



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – March 28, 2023 – 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. 2023 National Merit Scholarship finalists
 - a. Hume-Fogg Academic Magnet High School Students:
 - i. Hannah Chen, Roger Chen, Isabella Cruz, Lisa Kim, Benjamin McClarty, Mary O’Riordan, Kevin Ou, Andrew Pavlovic, and Donya Safarian
 - b. Martin Luther King Jr. Academic Magnet High School Students:
 - i. Olivia Boyer, Gregory Gomez, Arnav Mujumdar, Kush Patel, Vincent Wang, and Lilly Zhang
- B. TSSAA Wrestling Medalists
 - a. Janiya Clemmons, Cane Ridge High School
 - b. Halai Cox, McGavock High School
 - c. Greg Gomez, Martin Luther King Jr. Academic Magnet High School
 - d. Vivian Mariscal, John Overton High School
 - e. Ethan Martin, Hillwood High School
- C. TSSAA Class 2A Mr. Basketball
 - a. Jaylen Jones, East Nashville Magnet High School
- D. Kendall Stowers, 2nd grade, Ida B. Wells Elementary School
- E. Glencliff Elementary School – National Magnet School of Distinction

III. 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.

IV. GOVERNANCE ISSUES

- A. Actions
 - 1. Consent
 - a. Approval of Minutes – 2/14/2023 – Regular Meeting
 - b. Awarding of Purchases and Contracts

1. Alan Jay Automotive Management, Inc. dba Alan Jay Fleet Sales
2. American Constructors, Inc.
3. Carter Group, LLC
4. CDW Government, LLC
5. Demand Mechanical, LLC dba Demand Mechanical
6. DG Investment Intermediate Holdings 2, Inc. dba Convergent Technologies, LLC
7. IN2 Electric, LLC
8. LEGO Brand Retail, Inc. dba LEGO Education US
9. McCloskey Mechanical Contractors, Inc.
10. Mid Tenn Ford Truck Sales, Inc.
11. ONECBI, LLC dba CBI
12. Playworld Preferred
13. Robert J. Young Company, LLC dba RJ Young
14. Sedia Systems, Inc.
15. South Western Communications, Inc.
16. TMPartners, PLLC
17. UniFirst Corp.
18. Varsity Brands Holding Co., Inc. dba BSN Sports, LLC
19. Wenger Corporation
20. Williams Mechanical, LLC (2 contracts)
- c. Safe Return to In-Person Instruction and Continuity of Services Plan Addendum
- d. ESSER 3.0 Public Plan for Remaining Funds
- e. Board Policy - 63041 Title IX and Sexual Harassment – *Governance Committee Recommendation*
- f. Mathematics Materials Adoption
- g. Legal Settlement Claim – C-42169 (\$34,000.00)

2. Level III Student Discipline Appeal - Student A

3. Level III Student Discipline Appeal - Student B

V. BOARD COMMITTEE REPORTS

VI. ANNOUNCEMENTS

VII. WRITTEN INFORMATION TO THE BOARD

- A. Sales Tax Collections as of March 20, 2023

VIII. ADJOURNMENT

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –

February 14, 2023

Members Present: Rachael Anne Elrod, Chair, Freda Player – Vice-Chair, Christiane Buggs, Erin O-Hara Block, Emily Masters, Abigail Tylor, Cheryl Mayes, Berthena Nabaa-Mckinney

Member Absent: Sharon Gentry

Student Board Member: Alayna Mitchell

Student Board Member Absent: Abenezer Haile

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

CONVENE AND ACTION

- A. Call to Order – Rachael Anne Elrod called the meeting to order.
- B. Pledge of Allegiance - Led by Dr. Pendergrass
- C. Adoption of the Agenda

Rachael Anne Elrod removed Item V-A-1-e-Special Courses from the agenda.

Motion to adopt the agenda with changes.

By Freda Player, seconded Berthena Nabaa-McKinney

Motion Passes

Vote- 8-0 Unanimous

AWARDS AND RECOGNITIONS

- A. Nashville School of the Arts Cantabile Choir – The choir performed for the Board and Dr. Battle.
- B. TSSAA Distinguished Achievement – Roosevelt Sanders – The Board and Dr. Battle recognized Mr. Sanders.
- C. TSSAA Academic Achievement Awards – The Board and Dr. Battle recognized the schools, students and staff.

DIRECTOR'S REPORT

- A. Core Tenet III - Create and support engaging, rigorous, and personalized learning experiences for all students.
 - a. Assessment Update
 - b. Rezoning of Students Zoned for LEAD Neely's Bend Middle School Related to Action Taken by the State Charter School Commission

PUBLIC PARTICIPATION

- A. There were no speakers.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. Approval of Minutes – 1/10/2023 – Regular Minutes
 - b. Recommend Surplus of 1.72 Acres at the old Bellevue Fire Station #37
 - c. Recommend Surplus of 10.44 Acres at Old Brick Church Middle
 - d. Awarding of Purchases and Contracts
 - 1. Alan Jay Automotive Management, Inc. dba Alan Jay Fleet Sales
 - 2. Eno Richardson Consulting, LLC
 - 3. Granite Telecommunications
 - 4. Orion Building Corporation
 - 5. WEX Inc.
 - 6. YMCA of Middle TN
 - ~~e. Special Courses~~
 - f. Legal Settlement Claim L-17202 (\$140,000)

Motion to approve the consent agenda.

By Freda Player, seconded Christiane Buggs

Motion Passes

Vote: 8-0 – Unanimous

Motion to approve Item V-A-1-e- Special Courses with the exception of the Workforce Ready Special Program of Study”.

By Freda Player, seconded Christiane Buggs

Motion Passes

Vote: 8-0 – Unanimous

BOARD COMMITTEE REPORTS

- A. Advocacy – Emily Masters gave a brief update.
- B. Budget and Capital Needs – Freda Player gave a brief update.

ANNOUNCEMENTS

- A. Emily Masters – Announced the upcoming PAC Cluster meeting dates. She also announced that Madison Middle School would be honoring the late Lonnie Sanders by naming a street near the school in his honor.
- B. Berthena Nabaa-Mckinney – She announced that all 12 clusters will be hosting PAC meetings dates are listed at mnps.org. She also congratulated the 40 MNPS Student Bell Tower Scholarship recipients.
- C. Christiane Buggs – Announced that Jones Paideia Elementary would be hosting a Black History program on February 16th. Jones will also host a Literacy Night for parents on February 23rd.
- D. Cheryl Mayes – She announced that she would be participating in A Day on the Hill on February 15th. She also announced that Antioch High School will host their Athletic Awards Banquet on February 15th and “Couture Cares” prom dress giveaway event that will be held February 25th.
- E. Freda Player – She announced that the Glenclyff Cluster PAC meeting would be held at Glenclyff Elementary on February 21st at 6:00 p.m.
- F. Erin O’Hara Block – She announced that the Hillsboro Cluster PAC meeting would be held February 23rd at 6:00 p.m. at Hillsboro High School. She also thanked the community organizations for hosting Town Hall meeting on the “Third Grade Retention Law”. She also announced that Hillsboro High School will host the upcoming TSSAA district and regional basketball games.
- G. Abigail Tylor – She announced the Hillwood Cluster PAC meeting would be held February 16 at 6:00 p.m. at Gower Elementary. She also congratulated the Hillwood seniors who received the Bell Tower Scholarship from Belmont University.
- H. Alayna Mitchell – She announced that high school junior will take the ACT on March 2nd. She also announced that the district offers ACT webinars.
- I. Rachael Anne Elrod – She congratulated the Overton High School Band students made the 2023 Honors Band and Orchestra. She also congratulated the Overton Students who receive the Bell Tower Scholarships from Belmont University.

Ms. Elrod adjourned the meeting at 7:24 p.m.



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: Alan Jay Automotive Management, Inc. dba Alan Jay Fleet Sales

SERVICE/GOODS (SOW): For the purchase of two (2) Toyota Sienna AWD 8-Passenger Vans.

SOURCING METHOD: State of Tennessee ITB 32110-11246

TERM: Immediate Purchase

FOR WHOM: Glenclyff High School
Pearl-Cohn High School

COMPENSATION: Contractor will be compensated \$45,848 per van.

Total compensation for this purchase is not to exceed \$91,696.

OVERSIGHT: Transportation

EVALUATION: Performance and quality of the vehicles and timeliness of delivery.

MBPE CONTRACT NUMBER: State of Tennessee SWC 209

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 #6 increases the contract value and incorporates Change Order #6 into the contract. The Change Order is to furnish and install a single pipe rail at the open west side of the school garage for the Hillsboro High School renovations.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: March 29, 2023 through Project Completion

FOR WHOM: Hillsboro High School

COMPENSATION: Change Order #6 increases the contract value by \$16,800.

Total compensation for this contract is not to exceed \$84,072,448.08.

OVERSIGHT: Facilities

EVALUATION: Product durability and effectiveness to improve safety and minimal maintenance.

MBPE CONTRACT NUMBER: MNPS 800435.15.1C

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Carter Group, LLC

SERVICE/GOODS (SOW): Contract is for the provision of design-build services for the 11th Avenue parking improvements at Waverly Belmont.

SOURCING METHOD: RFP 316250

TERM: March 29, 2023 through Project Completion

FOR WHOM: Waverly Belmont Elementary School

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

Total compensation for this contract is not to exceed \$1,301,398.48.

Total compensation is based on Contractor's guaranteed maximum price of \$1,301,398.48.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of design and construction services provided and adherence to the requirements and scope of this project.

MBPE CONTRACT NUMBER: 7555629

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: CDW Government, LLC

SERVICE/GOODS (SOW): Contract is for the provision of Network Switch Gear for the MNPS district Wide Area Network (WAN) and Local Area Network (LAN).

SOURCING METHOD: ITB 337280

TERM: July 1, 2023 through June 30, 2026

FOR WHOM: Technology Services

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 \$1,666,667.

OVERSIGHT: Technology Services

EVALUATION: Stat times are registered and monitored to ensure alignment with the Technology Services Department plan.

MBPE CONTRACT NUMBER: 7556427

SOURCE OF FUNDS: Operating Budget and Federal E-Rate Program

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Demand Mechanical, LLC dba Demand Mechanical

SERVICE/GOODS (SOW): For the purchase and installation of bottle filling stations and water fountains.

SOURCING METHOD: ITB 331248

TERM: March 29, 2023 through March 28, 2028

FOR WHOM: MNPS Schools and Facilities

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 \$1,500,000 in year one and \$125,000 per year for the next 4 years.

OVERSIGHT: Facilities

EVALUATION: Quality of units provided and timeliness of response to install.

MBPE CONTRACT NUMBER: 7553504

SOURCE OF FUNDS: Federal – ESSER 2 and Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: DG Investment Intermediate Holdings 2, Inc. dba
Convergent Technologies, LLC

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on fire alarm projects on a project-by-project basis.

SOURCING METHOD: RFQ 331256

TERM: March 29, 2023 through February 25, 2025

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor shall be compensated on a project-by-project quote in accordance with the terms and conditions of the request and contract.

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

Total compensation is based on an estimated yearly amount of \$1,500,000.

OVERSIGHT: Facilities

EVALUATION: Timeliness in quoting projects and quality of the services provided.

MBPE CONTRACT NUMBER: 7555061

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: IN2 Electric, LLC

SERVICE/GOODS (SOW): Provision of lighting replacement at Bellshire Elementary School.

SOURCING METHOD: ITB 332251

TERM: March 29, 2023 through Project Completion

FOR WHOM: Bellshire Elementary School

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

Total compensation for this contract is not to exceed \$540,837

Total compensation is based on the project bid amount of \$540,837.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of services provided and adherence to the scope of work documents.

MBPE CONTRACT NUMBER: 7555180

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: LEGO Brand Retail, Inc. dba LEGO Education US

SERVICE/GOODS (SOW): For the purchase of STEAM Camp curriculum kits.

SOURCING METHOD: RFP 331255

TERM: March 29, 2023 through March 28, 2028

FOR WHOM: MNPS Students

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

Total compensation for this contract is not to exceed \$1,500,000.

Total compensation is based on an initial purchase of \$1,250,000 for year 1 with \$250,000 remaining to purchase replacement kits over the next 4 years.

OVERSIGHT: STEAM and Science

EVALUATION: Pre and post Promising Scholars surveys and TNReady scores.

MBPE CONTRACT NUMBER: 7555756

SOURCE OF FUNDS: Federal – ESSER 3

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: McCloskey Mechanical Contractors, Inc.

SERVICE/GOODS (SOW): Provision of HVAC upgrades at Granbery Elementary School.

SOURCING METHOD: ITB 335257

TERM: March 29, 2023 through Project Completion

FOR WHOM: Granbery Elementary School

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

Total compensation for this contract is not to exceed \$2,403,676.

Total compensation is based on the project bid amount of \$2,403,676.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of services provided and adherence to the scope of work documents.

MBPE CONTRACT NUMBER: 7554383

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Mid Tenn Ford Truck Sales, Inc.

SERVICE/GOODS (SOW): For the provision of proprietary parts and repair services for MNPS Ford vehicles and trucks.

SOURCING METHOD: Metro Government RFP 98217

TERM: March 29, 2023 through May 13, 2026

FOR WHOM: Transportation

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

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

Total compensation is based on an estimated yearly amount of \$1,000,000.

OVERSIGHT: Transportation

EVALUATION: Based on the quality of products and timeliness of services provided and delivered.

MBPE CONTRACT NUMBER: 7556004

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(11) VENDOR: ONECBI, LLC dba CBI

SERVICE/GOODS (SOW): Amendment #6 increases the contract value. The contract is for the provision of furniture and design for MNPS facilities, schools, and classrooms.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: March 29, 2023 through August 14, 2023

FOR WHOM: MNPS Facilities

COMPENSATION: Amendment #6 increases the contract value by \$750,000.

Total compensation for this contract is not to exceed \$10,750,000.

Total compensation is based on an estimated yearly amount of \$2,150,000.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of the receipt and installation of the new products and removal of any old products.

MBPE CONTRACT NUMBER: 7497595

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(12) VENDOR: Playworld Preferred

SERVICE/GOODS (SOW): Playground equipment and installation for Bellshire Elementary School and Ivanetta H. Davis Early Learning Center.

SOURCING METHOD: Sourcewell Cooperative RFP 010521

TERM: Immediate Purchase

FOR WHOM: Bellshire Elementary School
Ivanetta H. Davis Early Learning Center

COMPENSATION: Total compensation for this purchase at Bellshire is not to exceed \$100,000.

Total compensation for the purchase at Ivanetta H. Davis is not to exceed \$112,855.80.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of products and timeliness of installation services.

MBPE CONTRACT NUMBER: Sourcewell Contract 010521-LTS

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(13) VENDOR: Robert J. Young Company, LLC dba RJ Young

SERVICE/GOODS (SOW): Contract is for the purchase, rental, and repair of multi-function devices (printers) throughout the district.

SOURCING METHOD: RFP 324250

TERM: March 29, 2023 through March 28, 2028

FOR WHOM: MNPS Schools and Facilities

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

Total compensation for this contract is not to exceed \$7,000,000.

Total compensation is based on an estimated yearly amount of \$1,400,000.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality and timeliness of delivery for the multi-function devices provided as well as the quality of the output of the provided devices.

MBPE CONTRACT NUMBER: 7554028

SOURCE OF FUNDS: Various Operating and Federal Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(14) VENDOR: Sedia Systems, Inc.

SERVICE/GOODS (SOW): For John Overton High School's upgrade of their current auditorium including new seating.

SOURCING METHOD: NCPA Cooperative RFP 24-22

TERM: Immediate Purchase

FOR WHOM: John Overton High School

COMPENSATION: Total compensation for this purchase is not to exceed \$187,000.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of products and timeliness of services provided and delivered.

MBPE CONTRACT NUMBER: NCPA Contract 07-116

SOURCE OF FUNDS: Federal – ESSER 3 and Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(15) VENDOR: South Western Communications, Inc.

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on fire alarm projects on a project-by-project basis.

SOURCING METHOD: RFQ# 331256

TERM: March 29, 2023 through February 25, 2025

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor shall be compensated on a project-by-project quote in accordance with the terms and conditions of the request and contract.

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

Total compensation is based on an estimated yearly amount of \$1,500,000.

OVERSIGHT: Facilities

EVALUATION: Timeliness in quoting projects and quality of the services provided.

MBPE CONTRACT NUMBER: 7555062

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(16) VENDOR: TMPartners, PLLC

SERVICE/GOODS (SOW): Amendment #1 increases the contract value. The contract is for the provision of architectural services on an as-needed basis for MNPS.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: March 29, 2023 through November 12, 2024

FOR WHOM: MNPS Facilities

COMPENSATION: Amendment #1 increases the contract value by \$1,000,000.

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

Total compensation is based on an estimated yearly amount of \$400,000.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of architectural services provided.

MBPE CONTRACT NUMBER: 7488758

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(17) VENDOR: UniFirst Corp.

SERVICE/GOODS (SOW): Amendment #1 updates the Customer Service Agreement to include the provision of uniform rentals and shop towels, extends the contract term, and increases the contract value. The contract is for the provision and servicing of floor mats and uniforms.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: March 29, 2023 through March 28, 2028

FOR WHOM: Facilities and Transportation

COMPENSATION: Amendment #1 increases the contract value by \$350,000.

Total compensation for this contract is not to exceed \$600,000.

Total compensation is based on an estimated yearly amount of \$70,000.

OVERSIGHT: Facilities and Transportation

EVALUATION: Quality and timeliness of the goods and services provided.

MBPE CONTRACT NUMBER: 7501298

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(18) VENDOR: Varsity Brands Holding Co., Inc. dba BSN Sports, LLC

SERVICE/GOODS (SOW): Amendment #1 increases the contract value. The contract is for the provision of athletic scoreboards.

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: March 29, 2023 through April 14, 2025

FOR WHOM: MNPS Athletic Facilities

COMPENSATION: Amendment #1 increases the contract value by \$1,000,000.

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

Total compensation is based on an estimated yearly amount of \$400,000.

OVERSIGHT: Facilities

EVALUATION: Quality and timeliness of the receipt and installation of the new products and removal of any old products.

MBPE CONTRACT NUMBER: 7496808

SOURCE OF FUNDS: Capital Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(19) VENDOR: Wenger Corporation

SERVICE/GOODS (SOW): For the purchase and installation of instrument storage cabinets.

SOURCING METHOD: BuyBoard Cooperative RFP 619-20

TERM: Immediate Purchase

FOR WHOM: Meigs Magnet Middle School

COMPENSATION: Total compensation for this purchase is not to exceed \$85,000.

OVERSIGHT: Facilities

EVALUATION: Based on the quality of products and timeliness of installation services

MBPE CONTRACT NUMBER: BuyBoard Contract 619-20

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(20) VENDOR: Williams Mechanical, LLC

SERVICE/GOODS (SOW): Provision of HVAC upgrades at the McGavock High School gym.

SOURCING METHOD: ITB 337253

TERM: March 29, 2023 through Project Completion

FOR WHOM: McGavock High School

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

Total compensation for this contract is not to exceed \$304,150

Total compensation is based on the project bid amount of \$304,150.

OVERSIGHT: Facilities

EVALUATION: Quality of the unit and materials provided and timeliness of response to install.

MBPE CONTRACT NUMBER: 7554675

SOURCE OF FUNDS: Federal – ESSER 3

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(20) VENDOR: Williams Mechanical, LLC

SERVICE/GOODS (SOW): Provision of HVAC upgrades at the East Middle School gym.

SOURCING METHOD: ITB 337254

TERM: March 29, 2023 through Project Completion

FOR WHOM: East Middle School

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

Total compensation for this contract is not to exceed \$458,700.

Total compensation is based on the project bid amount of \$458,700.

OVERSIGHT: Facilities

EVALUATION: Quality of the unit and materials provided and timeliness of response to install.

MBPE CONTRACT NUMBER: 7554836

SOURCE OF FUNDS: Federal – ESSER 3

Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through Sept. 30, 2023, and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans and ensure they align with any significant changes to CDC recommendations for K-12 schools. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: Davidson County – Metro Nashville Public Schools

Date: February 28, 2023

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

In January of 2023, MNPS relaunched our ESSER engagement process. We promoted the survey through internal and external communication channels, including social media, email, and the MNPS website. In addition, we reconvened our members of the Principal Advisory Group, Student Cabinet, Support Staff Cabinet, and Teacher cabinet in February 2023 to seek their feedback on our revised ESSER plan. We also used these cabinets to invite additional responses from these targeted stakeholder groups to our re-issued ESSER survey. In this survey we received over 620 responses representing a diverse base of stakeholders. Further, over 35,500 students, 4,600 teachers, and 1,500 school staff responded to our Fall 2023 Panorama climate survey questions seeking ESSER input. We used these survey results to fine-tune our revision for March 1, 2023, and to pressure test community's ongoing buy-in to our previously submitted proposal. MNPS receives regular feedback from students, staff, and families through public comment at Board meetings, POSSIP surveys, social media engagement, school climate surveys, emails, and other feedback collection methods to help guide decisions on the health and safety of students and staff.

2. Describe how the LEA engaged the health department in the development of the revised plan.

MNPS maintains a close partnership with the Metro Public Health Department when devising testing and vaccination policies and receive guidance on changes to policies when applicable. Our School Nurse Program is a partnership with the Metro Public Health Department, and we developed our 2022-23 COVID policies in coordination with the experts at the MPH. D.

3. Provide the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.

Appropriate accommodations for children with disabilities with respect to health and safety policies
Students' accommodations are outlined in their Individual Education Programs and 504 plans, both of which the district implements, and which may include accommodations relevant to health and safety.
Physical distancing (e.g., use of cohorts/podding)
Social distancing is encouraged when feasible.
Hand washing and respiratory etiquette
Maintaining current policies and best practices.
Cleaning and maintaining healthy facilities including improving ventilation
MNPS continues to install updated HVAC systems to create healthy facilities and improve ventilation. MNPS also continues to maintain cleaning policies and best practices.
Contact tracing in combination with isolation and quarantine
We notify classrooms when there is an exposure. Tennessee Code Annotated prohibits the mandatory quarantining of a close contact. Students or staff who test positive must isolate, but Tennessee Board of Education rules allowing for remote learning during an isolation period have expired and students must be counted as absent.
Diagnostic and screening testing
MNPS offers school-based COVID-19 rapid and PCR testing to any student or staff who is identified as a close contact or has symptoms consistent with COVID-19. Parents or guardians provide consent prior to testing. This will reduce barriers to testing for families who lack transportation or time to get tested outside of school. In addition, MNPS offers testing at multiple sites throughout the district for students and staff.
Efforts to provide vaccinations to educators, other staff, and students, if eligible
MNPS hosts vaccine clinics with the support of the Metro Nashville Public Health department at various locations, when possible. The Employee Benefits Department in partnership with Vanderbilt Health offers additional vaccine opportunities for district staff.
Universal and correct wearing of masks

Masks are currently encouraged but not required for staff and students, and KN95 masks have been distributed to all schools.

4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services that address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services.

Metro Schools operations have largely returned to pre-pandemic normal practice; however, we have increased the level of support for students by providing no-cost meals to all students through the use of ESSER funds after federal waivers expired. We have invested heavily in the social-emotional health of students with the use of advocacy centers, peace centers, counselors, social workers, school nurses, and mental health supports, in addition to expanding the number of Community Achieves schools that provide wrap-around support for students and families. Student Health services partnered with MPH D to offer immunizations to students at middle school locations and a partnership with Well Child to provide Early and Periodic Screening, Diagnostic and Treatment to students, encouraging those who have not seen their PCP since COVID.

ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

General Information

LEA Name: Davidson County – Metro Nashville Public Schools

Director of Schools (Name): Dr. Adrienne Battle

ESSER Director (Name): Sarah Chin

Address: 2601 Bransford Avenue, Nashville, TN 37204

Phone #: (615) 259-8587 District Website: <https://mnps.org>

Addendum Date: February 28, 2023

Total Student Enrollment:	81,640
Grades Served:	PreK-12
Number of Schools:	162

Funding

ESSER 2.0 Remaining Funds:	\$59,373,012
ESSER 3.0 Remaining Funds:	\$270,515,323
Total Remaining Funds:	\$329,888,335

Budget Summary

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Academic Feedback Support		\$262,568
	Accelerating Academics through the Arts		\$3,486,011
	Adaptive Intervention Platforms for math and literacy	\$1,335,900	\$7,318,199
	Benchmark Assessment Development		\$721,400
	Consultants for school-level instructional supports	\$21,770	\$1,755,968
	Coordinator of Mathematics		\$204,464
	Coordinator of Scheduling		\$170,964
	Early Reading		\$208,749
	Graduation Streaming Services	\$50,000	
	Instructional Supplies	\$478,414	\$17,397,586
	Instructional Support Positions	\$16,715,403	\$8,640,710
	Interventionists, Tutors, Para Pros	\$4,072,765	\$8,640,105
	Leveraging Athletics to Accelerate Academics		\$2,089,802
	Master Scheduling		\$5,047
	MNPS Virtual School- Additional Support for Continuity of Learning	\$841,378	
	Pre-K-12 High Quality Math Materials and Supports		\$700,000
	Pre-K-12 Multi- Content Materials and Supports		\$111,160
	Extended Learning Opportunities -Enriching Scholars		\$3,172,666
	School-Level Instructional Software		\$1,170,720
	Schools of Innovation Academic Support		\$2,086,079
	Summer Programming		\$14,945,808
	Tutoring	\$171,524	\$17,199,889
	Charter Schools	\$3,525,331	\$10,640,571
	Sub-Total	\$27,212,486	\$100,928,466

		ESSER 2.0	ESSER 3.0
Student Readiness	Advanced Academics Coach		\$76,346
	Advocacy Centers (elementary)	\$4,029,944	\$768,379
	Alternative Learning Center Redesign		\$580,319
	Attendance		\$975,922
	AVID Coordinator		\$250,288
	Community Achieves		\$3,380,090
	Data Analysts to support traditionally underserved subgroups		\$341,929
	Digital Future Initiative Director		\$70,724
	Dual Enrollment	\$25,000	
	Expansion of Community Achieves and In-School Partnership Support Models		\$630,000
	Family Resource Centers		\$172,000
	Freshman/Sophomore support		\$672,609
	Graduation Success Coaches	\$75,075	
	High School Innovation		\$3,870,604
	IEP Compliance Supports		\$1,066,779
	Mental Health Counselors		\$9,500,000
	Navigator Data System and Supports		\$809,750
	Parent University and Supports		\$1,261,317
	Post Secondary Transition Support		\$314,032
	Restorative Practice Assistants (middle and high)		\$2,787,555
	School Counseling Coordinator		\$225,431
	Social Workers		\$2,040,000
	Student Support Services Manager		\$204,901
	Transition Coordinator for Exceptional Education Students		\$239,051
	Translation and Interpretation Services		\$2,454,720
	Work-Based Learning	\$46,922	\$220,269
	Youth Court Supplies		\$8,713
	Charter Schools	\$3,525,331	\$10,640,571
	Sub-Total	\$7,702,272	\$43,562,299

		ESSER 2.0	ESSER 3.0
Educators	Benchmark Analysis		\$395,223
	Bonuses for principals		\$138,308
	Class size reduction	\$63,235	\$4,559,955
	Content Leader Cohort	\$14,077	
	District Professional Development	\$1,187,362	\$3,070,379
	English Language Endorsement for Educators		\$532,836
	Hire Forward (strategic staffing)		\$384,190
	Instructional Resources		\$647,889
	Math standards training		\$318,685
	Planning Time Pilot		\$702,312
	Professional Development and Planning Day Stipends and Support		\$8,964,424
	Professional Development Redesign		\$429,291
	Professional learning management system		\$750,000
	Reimagined Teacher Pilot Program		\$526,799
	School Professional Development	\$598,165	\$2,745,852
	Signing and Retention Bonus for School Psychologists		\$108,854
	Substitutes and Innovative Staffing Solutions		\$512,253
	Charter Schools	\$3,525,331	\$10,640,571
	Sub-Total	\$5,388,169	\$35,427,820

		ESSER 2.0	ESSER 3.0
Foundations	Academic Space: Facilities and Air Quality	\$6,150,520	\$26,377,111
	Additional Nurses		\$10,000,000
	Community Support Hubs		\$600,000
	COVID Operations Support	\$257,937	
	COVID testing and vaccine clinics		\$1,249,037
	Design services for three new elementary schools		\$2,959,617
	Executive Director of Technology		\$400,197
	Executive Director for Schools		\$217,707
	Executive Officer for Schools		\$160,079
	Facility access control enhancements		\$1,000,000
	High-Speed Internet	\$66,160	\$2,200,000
	Innovative Transportation Staffing and Support		\$2,231,367
	Internet Infrastructure	\$2,765,600	\$352,444
	Kronos and Allovue upgrades (leave request and budgeting support)	\$22,080	
	Monitoring, Auditing and Reporting (1% minimum recommended by TDOE)	\$367,632	\$1,656,096
	Nutrition Services Support (free breakfast and lunch for all students)	\$1,303,143	\$11,696,857
	Operations Talent Acquisition Specialist		\$188,066
	Pulse Checks and Feedback System for Families and Staff	\$67,725	\$68,000
	Safety Ambassadors		\$1,280,632
	Strategic Redesign: Resource allocation and continuous improvement support		\$1,700,000
	Student Services Compliance Support		\$434,775
	Technology: Classroom Instructional Equipment	\$972,812	\$3,143,628
	Technology: Software to support 1:1 technology		\$629,000
	Technology: Student and Teacher Laptops	\$3,571,146	\$7,557,354
	Technology: Support Services		\$3,292,916
	Warehouse and Delivery Services		\$64,032
	Brandished Weapon Detection		\$497,250
	Charter Schools	\$3,525,331	\$10,640,571
	Sub-Total	\$19,070,085	\$90,596,737
Total		\$59,373,012	\$270,515,322

Academics

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district's needs assessment.

MNPS is investing in high-impact tutoring, summer programming, high-quality instructional materials with emphasis on literacy and mathematics, school level positions focused on intervention and acceleration, and targeted professional learning experiences for staff in strategic areas. Through our needs assessment, MNPS identified the need for improving Tier I, II and III instruction and interventions. Over the next year and a half, MNPS plans to grow high-dosage, low ratio tutoring to more than 17% of our student population.

2. Describe initiatives included in the "other" category.

Specific initiatives are listed in the chart. There are no amounts marked as other.

Student Readiness

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district's needs assessment.

Student Readiness allocations represented in MNPS's Every Student Known focus are investments in the whole student, families, special populations including English learners and exceptional education students, as well as investments to support postsecondary readiness and success. By supporting the needs of the whole student through elementary advocacy centers, expansion of community partnerships in schools, investment in mental health supports, and social workers, MNPS is working to create the conditions where students can learn and thrive.

MNPS is committed to strong, high-quality pathways for our students through the Academies of Nashville and MNPS Reimagined clusters. Through our Better Together partnership with Nashville State Community College and other postsecondary institutions, we are expanding dual enrollment, dual credit, and work-based learning opportunities, as well as early college models across our high schools. We are also committed to AP, IB, Cambridge, and AVID programs that are designed to promote and support rigorous coursework that prepares students for success in college and career. MNPS has chosen to spiral ESSER 2 and 3 funds directly to schools to support innovation. In addition, MNPS is investing in academic advising through positions, improved data systems, and graduation success coaches in alignment with our postsecondary transition planning goals and focused outcomes. In planning and expanding these strategies, MNPS used data and our needs assessment to target and scale these strategic investments.

2. Describe initiatives included in the "other" category.

Specific initiatives are listed in the chart. There are no amounts marked as other.

Educators

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment.

MNPS is proposing a set of strategies to address ongoing staffing challenges as outlined in the needs assessment. Through Grow Your Own and teacher residency models, MNPS is working with educator preparation programs to address teacher shortages. In addition, MNPS continues to work across funding sources to support compensation and benefits packages that help attract and retain the best talent.

One of the priority areas for investment is "Grow Our People." This work includes robust, personalized professional development and paid planning days. Because MNPS spirals ESSER funds to schools, school leadership teams can make choices about strategic staffing needs in response to the COVID-19 pandemic. MNPS is also investing in a "Reimagining the Teaching Job" pilot, in which seven schools are creating and funding innovative teacher job designs to provide more job-embedded coaching and give teachers opportunities to grow in their career without leaving the classroom. In addition, MNPS is supporting EL and EE endorsement programs to support professional growth among our educators, as well as meet the needs of our English learners and exceptional education students.

2. Describe initiatives included in the "other" category.

Specific initiatives are listed in the chart. There are no amounts marked as other.

Foundations

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment.

Our strategic allocations designed to strengthen structural expectations are focused on building infrastructure, access, and capacity. These strategic allocations include investments in school nurses and COVID mitigation with an emphasis on safe and healthy schools as well as facility investments to improve indoor air quality and allow social distancing. Investments in technology support continuity of learning, as well as enhanced learning opportunities and tools to support high-quality and impactful instruction. These areas were identified as needs for our students and families in the district's needs assessment.

2. Describe initiatives included in the "other" category.

Specific initiatives are listed in the chart. There are no amounts marked as other.

Monitoring, Auditing, and Reporting

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

MNPS is committed to maximizing our ESSER investments for students. In order to ensure investments are strategic and impactful, MNPS works with the Research, Assessment and Evaluation (RAE) team to design program evaluation. Through ESSER funds, MNPS is hiring an additional data analyst and program evaluation position to add to the RAE team to focus solely on ESSER funded initiatives and strategies. In addition, MNPS is partnering with outside researchers for additional capacity. For example, Brown University is partnering with MNPS to evaluate and inform our high-dosage tutoring work. MNPS and Vanderbilt University are partnering to create a research-practice partnership which will also be leveraged to inform and evaluate ESSER funded initiatives. In addition, schools are encouraged to ensure alignment with their SIPs and needs assessments. There are multiple layers of oversight and internal controls in place to ensure that proposed expenses are reasonable, allowable, and necessary (as well as allocable). MNPS teams have created an ESSER guidebook for district and school leaders and provided access to training materials from Brustein & Manasevit, TDOE, and internal teams. Internal cross-functional teams meet regularly to discuss ESSER-related topics and problem solve. In addition, MNPS reaches out to request guidance and assistance from TDOE staff as needed.

The oversight of these funds continues to be the responsibility of the Federal Programs (FP) team in MNPS. Multiple levels of review have occurred throughout the process to ensure established internal controls are followed. Along with additional processes to ensure that we have multiple levels of review for ESSER-related expenses, we have also created forms and templates to help track and document the steps utilized to request, submit, and pay ESSER funded items. Additionally, we created training materials and forms for new processes. We have two separate business units (one for district purchases and one for the approximately \$24 million per year in school-level purchases) to help track expenses and ensure allowable purchases are also reasonable and necessary. Multiple staff members support this work, and we have added additional positions to handle the influx of ESSER dollars.

In addition to the roles of the FP team members, a cross-functional approach has been utilized with the ESSER grants. We meet and continue to connect regularly with other teams in MNPS such as: Finance, Procurement, Human Resources, Inventory, Research, Assessment, and Evaluation, Operations, Curriculum and Instruction, Buildings and Maintenance, Technology, Charter Schools, and more. These teams have also been involved in determining the effectiveness of the funds by analyzing information such as number of nutrition services staff paid (based on the numbers of meals served, which was more than 330,000), number of devices deployed and utilized by students for virtual learning, provision of SEL and case management services, evaluation of professional learning funded by ESSER, deployment of individual student supplies and materials, utilization of software and related data on student performance (and growth), and more. The effectiveness of activities has been determined in a variety of ways utilizing multiple data sources, ranging from the number of devices and services provided to staff and students to ensure they can participate in school safely and in the most effective manner to individual teacher feedback of PD sessions funded by ESSER. Other feedback mechanisms include formal and informal feedback regarding the efficacy of the uses of funds. Federal programs staff members have worked with MNPS charter schools to ensure they received school-level allocations. We also provided group and individual trainings as well as regular updates; we continue to communicate with our charter schools on a regular basis, especially with those schools who do not submit needed paperwork to request

reimbursement in a timely manner. The Director of Grants reviewed each charter school's proposed spending plan and needs assessment; the documentation for requesting reimbursement for allowable ESSER purchases was also reviewed prior to processing charter reimbursement requests for allowable expenses. This documentation is housed on a shared SharePoint site. Charter points of contact have provided feedback on the efficacy of the use of these funds and will be asked to provide additional information to evaluate the effectiveness of the ESSER-funded activities.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

Our district is participating in TN ALL Corps and offering summer learning opportunities to students through our Promising Scholars initiative. MNPS is also investing in numerous initiatives and strategies to address learning acceleration through direct service to students. This includes significant investments in Accelerating Scholars, our high dosage tutoring initiative. MNPS was also named a "Best for All" district for having invested such a significant percentage of total ESSER funding in addressing learning loss.

Family and Community Engagement

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

For our original plan (approved on November 29, 2021), MNPS leaders engaged in the following work to solicit input from a wide variety of stakeholders in different ways:

- Created and deployed a survey for our stakeholders (K-12 public school families in Davidson County, community organizations, and other Davidson County residents)
- Created messaging to help inform and invite our stakeholders to engage (social media, email, and our MNPS website)
- Hosted seven engagement sessions to capture feedback and input for the ESSER plan
- Used feedback from the engagement sessions and the survey to finalize our report and plan
- Met with members of the Principal Advisory Group, Student Cabinet, Support Staff Cabinet, and Teacher Cabinet as well as with parents, guardians, and representatives of community organizations

Additional information about the process and the results can be accessed at <https://www.mnps.org/cms/One.aspx?portalId=32970327&pageId=37373891> and in the summary section of the submitted Needs Assessment. District leadership reviewed information from the various data points collected from the different types of engagement with stakeholders. We also referenced and considered needs identified from previous and on-going evaluations such as district and school improvement plans. Utilizing all of these varied information sources, leadership engaged in multiple rounds of review while also considering both updated guidance on topics (such as from the CDC in relation to COVID mitigation practices) as well as evidence-based interventions and supports (such as academic interventions and SEL services).

In fall of 2022, MNPS relaunched our ESSER engagement survey. We promoted the survey through internal communication and invited stakeholders to engage (social media, email, and on the MNPS website). In addition, we reconvened our members of the Principal Advisory Group, Student Cabinet, Support Staff Cabinet, and Teacher cabinet in August 2022 to seek their feedback on our revised ESSER plan. In this survey we received nearly 6,000 responses representing a diverse base of stakeholders and used these survey results to fine-tune our revision for September 15, 2022, and to pressure test community's buy-in to our initial budget proposal.

In winter of 2023, MNPS again sent our ESSER engagement survey to families and other invested stakeholder groups. We again promoted the survey through internal communication and invited stakeholders to engage (social media, email, and on the MNPS website). In addition, we sought input from our members of the Principal Advisory Group, Student Cabinet, Support Cabinet, Staff Cabinet, and Teacher cabinet in February 2022 to seek their feedback on our revised ESSER plan. In this survey we received over 620 responses representing a diverse base of stakeholders. Further, over 35,500 students, 4,600 teachers, and 1,500 school staff responded to our Fall 2023 Panorama climate survey questions seeking ESSER input.

Additionally, we have included our ESSER applications in the official minutes of the Board of Education to ensure transparency of our plans.

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

In late 2021, MNPS conducted a series of feedback opportunities through surveys and Possip pulse checks that have informed our decision-making. We continue to receive feedback through the budgeting process for FY23. In the fall 2022 and winter 2023 reissuance of our survey, we asked our stakeholders to identify with broad identity categories (e.g., role in the LEA, etc.) to confirm that we had surveyed a representative sample of our community.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

In fall 2022 and again in winter 2023, MNPS relaunched our ESSER community engagement process, using surveys, messaging, engagement sessions, and meetings with the Principal Advisory Group, Student Cabinet, Support Staff Cabinet, and Teacher Cabinet as well as with parents, guardians, and representatives of community organizations.

Additional information about the process and the results can be accessed at <https://www.mnps.org/cms/One.aspx?portalId=32970327&pageId=37373891> and in the summary section of the submitted Needs Assessment. District leadership reviewed information from the various data points collected from the different types of engagement with stakeholders. We also referenced and considered needs identified from previous and on-going evaluations.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

Our plan has included one significant change from FY22, which was the reallocation of \$6.4M toward safety and security investments that also respond to, prepare for, or prevent COVID. This was in direct response to the feedback we received from a diverse set of stakeholders in our 2022 survey and community engagement push. It was also something we were able to do in a later-stage ESSER revision through dialogue with the TDOE to ensure the allowability of this investment and alignment with the goals of ESSER. We also included a significant investment in instructional and instructional support personnel, a decision made in response to community and stakeholder feedback. MNPS remains committed to working closely with the State to ensure we are able to respond to the community's feedback with allowable investments that are a direct response to the safety and security challenges faced in response to COVID-19. As noted above, MNPS utilizes various tools to solicit input on needs from parents and families, students, school staff, building-level staff, community members, advocacy organizations or representatives, and more. These data help inform our needs and priorities.

Metropolitan Nashville Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 03/28/23
		Rescinds:	Issued: 07/14/20

General

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited.¹ This policy shall cover employee and student behavior while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. This policy shall be disseminated annually to all school employees, students, and parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the grievance process shall not have a conflict of interest against any party of the complaint.³ These personnel shall receive training as to how to promptly and equitably resolve student and employee complaints.³

All employees shall receive training on complying with this policy and federal law.⁴

TITLE IX COORDINATOR⁵

The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of sexual harassment. The Title IX Coordinator shall be kept informed by school-level personnel of all investigations and shall provide input on an ongoing basis as appropriate.

Any individual may contact the Title IX Coordinator at any time using the information below:

Name: Title IX Coordinator – Office of Student Services

Mailing address: 2601 Bransford Ave, Nashville, TN 37204

Phone number: 615-259-4636

Email: civilrightscomplaints@mnps.org

DEFINITIONS⁴

“Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

“Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

“Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual’s participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or

3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;

2. Verbal harassment or abuse;

3. Sexually suggestive pictures;

4. Sexually suggestive gesturing;

5. Harassing or sexually suggestive or offensive messages that are written or electronic;

6. Subtle or direct propositions for sexual favors; and

7. Touching of a sexual nature.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

“Supportive measures” are non-disciplinary, non-punitive, individualized services and shall be offered to the complainant and the respondent, as appropriate. These measures may include, but are not limited to, the following:

1. Counseling;

2. Course modifications;

3. Schedule changes; and

4. Increased monitoring or supervision.

The measures offered to the complainant and the respondent shall remain confidential to the extent that maintaining such confidentiality would not impair the ability of the school district to provide the supportive measures.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator or designee shall:

- 1 1. Inform the complainant of the availability of supportive measures;
- 2
- 3 2. Consider the complainant's wishes with respect to supportive measures; and
- 4
- 5 3. Explain the process for filing a formal complaint.¹⁰

6 While the school district will respect the confidentiality of the complainant and the respondent as much
7 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall
8 be consistent with the school district's legal obligations and the necessity to investigate allegations of
9 harassment and take disciplinary action.

10 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
11 process is complete. Unless there is an immediate threat to the physical health or safety of any student
12 arising from the allegation of sexual harassment that justifies removal, the respondent's placement
13 shall not be changed.¹¹ If the respondent is an employee, he/she may be placed on administrative leave
14 or suspension without pay consistent with Tenn. Code Ann. 49-5-511(a)(3) during the pendency of the
15 grievance process.¹² The Title IX Coordinator shall keep the Director of Schools and the Chief of
16 Human Resources informed of any employee respondents so that they can make any necessary reports
17 to the State Board of Education in compliance with state law.¹³

18 **Complaints**

19 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall report
20 such information to the Title IX Coordinator within 24 hours. Nothing in this policy requires a
21 complainant to either report or file a formal complaint within a certain timeframe. If the report involves
22 the Title IX Coordinator, the report shall be filed with the Chief of Human Resources.

23 If a report involves allegations of child abuse, including child abuse on school grounds, appropriate
24 notification shall be made per the board policy on reporting child abuse.

25 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 26 1. Provide written notice of the allegations and the grievance process to all known parties to give
27 the respondent time to prepare a response before an initial interview;
- 28
- 29 2. Inform the parties of the prohibition against making false statements or knowingly submitting
30 false information;
- 31
- 32 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 33
- 34 4. Offer supportive measures in an equitable manner to both parties.

35 If the Title IX Coordinator dismisses a formal complaint, written notice, including the reasons for
36 dismissal, shall be provided to both parties simultaneously.¹⁵

37 **Investigations¹⁶**

For formal complaints of sexual harassment, the Title IX Coordinator shall assign an investigator responsible for investigating formal complaints in an equitable manner that involves an objective evaluation of all relevant evidence. Any trained investigator may be required by the Title IX Coordinator to participate in the Title IX grievance process. The burden of obtaining evidence sufficient to reach a determination rests on the school district.

Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48) hours of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.

All investigations shall be handled in a timely manner. In case of delay, the investigator shall ¹provide the Title IX Coordinator with appropriate documentation detailing the reasons why the investigation has not been delayed or not completed.

All investigations shall:

1. Provide an equal opportunity for the parties to present witnesses and evidence;
2. Not restrict the ability of either party to discuss the allegations under investigation or gather and present relevant evidence;
3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that seek disclosure of information protected under a legally recognized privilege unless such privilege has been waived;¹⁷
4. Provide the parties with the same opportunities to have others present during any grievance proceeding;
5. Provide to parties whose participation is requested written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
6. Provide both parties an equal opportunity to inspect and review any evidence directly related to the allegations in the formal complaint;
7. Allow each party the opportunity to submit written questions that they want asked of any party or witness prior to the determination of responsibility; and
8. Result in the creation of an investigative report that fairly summarizes relevant evidence.
 - a. Prior to the completion of the investigative report, the investigator shall send to each party the evidence subject to inspection and review. All parties shall have at least ten

(10) days to submit a written response which shall be taken into consideration in creating the final report.

Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX Coordinator shall keep the complainant and the respondent informed of the status of the investigation process. At the close of the investigation, a written final investigative report will be delivered to the parent(s)/guardian(s) of the complainant and of the respondent. **Determination of Responsibility**¹⁹

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of the evidence standard shall be used in making this determination.²¹

A trained decision-maker shall receive the final investigative report. Any trained decision-maker may be required by the Title IX Coordinator to participate in the Title IX grievance process. Within ten (10) calendar days of receiving answers to all written questions, the decision-maker shall make a determination regarding responsibility and provide the written determination to the parties simultaneously along with information about how to file an appeal.

A substantiated charge against a student may result in corrective or disciplinary action up to and including expulsion. A substantiated charge against an employee shall result in disciplinary action up to and including termination.

After a determination of responsibility is made, the Title IX Coordinator or designee shall work with the complainant to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine whether any other actions are necessary to prevent reoccurrence of the harassment.

APPEALS²²

Either party may appeal from a determination of responsibility based on a procedural irregularity that affected the outcome, new evidence that was not reasonably available at the time of the determination that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX Coordinator within ten (10) calendar days of a determination of responsibility.

Upon receipt of an appeal, the Title IX Coordinator shall:

1. Inform the Appeals Officer within five (5) days of receipt of the appeal; and
2. Notify the parties in writing.

During the appeal process, the parties shall have a reasonable, equal opportunity to submit written statements. Within ten (10) calendar days, the Appeals Officer shall issue a written decision describing the result of the appeal and the rationale for the result. The written decision shall be provided simultaneously to both parties.

RETALIATION²³

- 1 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
- 2 participate in any investigation of an act alleged in this policy is prohibited. Retaliation may result in
- 3 further disciplinary action being warranted.

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 40-24-108
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

Cross References

Section 504 and ADA Grievance Procedures 1.802
Discrimination/Harassment of Employees (Sexual, Racial,
Ethnic, Religious) 5.500
Staff-Student Relations 5.610
Code of Conduct 6.300
Student Discrimination, Harassment, Bullying, Cyber-
bullying, and Intimidation 6.304
Child Abuse and Neglect 6.409

Mathematics Materials Adoption List

Fall 2023

- K-5 Accelerate Learning, Inc., STEMscopes Math
- 6-8 Open Up Resources, Our 6-8 Math TN
- HS Integrated Math I-III Open Up Resources, Our HS Math TN
- Statistics SAVVAS, Triola, Elementary Statistics
- PreCalculus SAVVAS, Sullivan, PreCalculus: Enhanced with Graphic Utilities

Metropolitan Nashville Public Schools
Sales Tax Collections
As of March 20, 2023

General Purpose Fund

MONTH	2022-2023 Projection	TOTAL 2022-2023 COLLECTIONS	\$ Change For Month - FY23 Projection	% Change For Month - FY23 Projection	% Increase / Decrease Year To-Date
September	\$24,878,775.24	\$27,797,137.28	\$2,918,362.04	10.50%	10.50%
October	\$23,893,677.39	29,379,416.49	5,485,739.10	18.67%	14.70%
November	\$24,962,986.47	30,294,470.03	5,331,483.56	17.60%	15.70%
December	\$25,746,646.49	30,874,594.71	5,127,948.22	16.61%	15.94%
January	\$25,317,652.83	29,828,664.82	4,511,011.99	15.12%	15.78%
February	\$30,197,814.30	33,492,407.18	3,294,592.88	9.84%	14.68%
March	\$22,710,076.95	27,317,360.34	4,607,283.39	16.87%	14.97%
April	\$23,778,308.32				
May	\$27,850,698.75				
June	\$28,959,075.29				
July	\$29,247,388.20				
August	\$29,060,399.78				
TOTAL	\$316,603,500.00	\$208,984,050.85	\$31,276,421.19		14.97%

Debt Service Fund

MONTH	2022-2023 Projection	TOTAL 2022-2023 COLLECTIONS	\$ Change For Month - FY23 Projection	% Change For Month - FY23 Projection	% Increase / Decrease Year To-Date
September	\$3,780,538.42	\$5,619,873.22	\$1,839,334.80	32.73%	32.73%
October	3,603,511.16	5,941,907.38	2,338,396.22	39.35%	68.83%
November	3,704,686.49	6,126,974.48	2,422,287.99	39.53%	79.06%
December	3,659,926.81	6,244,303.13	2,584,376.32	41.39%	84.71%
January	3,591,215.77	6,032,766.63	2,441,550.86	40.47%	88.02%
February	4,420,063.90	6,773,748.60	2,353,684.70	34.75%	87.97%
March	3,227,415.79	5,524,862.11	2,297,446.32	41.58%	92.36%
April	3,242,235.82				
May	3,916,499.60				
June	3,760,197.76				
July	3,866,814.37				
August	3,949,020.06				
TOTAL	\$64,032,200.00	\$42,264,435.55	\$16,277,077.21		38.51%