



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – September 23, 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. Rosebank Elementary School - Cognia STEM Certification
- B. CMA Foundation Music Teachers of Excellence

III. DIRECTOR'S REPORT

- A. Academies of Nashville (AON) Strategic Plan
Core Tenet: Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students
- A. MNPS ReimaginED Update
Core Tenets: Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students and Empower and Equip Leaders at All Levels

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 – 8.12.2025 – Regular Meeting
 - b. Awarding of Purchases and Contracts
 - 1. Bridges for the Deaf & Hard of Hearing
 - 2. Carrier Corporation dba Spot Coolers, A Division of Carrier Corporation
 - 3. Central States Bus Sales Inc.
 - 4. Cumberland International Trucks, Inc.
 - 5. DeAngelis Diamond Construction, LLC
 - 6. Education Resource Strategies
 - 7. Education Strategy Group, LLC
 - 8. McCloskey Mechanical Contractors
 - 9. Metis Associates, Inc.
 - 10. Mid South Bus Center Inc.
 - 11. Southern Word, Inc.

12. Sown To Grow
13. STARS Nashville
14. System Integrations, Inc.
- c. Ida B. Wells Elementary School Zoning
- d. Certification of Charges
- e. Carlems Borno v. Metropolitan Government

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) 862-5200 Requests should be made soon as possible, but 72 hours prior to the scheduled is recommended.

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING – September 9, 2025

Members Present: Berthena Nabaa-McKinney – Vice-chair, Rachael Anne Elrod, Erin O’Hara Block, Cheryl Mayes, TK Fayne, Abigail Tylor, Robert Taylor, Rachael Anne Elrod and Zach Young

Members Absent: Freda Player – Chair

Student Members: Hannah Nguyen, Ava Davash

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

CONVENE AND ACTION

- A. Call to Order – Berthena Nabaa-McKinney called the meeting to order.
- B. Pledge of Allegiance - Led by Susan Kesler, Hunters Lane High School Executive Principal.
- C. Student School Board Member Swearing In – Cheryl Mayes swore in Junior School Board Member Ava Davash.
- D. Board Elections –

Motion to nominate Freda Player to serve a second term as Board Chair.

By Erin O’Hara Block, seconded Robert Taylor

Vote: 8-0 (unanimous)

Motion to nominate Berthena Nabaa- Mckinney to serve a second term as Vice-chair.

By Cheryl Mayes, seconded Robert Taylor

Vote: 8-0 (unanimous)

Motion to nominate as Cheryl Mayes Tennessee Legislative Representative.

By Rachael Anne Elrod, seconded TK Fayne

Vote: 8-0 (unanimous)

E. Adoption of Agenda

Motion to agenda to adopt agenda with changes.

By Cherly Mayes, seconded TK Fayne

Vote: 8-0 (unanimous)

AWARDS AND RECOGNITION

- A. National Education Equity Lab Honor Society Inductees – The Board and Dr. Battle recognized the student inductees.
- B. TVAAS Level 5 Schools – The Board and Dr. Battle recognized the schools.

DIRECTOR'S REPORT

- A. Dr. Battle and staff presented the following reports: TVAAS Update, Academic Program Offerings: International Baccalaureate Core Tenet: Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students and MNPS Reimagined Update Core Tenets: Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students and Empower and Equip Leaders at All Levels.

PUBLIC PARTICIPATION

- A. Paula Pendergrass – She addressed the Board concerning partnership with MNPS.

BOARD COMMITTEE REPORTS

- A. Rachael Anne Elrod gave a brief Governance Committee update.

GOVERNANCE ISSUES

Consent

- a. **Minutes – 8.26.2025 – Regular Meeting**
- b. **Awarding of Purchases and Contracts**
 - 1. **Communities In Schools of Tennessee**
 - 2. **Cook & Boardman, LLC dba McCarthy, Jones & Woodard**
 - 3. **Demand Mechanical LLC dba Demand Mechanical**
 - 4. **Howard Technology Solutions**

5. Pathful, Inc.
6. PENCIL Foundation
7. RJ Young Company
8. Try Once, Inc.
9. Zūm Services, Inc.

**Motion to approve the consent agenda.
By Zach Young, seconded Cheryl Mayes
Vote: 8-0 (unanimous)**

Freda Player adjourned the meeting at 7:54 p.m.

David G. Sevier

David G. Sevier
Board Secretary

Freda Player
Board Chair

Date

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(1)

VENDOR:	Bridges for the Deaf & Hard of Hearing
SERVICE/GOODS (SOW):	Amendment #2 increases the contract value. The contract is for the provision of sign language interpreting services on an as-needed basis.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through February 9, 2026
FOR WHOM:	MNPS Students who are Deaf/Hard of Hearing
COMPENSATION:	This amendment increases the contract value by \$350,000. Total compensation for this contract is not to exceed \$1,600,000. Total compensation is based on an estimated yearly amount of \$350,000.
OVERSIGHT:	Exceptional Education
EVALUATION:	Based on the quality and timeliness of the services provided.
MBPE CONTRACT NUMBER:	7505607
SOURCE OF FUNDS:	Operating Budget

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(2)

VENDOR:	Carrier Corporation dba Spot Coolers, A Division of Carrier Corporation
SERVICE/GOODS (SOW):	For the provision of portable HVAC units.
SOURCING METHOD:	RFP 396391
TERM:	September 24, 2025 through September 23, 2030
FOR WHOM:	MNPS Facilities
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this contract is not to exceed \$5,000,000. Total compensation is based on an estimated yearly amount of \$1,000,000.
OVERSIGHT:	Facilities
EVALUATION:	Based on the quality, timeliness, and cost of the goods provided.
MBPE CONTRACT NUMBER:	7623538
SOURCE OF FUNDS:	Operating Budget

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(3)

VENDOR:	Central States Bus Sales Inc.
SERVICE/GOODS (SOW):	For the provision of Exceptional Education Buses: four (4) Blue Bird gasoline-powered lift buses (Type D), each equipped with two (2) dedicated wheelchair stations and seating for twenty-four (24) ambulatory passengers, including integrated child seats.
SOURCING METHOD:	RFP 396493
TERM:	September 24, 2025 through September 23, 2027
FOR WHOM:	MNPS Students and Staff
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this purchase is not to exceed \$735,768. Total compensation is based on the proposed bid amount of \$735,768.
OVERSIGHT:	Transportation
EVALUATION:	Based on the extent to which the buses meet MNPS specifications and the timeliness of delivery.
MBPE CONTRACT NUMBER:	7622782
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(4)

VENDOR:	Cumberland International Trucks, Inc.
SERVICE/GOODS (SOW):	For the provision of medium- and heavy-duty commercial trucks (Class 6, 7, and 8).
SOURCING METHOD:	Piggybacking the State of TN SWC# 200 Contract
TERM:	September 24, 2025 through January 5, 2028, with available renewals through January 5, 2029.
FOR WHOM:	MNPS Transportation
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this contract is not to exceed \$2,000,000. Total compensation is based on an estimated yearly amount of \$500,000.
OVERSIGHT:	Transportation
EVALUATION:	Based on the extent to which the trucks meet MNPS specifications and the timeliness of delivery.
MBPE CONTRACT NUMBER:	7624252
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(5)

VENDOR:	DeAngelis Diamond Construction, LLC
SERVICE/GOODS (SOW):	Provision of a Temporary Access Easement on a portion of a certain tract of land fronting 8th Avenue with a current address of 1107 8th Ave South, Nashville, Tennessee for the purpose of ingress and egress to the Grantee and Grantor Parcels, installing a site trailer, temporary utility, construction parking, staging, material storage, and laydown.
SOURCING METHOD:	Easement
TERM:	Starting on the Date Filed with Metro Clerk (Effective Date) and effective until Project Completion
FOR WHOM:	DeAngelis Diamond Construction, LLC
COMPENSATION:	Contractor will pay MNPS \$97,200.
OVERSIGHT:	Facilities
EVALUATION:	Based on the timely payment of funds.
MBPE CONTRACT NUMBER:	2-00904-00
SOURCE OF FUNDS:	Revenue

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(6)

VENDOR:	Education Resource Strategies
SERVICE/GOODS (SOW):	Amendment #5 increases the contract value and updates the scope of work to study the impact of the Academies of Nashville on our students outcomes and design a new approach to the academies. The contract is for the provision of professional consulting services for strategic redesign and sustainable transformation planning and support.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through September 28, 2026
FOR WHOM:	All MNPS
COMPENSATION:	<p>This amendment increases the contract value by \$500,000.</p> <p>Total compensation for this contract is not to exceed \$3,599,000.</p> <p>Total compensation is based on an estimated yearly amount of \$500,000.</p>
OVERSIGHT:	Strategic Investments
EVALUATION:	Based on the impact of the signature initiatives on focused outcomes and return-on-investment measures that will be tracked to show the increased impact of school-level and district-level investments in meeting focused outcomes.
MBPE CONTRACT NUMBER:	7519459
SOURCE OF FUNDS:	Operating Budget and Philanthropic Grant

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(7)

VENDOR:	Education Strategy Group, LLC
SERVICE/GOODS (SOW):	Amendment #3 adds Exhibit A (Rev1), updates the scope of work to include additional consultation related to improved instructional outcomes in career and technical education (CTE) courses, and increases the contract value. The contract is for the provision of consultation related to the Momentum Metrics project.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through June 30, 2026
FOR WHOM:	College and Career Readiness
COMPENSATION:	<p>This amendment increases the contract value by \$160,000.</p> <p>Total compensation for this contract is not to exceed \$420,000.</p> <p>Total compensation is based on an estimated yearly amount of \$160,000.</p>
OVERSIGHT:	College and Career Readiness
EVALUATION:	Based on the quality of consultation services delivered, the degree of alignment with the requested scope of work, and the connection of this work to the intended outcomes of the Academies of Nashville 2030 Strategic Plan.
MBPE CONTRACT NUMBER:	7568200
SOURCE OF FUNDS:	Federal Funds – Carl Perkins Grant

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(8)

VENDOR:	McCloskey Mechanical Contractors
SERVICE/GOODS (SOW):	For the provision of HVAC renovations at Antioch Middle School.
SOURCING METHOD:	ITB 396539
TERM:	September 24, 2025 through Project Completion
FOR WHOM:	Antioch Middle School
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this contract is not to exceed \$2,491,720. Total compensation is based on an estimated project amount of \$2,491,720.
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:	7622562
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(9)

VENDOR:	Metis Associates, Inc.
SERVICE/GOODS (SOW):	Amendment #1 increases the contract value, extends the contract term, and incorporates Exhibit A. The contract is for grant evaluation services for the Magnet Schools Assistance Program (MSAP).
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through December 31, 2029
FOR WHOM:	Magnet Schools
COMPENSATION:	<p>This amendment increases the contract value by \$800,000.</p> <p>Total compensation for this contract is not to exceed \$1,212,000.</p> <p>Total compensation is based on an estimated yearly amount of \$245,000.</p>
OVERSIGHT:	Magnet Schools
EVALUATION:	Based on the quality of evaluation services provided.
MBPE CONTRACT NUMBER:	7599361
SOURCE OF FUNDS:	Federal Funds – MSAP

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(10)

VENDOR:	Mid South Bus Center Inc.
SERVICE/GOODS (SOW):	For the provision of Exceptional Education Buses: one (1) Thomas gasoline-powered lift bus (Type D) and seventeen (17) Thomas diesel-powered lift buses (Type D). Each bus will include two (2) dedicated wheelchair stations and seating for twenty-four (24) ambulatory passengers, with integrated child seats.
SOURCING METHOD:	RFP 396493
TERM:	September 24, 2025 through September 23, 2027
FOR WHOM:	MNPS Students and Staff
COMPENSATION:	Contractor will be compensated in accordance with Exhibit A. Total compensation for this purchase is not to exceed \$3,205,584. Total compensation is based on the proposed bid amount of \$3,205,584.
OVERSIGHT:	Transportation
EVALUATION:	Based on the extent to which the buses meet MNPS specifications and the timeliness of delivery.
MBPE CONTRACT NUMBER:	7622781
SOURCE OF FUNDS:	Capital Funds

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(11)

VENDOR:	Southern Word, Inc.
SERVICE/GOODS (SOW):	Amendment #1 increases the contract value, adds the Data Sharing Agreement as an attachment, updates the Criminal Background Checks clause, and incorporates the Boycott of Israel Clause into the contract. The Contract is to provide writer residencies and workshops, music production residencies and workshops, songwriting residencies and workshops, mentor support, poetry slams and spoke word assemblies, and other related events as needed by MNPS.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through September 14, 2026
FOR WHOM:	MNPS Students and Staff
COMPENSATION:	This amendment increases the contract value by \$350,000. Total compensation for this contract is not to exceed \$850,000. Total compensation is based on an estimated yearly amount of \$350,000.
OVERSIGHT:	Teaching & Learning
EVALUATION:	Based on the quality of service provided.
MBPE CONTRACT NUMBER:	7519195
SOURCE OF FUNDS:	Various Operating Budgets

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(12)

VENDOR:	Sown To Grow
SERVICE/GOODS (SOW):	Amendment #3 increases the contract value. The contract is for the provision of a Navigator and student support system to allow for student social-emotional check-ins where students input information and school staff can respond and offer feedback.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through June 30, 2026
FOR WHOM:	MNPS Students and Staff
COMPENSATION:	This amendment increases the contract value by \$292,300. Total compensation for this contract is not to exceed \$1,713,300. Total compensation is based on an estimated yearly amount of \$292,300.
OVERSIGHT:	Student Support Services
EVALUATION:	Based on the quality of the system and support services provided.
MBPE CONTRACT NUMBER:	7514975
SOURCE OF FUNDS:	Operating Budget

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(13)

VENDOR:	STARS Nashville
SERVICE/GOODS (SOW):	Amendment #2 increases the contract value and extends the term of the contract. The contract is for the provision of Restorative Practice services.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through June 30, 2026
FOR WHOM:	MNPS Students and Staff
COMPENSATION:	<p>This amendment increases the contract value by \$1,700,000.</p> <p>Total compensation for this contract is not to exceed \$8,276,611.</p> <p>Total compensation is based on an estimated yearly amount of \$1,700,000.</p>
OVERSIGHT:	Student Support Services
EVALUATION:	Based on the quality and timeliness of the services provided.
MBPE CONTRACT NUMBER:	7527893
SOURCE OF FUNDS:	Operating Budget

GOVERNANCE ISSUES – ACTIONS – CONSENT

A.1.b.(14)

VENDOR:	System Integrations, Inc.
SERVICE/GOODS (SOW):	Amendment #2 increases the contract 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 middle schools.
SOURCING METHOD:	Amendment of a Previously Board Approved Contract
TERM:	September 24, 2025 through June 30, 2029
FOR WHOM:	MNPS Middle Schools
COMPENSATION:	<p>This amendment increases the contract value by \$4,500,000.</p> <p>Total compensation for this contract is not to exceed \$24,500,000.</p> <p>Total compensation is based on an estimated yearly amount of \$1,125,000 for installing and operating these systems in the middle schools.</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

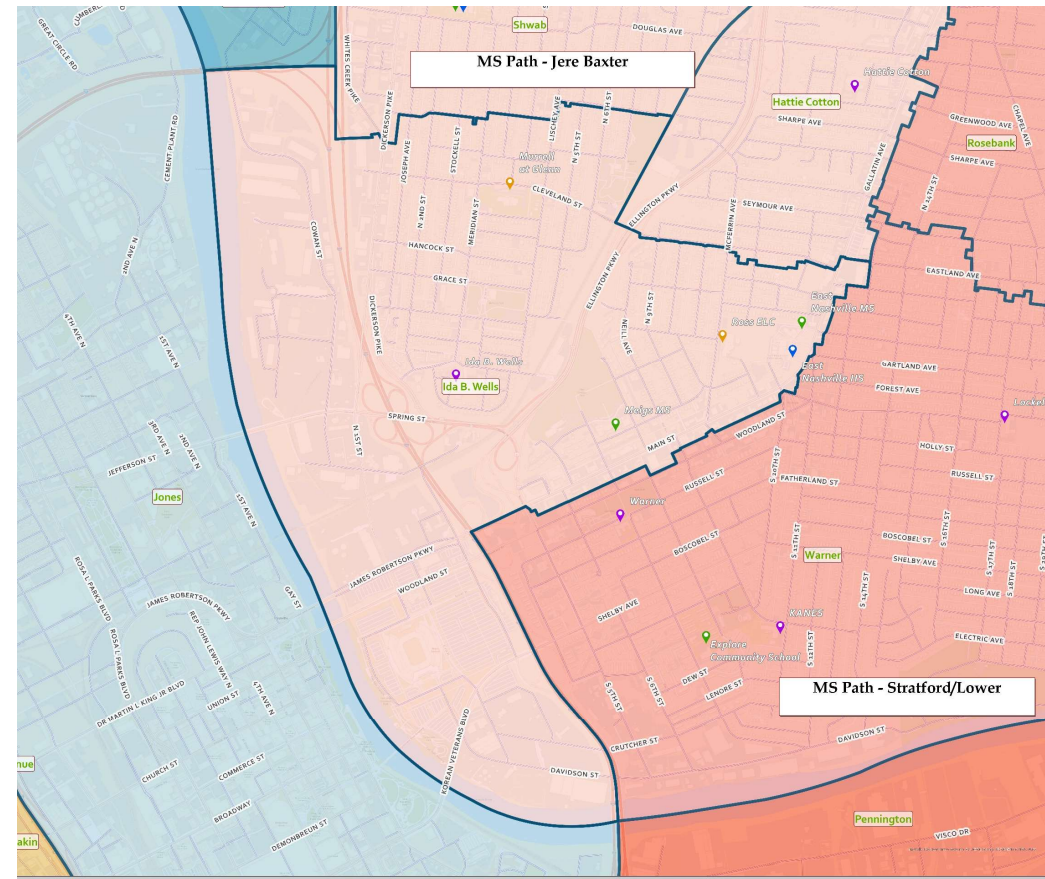
Maplewood | Recommendations: Feeder Patterns

Summary

Unify Ida. B. Wells feeder to Jere Baxter Middle (instead of splitting their zoning between Jere Baxter and Stratford)

Feeder Patterns

Ida B Wells → Jere Baxter →
Maplewood High





METRO
NASHVILLE
PUBLIC
SCHOOLS

Dr. Adrienne Battle
Director of Schools
Adrienne.Battle@mnps.org
615-259-8421 office
615-214-8850 fax

September 16, 2025

via U.S. Mail, Certified Mail, and email

Ms. Carla Mallicote

Re: Notice of Charges for Dismissal

Dear Ms. Mallicote:

Mr. Jonathan Mahaffey, Executive Principal of Cora Howe School, and Kristopher Winfrey, Executive Director of Schools, have recommended termination of your employment as a tenured Exceptional Education Teacher with Metro Nashville Public Schools (MNPS) due to your neglect of duty, inefficiency, and unprofessional conduct (conduct unbecoming to a member of the teaching profession).

The recommendation is based on the following:

The first day for teachers to report for the 2025-26 school year was July 28, 2025. You were a no-call/no-show for that day, and for all subsequent days, you were expected to return to work. You have not reported your absences to the Cora Howe administration, and you have failed to report your absences in the Kronos and Smart Find systems, which would generate a substitute to cover your classroom. Cora Howe administrators have attempted to contact you by email and text, but you have not responded.

On August 1, 2025, the Leave Office sent you an FMLA leave packet. You completed and returned a portion of it; however, despite repeated notifications from the Leave Office, you have failed to provide a physician's certification supporting your request for FMLA leave. Thus, the Leave Office has been unable to evaluate your request for such leave.

On August 22, 2025, Principal Jon Mahaffey sent you a letter asking you to please state your intent regarding whether you intend to return to your position as a teacher. You have not responded to this letter.

Your failure to appear for work and your failure to communicate with your principal leave me no alternative but to seek your dismissal as a tenured teacher with MNPS.

In making my recommendation for the termination of your employment, I am aware of the following prior corrective actions you have received, although I am not seeking to discipline you again for these incidents:

- On February 5, 2024, you had a verbal counseling meeting regarding exhausting your sick time for the year and failing to submit your absences in the Kronos/SmartFind system.
- On May 14, 2024, you received a letter of concern regarding your failure to submit doctors' notes regarding your claimed sick leave.
- On August 1, 2024, you received a written reprimand for failure to attend a district-wide mandated training and failure to communicate with school administrators regarding your absence.
- On September 5, 2024, you had a verbal counseling meeting regarding your failure to attend a faculty meeting and your negative text to colleagues in response to directives from school leadership.
- On October 2, 2024, you received a counseling memo for using inappropriate language with students, yelling at students, and speaking negatively about support staff in the room to students.
- On February 18, 2025, you received a counseling memo for failing to leave lesson plans for your absence on February 13, 2025.

Based on your recent conduct as described above, I am charging you with neglect of duty, inefficiency, and unprofessional conduct (conduct unbecoming to a member of the teaching profession). This conduct is grounds for dismissal under T.C.A. § 49-5-501 and 49-5-511, and I have no alternative but to seek termination of your employment as a tenured teacher.

In light of the above, and pursuant to T.C.A. § 49-5-511[a][3], I am hereby suspending you without pay effective today, pending the outcome of your termination proceeding.

Respectfully,

A handwritten signature in cursive script, reading "Adrienne Battle".

Dr. Adrienne Battle
Director of Schools

cc: Mr. Kristopher Winfrey, Executive Director of Schools
Mr. Jonathan Mahaffey, Executive Principal, Cora Howe School
Ms. Lisa Spencer, Chief Human Resources Officer
Personnel file (Certificated)



Dr. Adrienne Battle
Director of Schools
Adrienne.Battle@mnps.org
615-259-8421 office
615-214-8850 fax

September 16, 2025

Members of the Board
Metropolitan Board of Education
2601 Bransford Avenue
Nashville, TN 37204

Re: Charges Supporting the Dismissal of Carla Mallicote

Dear Board Members:

I am writing to recommend the dismissal of Carla Mallicote from employment as a tenured teacher with Metropolitan Nashville Public Schools pursuant to T.C.A. § 49-5-511.

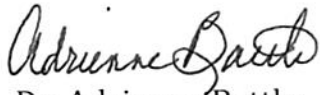
I have charged her with neglect of duty, inefficiency, and unprofessional conduct (conduct unbecoming to a member of the teaching profession). Ms. Mallicote has been a no call/no show from her teaching position at Cora Howe School since July 28, 2025.

Evidence supporting these charges is set forth in my September 11, 2025, letter to Ms. Mallicote, a copy of which is attached. I am asking you to certify these charges by voting that, if proven true, these charges warrant Ms. Mallicote's dismissal. Should you certify these charges, I will inform Ms. Mallicote of your action and formally advise her of her right to request a hearing before an impartial hearing officer.

At present, I am asking you to certify the charges, as provided in T.C.A. 49-5-511(a)(5). I am not asking you to weigh evidence either for or against dismissal. I am merely asking you to vote that the charges, if proven true, warrant dismissal. If Ms. Mallicote requests a hearing, it will occur at some point in the future.

Accordingly, I recommend that Carla Mallicote be dismissed from employment with Metropolitan Nashville Public Schools.

Sincerely,

A handwritten signature in black ink, appearing to read "Adrienne Battle". The signature is fluid and cursive, with the first name "Adrienne" being more prominent than the last name "Battle".

Dr. Adrienne Battle
Director of Schools

Attachment - Notice of Charges for Dismissal

cc: Mr. Kris Winfrey, Executive Director of Schools
Mr. Jonathan Mahaffey, Executive Principal, Cora Howe School
Ms. Lisa Spencer, Chief Human Resources Officer
Personnel file (Certificated)