



## AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION  
2601 Bransford Avenue, Nashville, TN 37204  
Regular Meeting – February 13, 2024 – 5:00 p.m.  
**Rachael Anne Elrod, 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. National Board Certified Teachers
  - B. Certified AVID Schools
  
- III. DIRECTOR'S REPORT
  - A. Core Tenets: Create and support engaging, rigorous, and personalized learning experiences for all students. 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 three minutes or less. Comments will be timed.*
  
- V. GOVERNANCE ISSUES
  - A. Actions
    1. Consent
      - a. Minutes – 01.23.2024 – Regular Meeting
      - b. Awarding of Purchases and Contracts
        1. Alignment Nashville
        2. American Constructors, Inc.
        3. Carter Group, LLC
        4. Donna Culver dba Culver Productions
        5. Fire Starter Studios, LLC
        6. Inspirit Group, LLC dba STOPit Solutions
        7. Nabholz Construction Corporation
      - d. Teachers Eligible for Tenure
      - e. CTE and General Academics Special Course Electives
      - f. Fund Balance

Metropolitan Board of Public Education

Agenda

February 13, 2024

VI. BOARD REPORTS

VII. ANNOUNCEMENTS

VIII. ADJOURNMENT

# **METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –** January 23, 2024

**Members Present:** Rachael Anne Elrod, Chair, Freda Player, Vice-chair, Erin O'Hara Block, Cheryl Mayes, Berthena Nabaa-McKinney and Abigail Tylor, Sharon Gentry, Emily Masters

**Student Members Present:** Alayna Mitchell

**Student Member Absent:** Christine Tran

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 Alayna Mitchell, Student Board Member

**Motion to adopt the agenda.**

**By Sharon Gentry, seconded seconded Freda Player**

**Vote: 8-0 – unanimous**

## **DIRECTOR'S REPORT**

- A. Dr. Battle and staff presented a report on ore Tenets: Create and support engaging, rigorous, and personalized learning experiences for all students. Identify and eliminate inequities:
  - i. 3rd and 4th Grade Retention and University MNPS
  - ii. FAFSA

## **PUBLIC PARTICIPATION**

- A. Hallie Trauger – Addressed the Board concerning the System Integrations Incorporated contract.
- B. Rosalie Laurence - Addressed the Board concerning the Rosalie LaurenceFY 2024-2025 Capital Budget Request

## **GOVERNANCE ISSUES**

- a. Minutes – 1.09.24 – Regular Meeting
- b. Awarding of Purchases and Contracts
  1. Apple, Inc.
  2. Business Systems & Consultants, Inc.
  3. Gilbert, McLaughlin, Casella, Architects, PLC
  4. HMK Architects, PLLC
  5. ~~System Integrations, Inc.~~
- c. Legal Settlement Claim L-17030
- d. FY 2024-2025 Capital Budget Request

Abigail Tylor pulled the Item 1-B-(5)-Systems Integrated Incorporations

**Motion to adopt the agenda.**

**By Sharon Gentry, seconded seconded Freda Player**

**Vote: 8-0 – unanimous**

**Motion to approve Item 1-B-(5)-Systems Integrated Incorporations**

**By Freda Player, seconded seconded Freda Player**

**Vote: 8-0 – unanimous**

**Sharon Gentry called the question.**

## **ANNOUNCEMENTS**

- A. Berthena Nabaa-McKinney – Announced that her community meeting was canceled due to the weather. A reschedule date TBD.
- B. Cheryl Mayes – Announced that MLK events were a huge success and thanked all community supporters, students and organizers for their hard work. She also announced that TSBA will host the SCOPE Conference for students on March 5, 2024.
- C. Rachael Anne Elrod – Announced that the Board would host a retreat on January 26<sup>th</sup> at the Wellness Center.

**Ms. Elrod adjourned the meeting at 7:25 p.m.**



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Chris M. Henson  
Board Secretary

Rachael Anne Elrod  
Board Chair

Date

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Alignment Nashville

SERVICE/GOODS (SOW): Amendment #2 increases the contract value and updates Exhibit A - Pricing. The contract is for the provision of conference services, including full event planning and coordination, for the MNPS annual SPLASH retreat that helps principals align strategies across tiers to ensure that students are prepared as they transition into the Academies of Nashville.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: February 14, 2024 through November 22, 2027

FOR WHOM: Principals and District Leadership

COMPENSATION: This amendment increases the contract value by \$80,000.

Total compensation for this contract is not to exceed \$430,000.

OVERSIGHT: Chief of Staff

EVALUATION: Based on the quality of services provided and event completion.

MBPE CONTRACT NUMBER: 7548312

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: American Constructors, Inc.

SERVICE/GOODS (SOW): Amendment #1 increases the contract value to accommodate the expansion of the playroom to allow the entire school capacity to reside within the space and create an elementary team sports ready environment. The contract is for construction services for the replacement facility of Percy Priest Elementary School.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: February 14, 2024 through Project Completion

FOR WHOM: Percy Priest Elementary School

COMPENSATION: This amendment increases the contract value by \$1,788,050.

Total compensation for this contract is not to exceed \$52,955,050.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of the construction services provided as well as the ability to meet the phasing timelines laid out in the specifications and requirements.

MBPE CONTRACT NUMBER: 7569792

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Carter Group, LLC

SERVICE/GOODS (SOW): Amendment #1 increases the contract value to accommodate the expansion of the playroom to allow the entire school capacity to reside within the space and create an elementary team sports ready environment. The contract is for construction services for the replacement of Lakeview Elementary School.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: February 14, 2024 through Project Completion

FOR WHOM: Lakeview Elementary School

COMPENSATION: This amendment increases the contract value by \$1,567,650.

Total compensation for this contract is not to exceed \$48,342,068.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of the construction services provided as well as the ability to meet the phasing timelines laid out in the specifications and requirements.

MBPE CONTRACT NUMBER: 7572374

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Donna Culver dba Culver Productions

SERVICE/GOODS (SOW): Provision of data-driven student recruitment services for select schools under the MNPS Magnet Schools Assistance Program (MSAP) Office.

SOURCING METHOD: RFP 361271

TERM: October 1, 2024 through September 30, 2029

FOR WHOM: Select Magnet Schools

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$500,000.

Total compensation is based on an estimated yearly amount of \$100,000.

OVERSIGHT: Magnet Schools Assistance Program (MSAP) Office

EVALUATION: Based on tracking school tour numbers, applicant figures, social media engagement, and the quality of digital/print media for MSAP-funded schools and the district's MSAP project, emphasizing data-driven campaigns.

MBPE CONTRACT NUMBER: 7577867

SOURCE OF FUNDS: Federal – Magnet Schools Assistance Program (MSAP) Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Fire Starter Studios, LLC

SERVICE/GOODS (SOW): Provision of videography and production services for the development of an instructional video series, as needed.

The primary objective is to create comprehensive content highlighting exemplary Math and Literacy teaching practices tailored for elementary, middle, and high school educators, as well as district administration. These videos are intended to serve as essential resources for professional learning sessions.

The Contractor's responsibilities encompass crafting concise videos incorporating edited segments featuring teacher interviews, in-class lessons, supplementary b-roll footage, titling, graphic elements, voice-over narration, and suitable musical accompaniment.

SOURCING METHOD: RFP 364280

TERM: February 14, 2024 through February 13, 2029

FOR WHOM: MNPS Teachers and Staff

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$500,000

Total compensation is based on an initial project amount of \$300,000 with \$200,000 remaining for other MNPS projects as needed.

OVERSIGHT: Curriculum & Instruction

EVALUATION: Based on an assessment of improvements through feedback derived from professional development sessions, collaborative planning sessions, the implementation of instructional materials, district-wide literacy and math student achievement and growth scores, and the retention rates of teachers.

MBPE CONTRACT NUMBER: 7578475

SOURCE OF FUNDS: Federal – ESSER 3 and Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(6) **VENDOR:** Inspirit Group, LLC dba STOPit Solutions

**SERVICE/GOODS (SOW):** Provision and implementation of the STOPit platform, an automated response system offering immediate resource accessibility and anonymous reporting for situations of concern such as abuse, drugs/guns on campus, threats, bullying or harassment, suicidal ideation, etc. This system will provide immediate resources (electronic, online, or in-person), help, contact information, or a live person for the situation being reported or any situation where a person may need assistance.

**SOURCING METHOD:** RFP 357276

**TERM:** February 14, 2024 through February 13, 2029

**FOR WHOM:** All MNPS Students

**COMPENSATION:** Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$800,000.

Total compensation is based on the following yearly amounts:

- Year 1 - \$158,000
- Year 2 - \$140,500
- Year 3 - \$140,500
- Year 4 - \$147,500
- Year 5 - \$154,750
- Optional Features - \$58,750

**OVERSIGHT:** Student Support Services

**EVALUATION:** Based on a monthly assessment of collected data for both school and district evaluations along with biannual reports submitted to the designated recipient as specified by the grant requirements.

**MBPE CONTRACT NUMBER:** 7577094

**SOURCE OF FUNDS:** Federal – Department of Justice STOP School Violence Program

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Nabholz Construction Corporation

SERVICE/GOODS (SOW): Amendment #1 increases the contract value to accommodate the expansion of the cafeteria to allow the entire school capacity to reside within the space and upgrades to the existing playroom to create an elementary team sports ready environment. The contract is for construction services for the replacement facility of Paragon Mills Elementary School.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: February 14, 2024 through Project Completion

FOR WHOM: Paragon Mills Elementary School

COMPENSATION: This amendment increases the contract value by \$1,688,600.

Total compensation for this contract is not to exceed \$39,846,523.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of the construction services provided as well as the ability to meet the phasing timelines laid out in the specifications and requirements.

MBPE CONTRACT NUMBER: 7573349

SOURCE OF FUNDS: Capital Funds

## Educators Eligible for Tenure Pending Board of Education Approval

February 2023

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 eligibility requirements to receive 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

TN License #	Name	Location
627907	Abell, Jordan Darlene	MNPS Haywood Elementary
640046	Adler, Brooke Butler	MNPS Martin Luther King Jr. Magnet
704593	Agee, Austin	MNPS Smith Springs Elementary
593804	Akridge, Kannesha Rameia	MNPS Goodlettsville Elementary
702200	Albanese, Virginia Leigh	MNPS East Nashville Magnet High
500965	Anderson, Lisa A	MNPS Amqui Elementary
617451	Barnard, Caroline	MNPS Creswell School of the Arts Prep Middle
702143	Barrack, Katherine	MNPS Margaret Allen Middle
640025	Basilavecchio, Stefani Dee	MNPS Norman Binkley Elementary
634695	Bates, Tracy	MNPS DuPont Hadley Middle
630566	Beard, Lisa Jean	MNPS Pennington Elementary
584541	Behof, Kristen	MNPS Glencliff Elementary
613224	Belcher, Stephanie Jo	MNPS Haywood Elementary
624024	Bell, Taryn	MNPS Pennington Elementary
619667	Berman, Karli D	MNPS Westmeade Elementary
594954	Bermudez, Lea Jean Masako	MNPS A. Z. Kelley Elementary
617453	Blankenship, Heather Rene	MNPS Dodson Elementary
597122	Bolls, Kaci Shannon	MNPS Lockeland Elementary
619697	Bowman-Jeffries, Celia Josephine	MNPS Thomas A. Edison Elementary
576209	Brady, Kearea K	MNPS Whites Creek High
608865	Bray, Jeffery Alan	MNPS Rose Park Middle
529340	Brewer, Mary Kristen Cotton	MNPS Johnson Alternative Learning Center
585230	Brooks, Jasmine Jana	MNPS Eakin Elementary
644643	Brown, Sarah Packard	MNPS Mount View Elementary
588055	Bryant, Joye	MNPS A. Z. Kelley Elementary
535142	Burnett, Loverna Loreeen	MNPS John F. Kennedy Middle
589980	Burton, Corey B	MNPS Hillwood High
703261	Byron, Rachelle Marie	MNPS Eakin Elementary
631269	Calzadilla, Shannon Elizabeth	MNPS John B. Whitsitt Elementary
703298	Cameron, Fanita Lakaye	MNPS Instructional Support
644640	Caperton, Samantha Kay	MNPS Glencliff Elementary
597299	Carlisle, Shannon Marie	MNPS Eagle View Elementary
637337	Carroll, Melissa Marie	MNPS Una Elementary

644343	Clanton, Brittany Mcgavic	MNPS Tulip Grove Elementary
701850	Coleman, Donna	MNPS Exceptional Education
574573	Coleman, Sandra Gayle	MNPS Haywood Elementary
702612	Colon, Michelle	MNPS Thomas A. Edison Elementary
504782	Coulter, Heather Hammond	MNPS May Werthan Shayne Elementary
615509	Crandall, Shelby Renee	MNPS Hillwood High
700697	Croft, Ryan G	MNPS John Overton High
702838	Crow, Kelsey	MNPS Eagle View Elementary
703089	Crownover, Olivia Chan	MNPS Speech
638884	Curd, Victoria	MNPS Glencliff High
593988	Curry, Savannah Vaughn	MNPS Eakin Elementary
706181	Curtis, Hannah Lenaye	MNPS Norman Binkley Elementary
638160	Davenport, Candice Marie	MNPS Westmeade Elementary
608896	Davidson, Miranda Danielle	MNPS John Trotwood Moore Middle
539225	Davis, Kathryn Michelle	MNPS Eagle View Elementary
631471	Desch, Brittney Gail	MNPS Glendale Elementary
631433	Desch, Eric B	MNPS John Overton High
702991	Deschner, Amanda Christine	MNPS DuPont Elementary
192554	Devore, Emily M	MNPS Andrew Jackson Elementary
623547	Diauto, Rose Lynn	MNPS John Overton High
636211	Ditomaso, Vincent	MNPS Creswell School of the Arts Prep Middle
619650	Dixon, Meredith	MNPS Chadwell Elementary
616073	Donaldson, Rodney D	MNPS Stratford STEM Magnet High
233071	Dowdy, Sherri Renee	MNPS Thomas A. Edison Elementary
608826	Drossner, Tanya	MNPS Tusculum Elementary
703656	Eastwood, Valerie	MNPS Warner Elementary EO
191188	Edens, Brian Scott	MNPS J.E. Moss Elementary
635079	Edmondson, Brittany Nicole	MNPS Pearl-Cohn High
701508	Edwards, Jennelle Isabella Farnum	MNPS Ivanetta H. Davis Learning Center at Bordeaux
701461	Ellis, Rachel	MNPS Fall Hamilton Elementary EO
635122	Ethridge, Elizabeth Alley	MNPS Speech
635835	Fairback, Jennifer Jordan	MNPS Tusculum Elementary
705751	Ferby, Maya Chermaine	MNPS Thomas A. Edison Elementary
632562	Fitzgerald, Megan Elizabeth	MNPS West End Middle
700836	Forbes, Nicholas A	MNPS McMurray Middle
702436	French, William	MNPS Nashville School of the Arts
704606	Funderburk, Carrie Eliza	MNPS Smith Springs Elementary
570729	Gant, JoVonia Lamecia	MNPS Lakeview Elementary
704292	Gardner, Jerry Foster	MNPS Antioch High
704414	Gaunce, Rebecca	MNPS Cane Ridge High
640104	Gilkey, Jamie	MNPS Mount View Elementary
703537	Gillett, Zachary Thomas	MNPS Nashville Big Picture High
703992	Godshall, Sara P	MNPS Amqui Elementary
645150	Goodman, Scott Aaron	MNPS John Trotwood Moore Middle
702116	Gough, Taylor Brown	MNPS Waverly-Belmont Elementary
625455	Gouveia, Kelly A	MNPS Charlotte Park Elementary
556641	Grabinski, Megan Michelle	MNPS DuPont Hadley Middle
633065	Grady, Sara A	MNPS Inglewood Elementary
700252	Graham, Chaundra Renee	MNPS May Werthan Shayne Elementary

284047	Greene, Shelby Lane	MNPS Hearing Impaired
614634	Greenwood, Abigail	MNPS Lakeview Elementary
510303	Gregory, Monica Ann	MNPS Lakeview Elementary
570872	Gregory, Rebekah	MNPS Donelson Middle
542675	Griffey, Shivon Abiola	MNPS John Overton High
628585	Griggs, Alexis Kate	MNPS May Werthan Shayne Elementary
528775	Grimes, Angenetta L	MNPS May Werthan Shayne Elementary
704947	Gross, Nicole Inez	MNPS Cora Howe School
702930	Groves, Addison	MNPS Amqui Elementary
555395	Groves, Amber Leann	MNPS Amqui Elementary
571325	Haley, Courtney Clarke	MNPS McMurray Middle
617700	Hall, Shannon S	MNPS Hillwood High
702327	Hanns, Allen Joelle	MNPS Smith Springs Elementary
618564	Harnist, Ashlee N	MNPS Cane Ridge Elementary
595268	Harris, James Murray	MNPS Cumberland Elementary
619168	Harwell, Terry J	MNPS Charlotte Park Elementary
215579	Hayes, Janie M	MNPS Gateway Elementary
704878	Heil, Andrew Joseph	MNPS Hillwood High
637389	Hemrick, Lauren Law	MNPS Hume-Fogg Magnet High
607914	Henry, David Gibbs	MNPS John Trotwood Moore Middle
627366	Herrmann, Andrew Jacob	MNPS Hillwood High
701714	High, Shawn Robin	MNPS Andrew Jackson Elementary
587223	Holland, Stephanie Carol	MNPS Cane Ridge High
536464	House, Emily Corinne	MNPS Joelton Elementary
704073	Hu, Ronglu	MNPS Cane Ridge High
637976	Huddleston-Boatman, Olivia Ruth	MNPS DuPont Hadley Middle
613829	Hughes, Abigale Ann	MNPS Norman Binkley Elementary
504965	Isom, Ian M	MNPS Martin Luther King Jr. Magnet
510092	Jackson, Amber Nicole	MNPS ELL
566600	James, Brandy Nichole	MNPS Stanford Elementary
622884	Johnson, Christian Glenn	MNPS Meigs Middle Magnet
516323	Jolley, Cornelius V IV	MNPS Stratton Elementary
638228	Jones, Elizabeth	MNPS John Overton High
545351	Jones, Heather C	MNPS Andrew Jackson Elementary
640314	Jones, Kimberley	MNPS DuPont Hadley Middle
641395	Jones, Latoria	MNPS A. Z. Kelley Elementary
618621	Jones, Maria Teresa	MNPS Rosebank Elementary
569190	Jordan, Rachel L	MNPS Pearl-Cohn High
504952	Kallstrom, Paige Celeste	MNPS Speech
630360	Keaney, Justin Patrick	MNPS Martin Luther King Jr. Magnet
618247	Keil, Benjamin	MNPS Rose Park Middle
633747	Kelley, Thommye Anita-Larois	MNPS Glenclyff High
702366	Kellogg, Taylor	MNPS Glengarry Elementary
611653	Ketner, Brian T	MNPS Hillsboro High
591663	King, Lucas E	MNPS Dan Mills Elementary
641421	Kolipaka, Kaytlyn Rae	MNPS Thomas A. Edison Elementary
616140	Kovalkova-Mckenna, Svetlana	MNPS John Trotwood Moore Middle
500475	Lacy, Janice Adaeze	MNPS Speech
540759	Lamb, Donna	MNPS Cane Ridge High

512748	Leahy, Ashley Lauren	MNPS Hermitage Elementary
621955	Lee, Lori Latasha	MNPS Neely's Bend Elementary
638027	Levy, Anna Lauren	MNPS John Overton High
701741	Lock, Margaret	MNPS Stratford STEM Magnet High
702718	Long, Alexis Grace	MNPS Harris-Hillman Special Education
703275	Long, Taylor Michelle	MNPS Charlotte Park Elementary
701648	Loudermilk, Savannah	MNPS Granbery Elementary
638997	Lowery, Shelby Caroline	MNPS Crieve Hall Elementary
583426	Lyles-Scott, Cynthia Chanel	MNPS Hillsboro High
701747	Maderal, Mikka	MNPS Glenview Elementary
201368	Marek, Dawn	MNPS Hillsboro High
601917	Marks, Kellie Diane	MNPS Napier Elementary EO
644344	Mcgonagle, Michelle Ruth	MNPS Hillwood High
208274	Melton, Dana	MNPS Cane Ridge High
290786	Michael, Rebecka Leigh	MNPS Whites Creek High
230218	Montgomery, Cindy Lovell	MNPS Martin Luther King Jr. Magnet
641434	Moody, Christina	MNPS Eagle View Elementary
623632	Morehead-McCutcheon, Kiona Latrice	MNPS Ida B. Wells Elementary EO
635039	Morello, Michael A.	MNPS Hillwood High
292685	Morgan, Stacey	MNPS Amqui Elementary
703513	Morris, Madison L	MNPS McGavock High
556821	Morton, Keyona (Moxey)	MNPS Warner Elementary EO
604153	Muller, Darcy Lee	MNPS Cane Ridge High
703648	Muncy, Annalee Graham	MNPS Jones Elementary
560555	Newlin, Whitney	MNPS Ivanetta H. Davis Learning Center at Bordeaux
540497	Newman, Jennifer Clarke	MNPS Eakin Elementary
507822	Nichols, Alexandro Dominic	MNPS Thurgood Marshall Middle
565311	Noll, Jessica	MNPS Stanford Elementary
630422	Oakman, Luke Pfeiffer	MNPS Hillwood High
706067	Officer, Meredith Harwell	MNPS H. G. Hill Middle
542203	Osborne, Leslie Anne	MNPS Charlotte Park Elementary
702428	Otero, Shawwna	MNPS Speech
701935	Painter, Ashley Elaine	MNPS Dan Mills Elementary
702697	Pair, John	MNPS Stratford STEM Magnet High
704614	Palmer, Kathleen	MNPS Speech
646091	Payne, Chelsea E	MNPS Donelson Middle
230904	Payne, Shelley Rena	MNPS Joelton Elementary
623646	Perez, Abbie	MNPS Amqui Elementary
185475	Pittman, Rebecca Jill	MNPS John Overton High
631632	Poe, Lauren Meredith	MNPS Meigs Middle Magnet
610390	Pohl, Justin Ray	MNPS Apollo Middle
705252	Porter, Megan	MNPS Speech
507475	Ramos, Molly	MNPS Martin Luther King Jr. Magnet
609804	Randolph, Clinton Robert	MNPS Meigs Middle Magnet
640536	Randonis, Patrick Sullivan	MNPS Apollo Middle
622207	Reed, Mackenzie Leding	MNPS Cane Ridge Elementary
704388	Reyes, Nicole Voehler	MNPS Eakin Elementary
703518	Rittenberry, Stewart Faulkner	MNPS Charlotte Park Elementary
625001	Ritter, Rachael Elizabeth	MNPS Julia Green Elementary

702763	Roberson, Sydney Renee	MNPS Dan Mills Elementary
703136	Roeder, Lindsey	MNPS Dan Mills Elementary
612352	Rogers, Jenai R	MNPS John B. Whitsitt Elementary
545377	Rollins, Margaret Sarah	MNPS Norman Binkley Elementary
230311	Rucker, Terra L	MNPS Bellshire Elementary
645218	Rudolph, Sarah	MNPS Haywood Elementary
704230	Russell, Alice	MNPS Crieve Hall Elementary
703765	Russell, Kathryn M.	MNPS Two Rivers Middle
618776	Sainato, Tyler	MNPS Cane Ridge High
630472	Sandoval, Anthony Vincent	MNPS DuPont Tyler Middle
623076	Schaeffer, Molly Elaine	MNPS Metro Nashville Virtual School
617844	Seawell, Ashley Elizabeth	MNPS May Werthan Shayne Elementary
704360	Sell, Grace Elizabeth	MNPS Haywood Elementary
702062	Shuman, Matthew David	MNPS Hull-Jackson Elementary
523208	Sidney, Melissa Flinn	MNPS Exceptional Education
704566	Siegel, Connor	MNPS John F. Kennedy Middle
599385	Sipe, Stephen M	MNPS Tusculum Elementary
703668	Sloan, Terry	MNPS William Henry Oliver Middle
568100	Smith, Denese Lorene	MNPS Cane Ridge Elementary
637949	Smith, Katherine Cash	MNPS Cane Ridge Elementary
608013	Smith, Kellie Leighann	MNPS Lockeland Elementary
644499	Staak, Mary Ann Ann Rachel	MNPS Cole Elementary
233978	Staggs, Randi Alaine	MNPS Nashville School of the Arts
574387	Stetka, Anastasia Lauren	MNPS Crieve Hall Elementary
702805	Stewart-Wright, Jennifer C	MNPS The Academy at Hickory Hollow
234541	Stuckey, Darion Leshawn	MNPS Eagle View Elementary
508107	Sullivan, Jessica	MNPS Mount View Elementary
638094	Sumanasekera, Chiranthani	MNPS Nashville School of the Arts
702026	Tapp, Hannah Nicole Spissinger	MNPS Two Rivers Middle
551987	Taylor, Melanie	MNPS Hume-Fogg Magnet High
643072	Taylor, Zayda Y	MNPS Glendale Elementary
613739	Terzich, Tegan E	MNPS Cole Elementary
705515	Thompson, Emilie Joyce	MNPS Glengarry Elementary
248632	Tickle, Brandy Leigh	MNPS William Henry Oliver Middle
249704	Vancleve, Kelly Roberts	MNPS Dan Mills Elementary
622080	Waites, Benjamin	MNPS Haywood Elementary
608956	Waynick, Lisa Dawn Thomas	MNPS Tusculum Elementary
612401	Weddle, Megan Elizabeth	MNPS McMurray Middle
277526	Westbrook, Courtney	MNPS Speech
585781	White, Leeann M	MNPS Old Center Elementary
637438	Whiting, Olivia Thomas	MNPS Tusculum Elementary
702452	Wiblemo, Steven	MNPS Smith Springs Elementary
702985	Williams, Elizabeth Anne	MNPS Ruby Major Elementary
580023	Williams, Melissa	MNPS J.E. Moss Elementary
703930	Wilson, James	MNPS Martin Luther King Jr. Magnet
528184	Woods, Eddie	MNPS Cane Ridge High
541466	Woods, Emily Carol	MNPS Sylvan Park Elementary
570857	York, Jana Christine	MNPS Eakin Elementary
701298	Yosef, Musie	MNPS Hume-Fogg Magnet High

702562	Yunker, Hannah	MNPS Glenview Elementary
625462	Zuehlke, Alexandra Christine	MNPS J.E. Moss 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
533671	Agee, Loren	MNPS Thurgood Marshall Middle
271011	Banks, Candice Marie Sampson	MNPS Ruby Major Elementary
270872	Bennett, Jennifer Louise	MNPS Haywood Elementary
224958	Bodenhamer, Arnett H	MNPS Rose Park Middle
254946	Castro, Regina C.	MNPS Antioch High
168364	Frame, Kim	MNPS Gateway Elementary
195790	Handler, Molly R	MNPS Ida B. Wells Elementary EO
262152	Harvey, Brandi Nicole	MNPS Thurgood Marshall Middle
505393	Mucha, Stacey A	MNPS Hickman Elementary
219874	Reier, Jennifer Lamb	MNPS Hickman Elementary
234880	Travis, Olivia A	MNPS Stanford Elementary
525581	Vance, Rebekah Elizabeth Dunn	MNPS Thurgood Marshall Middle
201069	Williams, Chandra D	MNPS Cane Ridge High
537639	Wilson, Diane	MNPS Norman Binkley Elementary

## Tenured MNPS Employees

- MNPS has over 2900 tenured educators. Around 1080 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 400 teachers will earn tenure.

## 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.

**General Academic and Career Technical Education Special Courses,  
Board Consent Agenda,  
February 13, 2024**

**General Academics, New Courses:**

**Facing History and Ourselves:** This Facing History humanities-based history elective course has many unique features as a special course. Specifically, this course engages students and teachers in a case-study approach of examining two pivotal moments in history: the Armenian Genocide and the Holocaust. The course curriculum, content, and pedagogy are aligned with Tennessee's commitment to high quality Holocaust education for secondary students. The methodology of the Facing History course is grounded in student-centered teaching strategies that cultivate and nurture classroom cultures that are reflective and inclusive for all students.

**Filmmaking:** The Introduction to Filmmaking course will provide an introduction to the creative and technical aspects of filmmaking. Students will engage in scriptwriting, storyboards, basic visual composition, camera techniques, and basic editing using multimedia technology. The content standards for Media Arts will guide the course instruction, which will be rich with hands-on experience and opportunities for collaboration, analysis, presentation, and writing.

**MNPS Musical Theatre II:** This course is designed to expand students' knowledge of the American musical theatre through a study of the components of a musical production. The history of the American musical theatre will be examined by tracing its major developments from early beginnings through today are explored in Musical Theatre I and the emphasis in Musical Theatre II will be on musical theater in the 21st Century. Students will understand societal influences on musical styles including opera, operetta, revue, musical comedy, musical theatre, etc. Students' musical abilities will be strengthened through work on solo song performance, coaching and class discussion/observation, exercises in relaxation, warm-ups and diaphragm to mask breathing focus.

**General Academics, Renewals:**

**Musical Theatre I:** This course is designed to expand students' knowledge of the American musical theatre through a study of the components of a musical production. The history of the American musical theatre will be examined by tracing its major developments from early beginnings through today. Students will learn to better recognize various musical styles including opera, operetta, revue, musical comedy, musical theatre, etc. Students' musical abilities will be strengthened through work on solo song performance, coaching and class discussion/observation, exercises in relaxation, warm-ups and diaphragm to mask breathing focus.

**MNPS Theatre Management:** This course covers stage-managing, company management, house management, and management of a personal venue. The students will be required to take management responsibilities in school theatre productions throughout the year. It will prepare them for a professional theatrical career.

**Advanced Acting:** Further study of acting technique for the stage. Course work includes continued exercises, improvisations, and naturalistic/realistic scene study. Out-of-class assignments include the reading of plays and theoretical works on acting technique; required attendance at stage productions; analytic and critical writing assignments; scene preparation, investigations, and rehearsal; and an extensive acting journal of work done in and out of class.

**Songwriting:** Songwriting is an extensive creative writing course that will combine a study of poetry and music. Students will study fundamentals of melody, lyrics, "hooks," points of view, and song logic. Students will also cover solo writing as well as the concept of collaboration.

**Eurhythmics I, II, III, IV:** Eurhythmics is a course that explores music and movement, focusing on the marching band's color guard and winter guard. Students practice the choreography for their field and show performances. The class follows the TN State Standards for 9-12 Dance.

**Multivariable Calculus:** Multivariable Calculus covers mathematical topics that are typically offered in a Calculus III course at the university level. It is designed for students who take AP Calculus prior to their senior year and would like to further their knowledge of Calculus beyond the AP curriculum.

**Civil Rights (Our Global Lineage):** This is a one-semester course for High School students. The goal of the course is to build empathy in students by inspiring them to think and talk about why and how to pursue the greater good of global civil rights and illuminate how such a pursuit allows us all to enjoy the fruits of a more equal society. The course consists of five units, each of which is organized around a pillar of the natural law foundations of international human rights: freedom, perseverance, hope, justice, and conscience. The units will explore how people around the world have understood these terms in different time periods, leading us to think deeply about and discuss what we believe these words mean in the 21<sup>st</sup> century.

**Intro to Cinema Studies:** This course examines the development of technology and the various use of cinema to instruct, persuade, inform, and reflect upon multiple aspects of society and humanity. Students will study the historical survey of the pre-origins of cinema to current state of cinema production.

**Weight Training III & IV:** The course will provide advanced weight training students the opportunity to experience additional upper and lower body strength and endurance training. Personalized fitness programs will be developed to meet individual needs and experiences.

**Lifetime Activities:** The class will provide an opportunity to learn lifetime sports such as golf, volleyball, walking, fitness, racket sports, etc. to enhance a person's life well beyond the high school years.

**Personal Fitness and Nutrition:** The Personal Fitness and Nutrition course would provide students the opportunity to design and develop a personal fitness and nutrition program that

would enable them to pursue personal fitness and healthy eating goals. The program design would focus on activities specific to cardiovascular endurance, muscular strength, muscular endurance, flexibility, body composition and proper nutrition. The course would also emphasize the study of physical development concepts and principles of exercise and nutrition that would allow students the opportunity to develop or refine skills, attitudes and behaviors that promote lifelong fitness and healthy eating. Formative and summative assessments would be based upon knowledge and performance of personal fitness and nutrition.

## **Career Technical Education, New Courses:**

### **Alternative Energy Production and Development (renewal)**

Alternative Energy familiarizes students with contemporary technology in the realm of renewable energy sources and delves into potential alternatives for addressing the future energy requirements of both the United States and the global community. Emphasizing the pivotal role of agriculture in renewable energy production, the class integrates classroom and laboratory activities, complemented by supervised agricultural experiences, leadership programs, and various related activities. Students will gain exposure to experiences and explore careers involving Alternative Energy opportunities.

### **Compassionate Leadership Pathway**

This innovative pathway is designed for high school students seeking to develop as emotionally intelligent, socially responsible leaders prepared to make meaningful contributions in a complex, interconnected world. Unlike traditional leadership models, this pathway offers a holistic, heart-centered approach, integrating the core concepts of Story, Heart, Purpose, Edge, and Center. Through these dimensions, students engage deeply with personal growth, ethical leadership, and systemic understanding, employing analytical lenses—Inner, Other, and Outer—to enrich their learning experience. The curricular structure encourages exploration of personal narratives, cultivation of compassion, alignment with broader societal needs, and resilience in navigating life's challenges. By fostering Core Capacities and Core Virtues, and guided by the central tenet of Purpose, students are prepared to lead with empathy, inspire change, and contribute to a compassionate and interconnected global community. This pathway not only aligns with the educational goals of fostering well-rounded individuals but also responds to the pressing need for leaders who balance personal ambitions with the collective good.



METRO  
NASHVILLE  
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SCHOOLS

Fiscal Year 2023 - 2024 &  
Fiscal Year 2024 - 2025

Strategic Investments:  
Excess Fund Balance ESSER Bridge

February 13, 2024

