	Arnold, Erin Renee	MNPS A. Z. Kelley Elementary
610443	Atkins, Sokari Latrice	MNPS Cane Ridge High
592637	Atkinson, Chad James	MNPS Maplewood High
194457	Ballard, Frank L	MNPS Stratton Elementary
713170	Barna, Nathan Williams	MNPS John Overton High
568273	Barr, Tershaard D	MNPS Antioch High
714935	Barroso, Natalie Lynn	MNPS Shwab Elementary
706021	Barton, Jocelyn J	MNPS School Social Work
713084	Baughn, Hannah Michelle	MNPS John Early Middle
552064	Bauman, Joy C.	MNPS Metro Nashville Virtual School
712728	Bell, Eshauna Martinay	MNPS Croft Margaret Elise Middle
714602	Bell, Meghan Nakia	MNPS Inglewood Elementary
713246	Bell, Natasha	MNPS Glenclyff Elementary
714022	Benchell, Naomi Julia	MNPS Martin Luther King Jr. Magnet
582205	Bergman, Michelle Nicole	MNPS Two Rivers Middle
711665	Bishop, Bradford J	MNPS James Lawson High
711216	Bleau, Kayla Amanda	MNPS Speech
715557	Bodart, Carlie Morgan	MNPS Inglewood Elementary
712818	Boshers, Lyndsey Catherine	MNPS Granbery Elementary
591446	Bost, Jeremy Winston	MNPS John Overton High
227063	Brewington, April	MNPS Thurgood Marshall Middle
713535	Brodak, Sophia	MNPS Sylvan Park Elementary
220089	Brooks, Miriam Talley	MNPS Rosebank Elementary
221884	Brown, Recia Michelle	MNPS The Academy at Old Cockrill
714517	Bryant, Maurquita	MNPS Eagle View Elementary

218300 Byrd, Stacie Apple
706350 Caldwell, Michelle Elizabeth
713159 Cambre, Kelly Lynn
589985 Campbell, Kendra
529367 Campbell, Venita C
712361 Carey, Amanda A
708676 Cash, Chelsea Ontanese
559300 Cason, Erica
710997 Castellano, Deborah Dawn
705929 Cavalier, Jonah Reese
713349 Chandler, Anna Stuart
552624 Chavez, Jazmin Leah
715247 Cholewa, Olivia Sax
582387 Clanton, Sarah M
602832 Cockerham, Shannon C
192964 Colbert, Michele Dionne
628969 Colon, Aubrey Katherine
712976 Coogan, Tara Elizabeth
642989 Cordova, Kelly
256358 Costner, Ashley M
702576 Covington, Lorita Michelle
630248 Crawford, Mikia Danielle
566552 Croom, Wydell
713983 Crouch, Jeanie Kathryn
701088 Curry, Donna Ilona
711546 Danis, Samantha Lange
618461 Davenport, Stephanie Ann
610487 Demaio, Anthony John IV
712417 Diulus, Danielle Nicole
713751 Dodge, Emily Marie
711134 Domino, Chelsea Anne
643144 Douglas, Katherine
712993 Drake, Rachel Ann
259633 Drexler, Patricia F
712532 Dundurs, Leah Kathleen
641356 Dunlap, Hannah Goins
174389 Eggleston, Stanley
525596 Elliott, Pamela
712431 Ellis, Jessica Paulette
710633 Emerson, Julie Criss
704571 Eraga, Hanna Samaya
709460 Eubanks, Emily
502495 Finkey, Kristina E
711242 Fisher, Travis Andricous
609008 Fitzpatrick, Carol L
712956 Fitzpatrick, Maeve Colleen
709191 Fixel, Hannah
700303 Fleckenstein, Rebecca G
713745 Floarea, Raluca Beatrice

MNPS May Werthan Shayne Elementary
MNPS Ida B. Wells Elementary EO
MNPS Cane Ridge Elementary
MNPS Ida B. Wells Elementary EO
MNPS Thomas A. Edison Elementary
MNPS Glengarry Elementary
MNPS Moses McKissack Middle
MNPS Antioch High
MNPS Tusculum Elementary
MNPS John F. Kennedy Middle
MNPS Tusculum Elementary
MNPS Martin Luther King Jr. Magnet
MNPS Goodlettsville Elementary
MNPS Apollo Middle
MNPS Paragon Mills Elementary
MNPS Lakeview Elementary
MNPS Speech
MNPS Glengarry Elementary
MNPS Glenclyff Elementary
MNPS Lakeview Elementary
MNPS School Social Work
MNPS Lakeview Elementary
MNPS Robert Churchwell Elementary
MNPS Harpeth Valley Elementary
MNPS Hillsboro High
MNPS James Lawson High
MNPS Mount View Elementary
MNPS Hunters Lane High
MNPS Eakin Elementary
MNPS Exceptional Education
MNPS English Learners
MNPS John Overton High
MNPS McGavock Elementary
MNPS Crieve Hall Elementary
MNPS Exceptional Education
MNPS Percy Priest Elementary
MNPS English Learners
MNPS Glenclyff Elementary
MNPS John B. Whitsitt Elementary
MNPS Tusculum Elementary
MNPS Alex Green Elementary
MNPS Hattie Cotton Elementary
MNPS Glenview Elementary
MNPS Antioch High
MNPS Westmeade Elementary
MNPS Smith Springs Elementary
MNPS Norman Binkley Elementary
MNPS James Lawson High
MNPS Amqui Elementary

554197	Ford, Mikki Dawn	MNPS McMurray Middle
598525	French, Destiny N	MNPS Una Elementary
246783	Froedden, Pete Victor Jr	MNPS James Lawson High
714072	Gerbs, Alana Rose	MNPS Glenclyff Elementary
604060	Giglio, Kathryn	MNPS Speech
709610	Gnerlich, Cheryl A	MNPS James Lawson High
520088	Goodman, Robbie Lynn	MNPS Chadwell Elementary
703681	Greene, Shaun Joseph	MNPS H. G. Hill Middle
708534	Guarisco, Kathleen Renee	MNPS Norman Binkley Elementary
712948	Gumucio, Gabrielle Caroline	MNPS Waverly-Belmont Elementary
710454	Gutierrez, Chelsey Marie	MNPS West End Middle
710929	Haley, Jordan Hudgins	MNPS Julia Green Elementary
715663	Hall, Heather July	MNPS East Nashville Magnet High
716516	Hampton, Sara	MNPS Special Ed Early Childhood
629286	Hardin, Kyle Warren	MNPS John Overton High
609693	Harding, Cara Elizabeth	MNPS Hunters Lane High
714915	Hardyway, Lidia June	MNPS Speech
641112	Harrison, Dwayna Bruce	MNPS J.E. Moss Elementary
710770	Hatfill, Lennox E	MNPS Tusculum Elementary
609699	Hawthorne, Sarah	MNPS John F. Kennedy Middle
713436	Hazen, Grace Sarah	MNPS Granbery Elementary
713354	Headley, Kendall Brooks	MNPS Hillsboro High
714711	Hediger, Katherine	MNPS Tulip Grove Elementary
554648	Heffentrager, Dana R	MNPS Westmeade Elementary
642977	Heiman, Lindsay	MNPS Rosebank Elementary
714103	Helling, Rachel Nicole	MNPS Glengarry Elementary
552988	Henderson, Blythe P	MNPS Hearing Impaired
518235	Hewitt, Frederick Joseph III	MNPS DuPont Tyler Middle
154339	Higdon, Deborah W	MNPS Granbery Elementary
580351	Hinson, Theodore Ray	MNPS Shwab Elementary
715568	Hodge, Kristin Danielle	MNPS Wright Middle
646483	Holder, Britney Lynell	MNPS Antioch High
188529	Holdren, Danielle M	MNPS Hillsboro High
702572	Holliday, Annicia	MNPS Martin Luther King Jr. Magnet
623582	Homoelle, Hannah Katherine	MNPS Hunters Lane High
713760	Horton, Shannon Brooke	MNPS Smith Springs Elementary
208661	House, Rita Denise	MNPS Stratford STEM Magnet High
713822	Housten-Harris, Meredith Jane	MNPS Henry C. Maxwell Elementary
641384	Hudson, Nathaniel Davidson	MNPS Hunters Lane High
711420	Hunter, Kordell A	MNPS Head Magnet Middle
243444	Hunter, Margaret Catherine	MNPS Pennington Elementary
541424	Isom, Ebony Samone	MNPS Thurgood Marshall Middle
712660	Jackson, Shaerica	MNPS Exceptional Education
640926	James, Samantha Kirby	MNPS McGavock Elementary
540719	Janecek, Kimberly Renee	MNPS Smith Springs Elementary
702444	Jeffries, Julie Ann Gembra	MNPS Tom Joy Elementary
704161	Johnson, Charneshai T	MNPS Gower Elementary
618671	Johnson, Lauren Taylor	MNPS Warner Elementary EO
709887	Johnson, Shirley J	MNPS Tom Joy Elementary

612919	Jones, Cassandra Janel	MNPS H. G. Hill Middle
646002	Jones, Lauren Elizabeth	MNPS Henry C. Maxwell Elementary
611812	Jones, Sarah Lillian	MNPS Hattie Cotton Elementary
708972	Jordan, Adam Garvin	MNPS William Henry Oliver Middle
716773	Joseph, Charles W	MNPS Martin Luther King Jr. Magnet
712223	Judd, Andrew Fitch	MNPS Dan Mills Elementary
715404	Kelly, Megan Rose	MNPS Murrell School
711942	Kinsland, Kimberly M	MNPS Rose Park Middle
585517	Lamey, Jarrad Von	MNPS Thomas A. Edison Elementary
712653	Lanham, Morgan Caroline	MNPS J.E. Moss Elementary
576332	Latimer, Erica Jywana	MNPS Bellshire Elementary
713134	Legrand, Lauren Patricia	MNPS Goodlettsville Elementary
638025	Leon, Adriana	MNPS McMurray Middle
620377	Lewis, Holly M	MNPS Dan Mills Elementary
222749	Littles, Martha Swanson	MNPS Bellshire Elementary
217994	Mahoney, Tammy	MNPS Ruby Major Elementary
581854	Malinowski, Sara	MNPS Glenview Elementary
715206	Mann, Sara E	MNPS Tusculum Elementary
507665	Manns, Maya Nanette	MNPS A. Z. Kelley Elementary
582375	Mardirosian, Mackenzie Kay	MNPS Nashville School of the Arts
261949	Markus, John Kennedy	MNPS Westmeade Elementary
633731	Marsh, Ishaya A	MNPS Warner Elementary EO
716460	Marshall, Laura	MNPS Percy Priest Elementary
715390	Matlock, Emmalee Della	MNPS Warner Elementary EO
712957	Maurer, Melisa Dela Rosa	MNPS Gower Elementary
566791	Mcbride, Malorie Grace	MNPS Ruby Major Elementary
714167	Mcconnell, Jessica Brooke	MNPS Cane Ridge Elementary
716142	Mcgee, Erinn Christine	MNPS John B. Whitsitt Elementary
714892	Mcglasson, Kelley Lynn	MNPS Cockrill Elementary EO
209459	McIntyre, Suzan Childers	MNPS Amqui Elementary
593091	Mckenney, Mary Mia	MNPS Johnson Alternative Learning Center
714944	Mckinney, Courtney Diane	MNPS Smith Springs Elementary
713072	Mclean, Anna Lee	MNPS Charlotte Park Elementary
714093	Mcnally, Katherine Ann	MNPS Nashville School of the Arts
604949	Meriwether, Cherish Angelica	MNPS Thomas A. Edison Elementary
711302	Michael, Katie Frances	MNPS John Overton High
700975	Mikels, Georjean Mae	MNPS Gower Elementary
702039	Milliken, Maria A	MNPS Maplewood High
711122	Monette-Weil, Helder Justina	MNPS Whites Creek High
714476	Morozov, Heather Elizabeth	MNPS Andrew Jackson Elementary
713176	Morton, Elizabeth	MNPS Waverly-Belmont Elementary
715168	Mostafa, Amira	MNPS Hume-Fogg Magnet High
536465	Mulvey, Mandi Jo	MNPS Norman Binkley Elementary
702201	Myers, Touria	MNPS McGavock High
218681	Nall, Sherry Welch	MNPS Hickman Elementary
647637	Nash, Chorenia Fay	MNPS Julia Green Elementary
523293	Nelson, Meagan Danielle	MNPS Bellevue Middle
710678	Nelson-Schafer, Coleen	MNPS Martin Luther King Jr. Magnet
712542	O'Brien, Katrina Alene	MNPS Lakeview Elementary

715393 O'Bryan-Dower, Taylor Garrett
712065 Oden, Sandra Michelle Johnson
642962 O'Sullivan, Madeline Inez
611452 Owens, Heather
641183 Oyewumi, Sijuwola O
224545 Pace, Tracy Wilkenson
714563 Paetznick, Chad William
513214 Paxton, Robert
575849 Pewitt, Rodrick
715056 Pierce, Amina Darbashi
583686 Plattenburg, Kelsey Marie
709576 Polniak, Teresa Peralta
511309 Pope, Emily M
640332 Porch, Margaret Elizabeth
275067 Post, Angela Marie
172988 Quinn, Joan M
524611 Rackoff, Brett J
705874 Reed, Katherine Priscilla
576715 Reese, Kenyae L
603175 Renfro, Jennifer Ree
252613 Rice, Robert Markell
710199 Richards, Lauren Melissa
612814 Richardson, Alexandria Carnahan
598880 Ricketts, Ashley
541866 Rivers, William E
554999 Roberts, April Dania
178339 Roberts, Richard
708485 Rodriguez, Jamie Carolina
711791 Rodriguez, Maikel
715042 Rogers, Shanna Leigh
606575 Ross, Ashley Cromartie
709962 Ruetz, Jayne Christine
540875 Rule, Tiffany L
712429 Salsinger, Madison Anneliese
622130 Sargent, Emilee
508030 Sautler, Angenique Caprice
715539 Schad, Olivia Christine
613448 Schatz, Derek Alexander
624960 Scheetz, Tyler James
709275 Schmutterer, Samantha Kay
639153 Schukert, Terriann Samantha
715132 Schummers, William
712392 Scott, Devon Danielle
712235 Scott, Edna Collins
558525 Scott, Lauren W
715779 Seda, Maria Verniza
630478 Selvaggio, Ryan Brotherton
517065 Sewell, Dayna
711601 Shewmon, Scott Thomas

MNPS Speech
MNPS Meigs Middle Magnet
MNPS Eagle View Elementary
MNPS Glenclyff Elementary
MNPS Ruby Major Elementary
MNPS Cane Ridge Elementary
MNPS Bellevue Middle
MNPS Joelton Elementary
MNPS DuPont Tyler Middle
MNPS Hunters Lane High
MNPS Granbery Elementary
MNPS Cane Ridge Elementary
MNPS McGavock High
MNPS Thomas A. Edison Elementary
MNPS DuPont Tyler Middle
MNPS Andrew Jackson Elementary
MNPS Waverly-Belmont Elementary
MNPS John B. Whitsitt Elementary
MNPS Head Magnet Middle
MNPS Henry C. Maxwell Elementary
MNPS Whites Creek High
MNPS Gower Elementary
MNPS DuPont Hadley Middle
MNPS Nashville School of the Arts
MNPS DuPont Tyler Middle
MNPS The Academy at Old Cockrill
MNPS Hunters Lane High
MNPS Norman Binkley Elementary
MNPS Wright Middle
MNPS Cole Elementary
MNPS Hunters Lane High
MNPS Exceptional Education
MNPS John Overton High
MNPS Glendale Elementary
MNPS Lockeland Elementary
MNPS Charlotte Park Elementary
MNPS Charlotte Park Elementary
MNPS Thomas A. Edison Elementary
MNPS Hunters Lane High
MNPS Charlotte Park Elementary
MNPS Smith Springs Elementary
MNPS McMurray Middle
MNPS Literacy Program
MNPS MTSS
MNPS Glenclyff High
MNPS Haywood Elementary
MNPS Hunters Lane High
MNPS James Lawson High
MNPS H. G. Hill Middle

715235	Shindler, Sarah	MNPS Exceptional Education
552611	Silmon, Christina Marie	MNPS Cane Ridge High
223106	Sims, Hillary P	MNPS Exceptional Education
714950	Sisco, Carrie E	MNPS Charlotte Park Elementary
712222	Smith, Allison M	MNPS Gower Elementary
712917	Smith, Christopher Ryan	MNPS Stratford STEM Magnet High
714468	Smith, Yashica M	MNPS Lakeview Elementary
711806	Snow, Ashley Stewart	MNPS Glendale Elementary
713110	Speer, Reagan Jernigan	MNPS Robert Churchwell Elementary
702813	Spetko, Courtney A	MNPS John B. Whitsitt Elementary
711728	Stevens, Jeremy David	MNPS Goodlettsville Elementary
709072	Stroud, Curtis Anthony	MNPS Whites Creek High
560115	Suarez, Dalila	MNPS William Henry Oliver Middle
712611	Talbott, Chloe Louise	MNPS Eakin Elementary
543716	Terrell, Kimberly Michelle	MNPS Exceptional Education
713870	Thomas, Lyndsey Margaret M	MNPS J.E. Moss Elementary
512047	Thomas, William E	MNPS Hunters Lane High
613208	Tomes, Morgan S	MNPS Tom Joy Elementary
562277	Towns-Gedeus, Darnell Rayekal	MNPS Glenclyff High
528722	Turley, Tamara Leann	MNPS Whites Creek High
712178	Van Nest, Gabrielle Amelia	MNPS Harpeth Valley Elementary
713847	Vital, Mckenna Kate	MNPS Goodlettsville Elementary
708507	Viventi, Mackenzie	MNPS Glenclyff High
704157	Walker, Bryan Mitchell	MNPS Paragon Mills Elementary
530258	Walker, Meghan C	MNPS Meigs Middle Magnet
216640	Wallace, Wanda A	MNPS Charlotte Park Elementary
716921	Wansley, Mandi	MNPS School Social Work
190465	Warbel, James L	MNPS Hunters Lane High
275978	Ware, Michaela R	MNPS Exceptional Education
217169	Warren, Emily Lynn	MNPS H. G. Hill Middle
711383	Watson, Carlee Christine	MNPS A. Z. Kelley Elementary
521837	Watson, Jennifer	MNPS Antioch High
715501	Webb, Jaycee	MNPS Cole Elementary
713177	Webster, Ellyn Marie	MNPS Eagle View Elementary
543296	Webster, Mary Margaret	MNPS Donelson Middle
578745	Wegner-Lasso, Karina Lennette	MNPS Fall Hamilton Elementary EO
711307	Weisenfelder, Elizabeth Mary	MNPS J.E. Moss Elementary
545853	Wilkerson, Crystal Robertson	MNPS Margaret Allen Middle
711735	Williams, Christa Mary	MNPS Sylvan Park Elementary
715408	Williams, Jenna L	MNPS J.E. Moss Elementary
609121	Williams, Rickey Bernard	MNPS Antioch High
558639	Wilson, Jordan Dolkel	MNPS Haynes Middle
712418	Witt, Rachel Kirstine	MNPS Special Ed Early Childhood
714365	Wood, Alexandra R.	MNPS Casa Azafran Early Learning Center
571349	Wood, Chase Garrett	MNPS Martin Luther King Jr. Magnet
591927	Wood, James	MNPS H. G. Hill Middle
712713	Young, Kerina Jones	MNPS Exceptional Education
526274	Young-Martin, Cara	MNPS Two Rivers Middle
242363	Zimmerman, Sarah Fite	MNPS Haywood Elementary

Reinstatement of Tenure

Tenured educators with a break in service having left and since returned to the district must serve a probationary period of service upon their return in order to again be eligible for tenure. Educators below meet the criteria to have tenure reinstated.

TN License #	Name	Location
538199	Aley, Leslie Rena	MNPS Antioch High
240796	Armstrong, Celia A	MNPS Gower Elementary
500715	Barr, Jia Roneisha	MNPS Donelson Middle
159989	Braden, Carolyn Y	MNPS Apollo Middle
238148	Burnette, Jennifer Erin	MNPS Andrew Jackson Elementary
593705	Casey, Delia A	MNPS McGavock High
541414	Deloach, Darcia	MNPS James Lawson High
593734	Echols, Anthony J	MNPS John F. Kennedy Middle
238271	Fey, Shannon Lesleigh	MNPS James Lawson High
559150	Fisher, Linda Trent	MNPS Smith Springs Elementary
250815	Frensley, Susanne H	MNPS Nashville School of the Arts MNPS May Werthan Shayne Elementary
513071	Gainey, Amanda Michelle	Elementary
196348	Ginsberg, Coby	MNPS James Lawson High
166428	Haines, Eric A	MNPS Cane Ridge High
290616	Harrison, Heather	MNPS John F. Kennedy Middle
198762	Ingram, Kellee Terese	MNPS Antioch High
210653	Jones, Lakesha Mechelle	MNPS Whites Creek High
236635	Jordan, Errica	MNPS DuPont Tyler Middle
191732	Klem, Thomas J	MNPS Cane Ridge High
200389	Knauss, Edward M	MNPS The Academy at Hickory Hollow
194507	Lawrence, Nicole Dortch	MNPS Shwab Elementary
505226	Manning, Wendy Renee	MNPS Granbery Elementary
254543	Marthel, Richard Earl	MNPS John F. Kennedy Middle
505261	Mayi, Salih	MNPS William Henry Oliver Middle
519909	Melancon, Heather	MNPS Exceptional Education
193888	Merideth, Tyler R	MNPS James Lawson High
535175	Miller, Stephanie A	MNPS Haynes Middle
	Northcross, Ebony	
504346	Dandrea	MNPS Lakeview Elementary
511249	Olander, Kristin Ashleigh	MNPS Martin Luther King Jr. Magnet
559920	Ottow, Jessica Lynn	MNPS A. Z. Kelley Elementary
608699	Pagnano, Christine Nyberg	MNPS Granbery Elementary
242353	Pitt, Audrey J	MNPS Dodson Elementary
254207	Richards, Carla	MNPS DuPont Tyler Middle
194048	Seeley, Amy Jo	MNPS Ruby Major Elementary
539192	Smith, Alyssa K	MNPS Rose Park Middle
178309	Teachout, Thomas	MNPS Gower Elementary
241478	Therber, Kimberly D	MNPS J.E. Moss Elementary
580641	Thompson, Katura Monae	English Learners

229336	Tripp, Amy Upchurch	MNPS May Werthan Shayne Elementary
547809	Ullinger, Elizabeth A	MNPS Instructional Support
510264	Walls, Ronda A	MNPS Antioch Middle
188960	Ward, Jodi Gail	MNPS Glencliff Elementary
500701	Wells, Nefateria	MNPS Cole Elementary

License #	Name	Location
229903	Abner, Gregory S	MNPS Hillsboro High
245153	Blackstock, Candace N	MNPS Haywood Elementary
241606	Bradford, Stephanie Drake	MNPS Cumberland Elementary
222239	Brown, Robert Aaron	MNPS Dodson Elementary
188739	Browning-Huntington, Mary	MNPS Thomas A. Edison Elementary
525465	Bursh, Lauren Ashley	MNPS Cane Ridge High
234101	Carter, Katrina A	MNPS Hunters Lane High
232422	Dennis, Tonya R	MNPS Haynes Middle
194596	Dozier, Jennifer Claire	MNPS Waverly-Belmont Elementary
214936	Dukes, Kym Louise	MNPS Stratford STEM Magnet High
256176	Farthing, Amy Carol	MNPS Napier Elementary EO
206778	Fields, Rhonda L	MNPS Lakeview Elementary
289756	Foster, Valerie Demetria	MNPS Old Center Elementary
267532	Gilmore, Angela Denise	MNPS Hillsboro High
514169	Hammonds, Dajuana Renee	MNPS Warner Elementary EO
245856	Hazelitt, Kiera L	MNPS Exceptional Education
192986	Hoppe, Susan Owen	MNPS May Werthan Shayne Elementary
547344	Inman, Mary Kathryn	MNPS Mount View Elementary
293372	Kuhlman, Matthew M	MNPS Technology Services
191539	Lewis, Patricia J	MNPS Stratton Elementary
245213	Markham, Richelle	MNPS Wright Middle
254970	Martin, Montoya I	MNPS Hattie Cotton Elementary
248102	Meadows, Shannon Malia	MNPS Julia Green Elementary
278819	Miller, Scott	MNPS DuPont Tyler Middle
592795	Mothershed, Jill Brown	MNPS McGavock Elementary
703779	Mullen, Padrick Maxwell	MNPS Dan Mills Elementary
187718	Osborne, Kimberly D	MNPS Stratford STEM Magnet High
539080	Poston, Daniel A	MNPS Cane Ridge Elementary
703136	Roeder, Lindsey	MNPS Dan Mills Elementary
523665	Rogers, Katherine Elizabeth	MNPS Harpeth Valley Elementary
231814	Smith, Marvetta	MNPS Eakin Elementary
169327	Turner, Gretchen Marjorie	MNPS Maplewood High
215369	Walker, Nakiesha Qiana	MNPS W. A. Bass Alternative Learning Center
257238	White, Tara Q	MNPS Antioch High
264202	Wilder, Amy C	MNPS Charlotte Park Elementary

MNPS Budget Priorities for Fiscal Year 2025-2026

- Continuing Strategic Investments - From ESSER to Operating
- Continuity of Operations
- Strategic Employee Compensation
- Comprehensive Safety & Security Planning