



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – February 09, 2021 – 5:00 p.m.
Christiane Buggs, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Establish Quorum

II. 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.

III. GOVERNANCE ISSUES- OUR ORGANIZATION

- A. Actions
 - 1. Consent
 - a. Approval of Minutes - 11/10/2021, 11/24/2021 and 01/12/21 - Meetings
 - b. Awarding of Purchases and Contracts
 - 1. Bomar Construction Company, Inc.
 - 2. Bridges for the Deaf & Hard of Hearing
 - 3. Case Restoration Company
 - 4. Rock City Construction, LLC
 - 5. W.E. O'Neil Construction Company of Tennessee
 - 6. WEBCON, Inc.
 - c. Board Policy 1.106 Code of Ethics– *Approved by Governance Committee*
 - d. Elementary and Middle School Grade Realignment
 - e. Legal Settlement Claim (\$94,500)

2. Ethics Committee Formation

IV. REPORTS

- A. Director's Report
- B. Other Reports

Metropolitan Board of Public Education
Agenda
February 9, 2021

V. ANNOUNCEMENTS

VI. WRITTEN INFORMATION TO THE BOARD

VII. ADJOURNMENT

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –

November 11, 2020

Members Present: Christiane Buggs, chair, Freda Player-Peters, Fran Bush, Rachael Anne Elrod vice-chair, Emily Masters, Abigail Tylor and Sharon Gentry and Berthena Nabaa-Mckinney

Members Absent: Gini Pupo-Walker

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

CONVENE AND ACTION

- A. Call to Order
Christiane Buggs called the meeting to order.
- B. Pledge led by Berthena Nabaa-Mckinney

PUBLIC PARTICIPATION

- A. Matt Dempsey – Mr. Dempsey addressed the Board concerning Republic Charters and asked the Board to renew their school charter.
- B. Christina McDonald – Ms. McDonald addressed the Board concerning Nashville Prep and asked the Board to renew their school charter.
- C. Dariel Washington – Ms. Washington addressed the Board concerning her experience with Republic High School. She asked the Board to renew their school charter.
- D. Alejandra Cueto – Ms. Cueto addressed the Board concerning her experience with Nashville Prep. She asked the Board to renew their school charter.
- E. Marcus Gibbs – Mr. Gibbs addressed the Board concerning his experience with Republic Schools. He asked the Board to renew their charter.
- F. Cecilia Pardo – Ms. Prado addressed the Board concerning Wage Theft.
- G. Armando Arzate – Mr. Arzate addressed the Board concerning Wage Theft.

- H. Macy Bennett – Ms. Bennett addressed the Board concerning Republic Schools and asked the Board to renew their charter.
- I. Mary Holden – Ms. Holden asked the Board concerning Wage Theft and COVID-19 impacts on teachers.
- J. Osiris Balades – Ms. Balades addressed the Board concerning Wage Theft.
- K. Adrianna Salazar – Ms. Salazar addressed the Board concerning Wage Theft.
- L. Raul Morales Chavez – Mr. Chavez addressed the Board concerning Wage Theft.
- M. Bernardo Pasten Garcia – Mr. Garcia addressed the Board concerning Wage Theft.
- N. Ricardo A. Quintana – Mr. Quintana addressed the Board concerning Wage Theft.
- O. Santiago Tovar – Mr. Tovar addressed the Board concerning Wage Theft.
- P. Antonio Duran – Mr. Duran addressed the Board concerning Wage Theft.
- Q. Paulina Rodriguez – Ms. Rodriguez addressed the Board concerning Wage Theft.
- R. Andrew Reckard – Mr. Reckard read a letter on behalf of a MNPS teacher concerning COVID concerns.
- S. Rebecca Blank – Ms. Blank read a letter on behalf of a MNPS teacher concerning COVID concerns.
- T. Carlie Brantley – Ms. Brantley addressed the Board concerning teachers returning to in-person learning.
- U. Jorge Salles – Mr. Salles addressed the Board concerning Wage Theft.
- V. Anna Flores – Ms. Flores addressed the Board concerning Wage Theft.
- W. Oscar Jimenez – Mr. Jimenez addressed the Board concerning Wage Theft.
- X. Tomas Sanchez – Mr. Sanchez addressed the Board concerning Wage Theft.
- Y. Margaret Codina – Ms. Codina addressed the Board concerning COVID-19 school learning concerns.
- Z. Amanda Kail – Ms. Kail addressed the Board concerning COVID-19 learning concerns.

- AA. Vanessa Dafne – Ms. Dafne addressed the Board concerning Wage Theft.
- BB. Nicholas Keel – Mr. Keel addressed the Board concerning the reopening plan for middle schools.
- CC. Ivonne Santos – Ms. Santos addressed the Board concerning Wage Theft.
- DD. Amanda Baker – Ms. Baker addressed the Board concerning in-person learning for elementary schools.
- EE. Susan Floyd – Ms. Floyd addressed the Board concerning in-person learning for elementary schools.
- FF. Susan Sar – Ms. Sar addressed the Board concerning in-person learning for elementary schools.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. **Approval of Minutes - 09/22/2020 - Meeting**
 - b. **Awarding of Purchases and Contracts**
 - 1. **CDW-G**
 - 2. **Cengage Learning, Inc.**
 - 3. **Kimbro Mechanical, LLC**
 - 4. **KONE, Inc.**
 - 5. **Mackin Education Resources**
 - 6. **ThyssenKrupp Elevator Corporation**
 - 7. **United Elevator Services, LLC**
 - ~~8. Orion Building Corporation (2 contracts)~~
 - c. **Teacher Tenure List**

Abigail Tylor pulled Item A-1-c-8- Orion Building Corporation (2 contracts)

**Motion to approve consent agenda
By, Sharon Gentry, seconded Abigail Tylor
Motion Passes
Vote: 8-0**

**Motion to approve Item A-1-c-8- Orion Building Corporation (2 contracts)
By Christiane Buggs, seconded Sharon Gentry
Motion Fails
Vote: 3 – 5 (Abstain: Fran Bush, Emily Masters, Abigail Tylor, Freda Player-Peters)**

BOARD CHAIR’S REPORT

- A. Director’s Remarks – Dr. Battle gave a report.

COMMITTEE REPORTS AND UPDATES

- A. Ms. Rachael Anne Elrod gave a brief Capital Needs Report. She also gave a brief update on the PENCIL’s foundation work within MNPS.

ANNOUNCEMENTS

- A. Emily Masters announced that she was Principal for a Day at Maplewood High School.
B. Freda Player-Peters thanked Berthena Nabaa-Mckinney for her service on the Board.
C. Rachael Anne Elrod thanked Berthena Nabaa-Mckinney for her service to the district. She also congratulated the Blue Ribbon Teachers.
D. Berthena Nabaa-Mckinney congratulated the tenure teachers. She also thanked the Board, MNPS staff and the community for their support during her tenure on the Board.
E. Christiane Buggs announced that the Board Retreat will be held December 11th.

Ms. Buggs adjourned the meeting at 8:15 p.m.



Chris M. Henson
Board Secretary

Christiane Buggs
Board Chair

Date

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –

November 24, 2020 *This meeting was held virtually in accordance with Governor Bill Lee’s Executive Order #16 that allows Local Governments to hold public meeting electronically to the COVID-19 health crisis.*

Members Present: Christiane Buggs Chair, Rachael Anne Elrod Vice-chair, Gini Pupo-Walker, Sharon Gentry, Abigail Tylor, and Emily Masters, John Little, Freda Player-Peters, Fran Bush and Emily Masters (arrived after the consent agenda vote)

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

CONVENE AND ACTION

- A. Call to Order
Christiane Buggs called the meeting to order.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. **Approval of Minutes – 09/08/2020 - Meeting**
 - b. **Recommended Approval to Grant a Temporary Construction Easement to Piedmont Natural Gas Company, Inc.**
 - c. **Recommended Approval to Accept Property for a Future School Site in Southeast Davidson County**
 - d. **Recommended Approval of Supplement #3 for Professional Services Contract for Energy Consulting Services –SiteLogIQ**
 - e. **Recommended Approval of Supplement #5 for Professional Services Contract for Program Management Services – CBRE Heery, Inc.**
 - f. **Recommended Approval of Request #1 for Purchase of Phase 3 Technology Equipment (Hillsboro High School Additions and Renovations) – Beacon Technologies**

- g. Recommended Approval of Request #8 for Small Scope Projects at Various Schools (Cameron College Preparatory School Bleacher Repairs) – Bomar Construction Company**
- h. Awarding of Purchases and Contracts**
 - 1. Aegis Sciences Corporation**

Motion to approve consent agenda

By Sharon Gentry, seconded Gini Pupo-Walker

Motion Passes

Vote: 7-2 (Bush, Masters)

2. Intrepid Charter School Amendment

Motion to deny Intrepid Charter School Amendment based on lack of projected seats needed in the area through MNPS current and future projects. Number of seats should be part of a contract agreement not amendment. Additionally, Intrepid has lacked in consistently meeting or exceeding expectation academically.

By Abigail Tylor, seconded Rachael Anne Elrod

Motion Passes

Vote: 6-3 (Bush, Little, Pupo-Walker)

**Motion to amend the main motion to the following:
Motion to deny Intrepid Charter School Amendment based on lack of projected seats needed in the area through MNPS current and future projects. Number of seats should be part of a contract agreement not amendment.**

By Rachael Anne Elrod, seconded Emily Masters

Motion Passes

Vote: 8-1 (Bush)

DIRECTOR'S REPORT

- A. Our Community - Dr. Battle and staff presented the report to the Board.

ANNOUNCEMENTS

- A. Abigail Tylor thanked Cigna for their gift of a \$5,000 grant to H.G. Hill Middle School.
- B. Gini Pupo-Walker thanked the Academies for Nashville for holding a Virtual Career Exploration Fair for 9th graders. She congratulated the Teacher of the Year at Hillsboro High School. She also thanked the Public Library for hosting "Booksgiving" and The Conflict Resolution Center and Hillsboro High School students for providing meals to families in District 8.
- C. Emily Masters announced every Hunter Lane High School band senior won a college scholarship. She also announced Bridgestone renewed its partnership with Maplewood High School. She also thanked PENCIL for their fundraising efforts for the district. She also encouraged parents to join the Parent Advisory Council in their clusters.
- D. Rachael Anne Elrod thanked Delta Dental for gifting a grant to Cole Elementary and HCA for their support of Cole. She also congratulated Karen Parks for being 2021 Teacher of the Year and Sandra Barns for being 2021 Support Employee of the Year both employees are from Overton High School.
- E. Christiane Buggs offered condolences to the family Rasheed Walker who was an employee at Johnson Learning Center. She thanked the MNPS Pre-K department for hosting a Virtual Town Hall. She also announced that Public Participation will be held in person on December 8th but the meeting will be held virtually.

Ms. Buggs adjourned the meeting at 7:04 p.m.



Chris M. Henson
Board Secretary

Christiane Buggs
Board Chair

Date

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –
January 12, 2021 *This meeting was held virtually in accordance with Governor Bill Lee’s Executive Order #16 that allows Local Governments to hold public meeting electronically to the COVID-19 health crisis.*

Members Present: Christiane Buggs, chair, Freda Player-Peters, Fran Bush, Gini Pupo-Walker, Rachael Anne Elrod vice-chair, Christiane Buggs, Emily Masters, Abigail Tylor, John Little and Sharon Gentry

Members Absent:

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

CONVENE AND ACTION

- A. Call to Order
Christiane Buggs called the meeting to order.
- B. Awards and Recognition – The Board recognized National Board Certified Teachers.

PUBLIC PARTICIPATION

- A. Carolyn Batts – Ms. Batts addressed the Board concerning in-person learning for MNPS students.
- B. Raquel Villagrana – Ms. Villagrana addressed the Board concerning her experience at Republic Schools and asked the Board to renew their charter.
- C. Chelsea Rogers – Ms. Rogers addressed the Board concerning her experience at Republic Schools and asked the Board to renew their charter.
- D. Kevin Rose – Mr. Rose addressed the Board concerning his experience at Republic Schools and asked the Board to renew their charter.

- E. Jon Rybka – Mr. Rybka addressed the Board concerning his experience at Republic Schools and asked the Board to renew their charter.
- F. Antjuan Welch – Mr. Welch addressed the Board concerning his experience at East End Prep and asked the Board to renew their charter.
- G. Abigail Garcia – Ms. Garcia addressed the Board concerning her experience at East End Prep and asked the Board to renew their charter.
- H. Tedric Robinson – Mr. Robinson addressed the Board concerning his experience at Republic Schools and asked the Board to renew their charter.
- I. Abril Vera-Espinoza – Ms. Vera-Espinoza addressed the Board concerning her experience at East End Prep and asked the Board to renew their charter.
- J. Bernadette Minyard – Ms. Minyard addressed the Board concerning her experience with virtual learning during COVID.
- K. Lamont Hall – Mr. Hall addressed the Board concerning his experience at East End Prep and asked the Board to renew their charter.
- L. Roya Rahimi – Ms. Rahimi addressed the Board concerning her experience at East End Prep and asked the Board to renew their charter.
- M. Kylia Yancey – Ms. Yancey addressed the Board concerning her experience at Republic Schools and asked the Board to renew their charter.
- N. Amanda Gansberger – Ms. Gansberger asked the Board to reopen schools for in person-learning for students.
- O. Tom Gilroy - Mr. Gilroy addressed the Board concerning his experience at Republic Schools and asked the Board to renew their charter.
- P. Mehreen Butt – Ms. Butt addressed the Board her experience at Republic Schools and asked the Board to renew their charter.
- Q. Celeste LaReau – Ms. LaReau addressed the Board concerning his experience at Republic Schools and asked the Board to renew their charter.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. **Approval of Minutes - 12/08/20 - Meeting**
 - b. **Awarding of Purchases and Contracts**
 - 1. **Apple, Inc.**
 - 2. **Coughlan Companies LLC dba Capstone**
 - 3. **Cumberland International Trucks, Inc.**
 - 4. **Education, Training, and Research Associates dba ETR Associates**
 - 5. **Gannett GP Media, Inc., dba TN Media**
 - 6. **LiveSchool, Inc.**
 - 7. **McCartney Produce**
 - 8. **Meharry Medical College Ventures**
 - 9. **Metis Associates, Inc.**
 - 10. **~~Metropolitan Nashville Public Health Department~~**
 - 11. **Personal Computer Systems, Inc.**
 - 12. **Unico Technology**
 - c. **Legal Settlement Claim (\$60,000)**

Rachael Anne Elrod pulled A-1-b-(10) Metropolitan Nashville Public Health

Motion to approve consent agenda
By Sharon Gentry, seconded Christiane Buggs
Motion Passes
Vote: 9-0

Motion to A-1-b-(10) Metropolitan Nashville Public Health
By Emily Masters, seconded Abigail Tylor
Motion Passes
Vote: 9-0

DIRECTOR'S REPORT

- A. Director's Remarks – Dr. Battle gave a report.

ANNOUNCEMENT

- A. Rachael Anne Elrod congratulated Marie Shields an Overton High School student being named Nashville Youth Poet Laureate and the Boys and Girl Bowling Teams at Overton for winning the district championships.
- B. John Little announced he would be meeting with the community at Caliber Coffee in the coming weeks. He also announced Two Rivers Middle School needed volunteer reading buddies and encouraged the community to support the school.
- C. Freda Player-Peters announced encouraged the public to review a presentation concerning MNPS Budget on the Metro Nashville Network Channel.
- D. Gini Pupo-Walker congratulated longtime MNPS employee Donna Gilley on her retirement from MNPS. She also thanked teachers for their support of students during the pandemic.
- E. Christiane Buggs offered condolences to the North Family in the passing of Former Judge Steve North.

Ms. Buggs adjourned the meeting at 8:38 p.m.



Chris M. Henson
Board Secretary

Christiane Buggs
Board Chair

Date

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Bomar Construction Company, Inc.

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on small and/or large general construction projects on an as-needed basis. Small construction projects are defined as having a construction value of less than \$250,000. Large construction projects are defined as having a construction value between \$250,000 and \$1,000,000.

SOURCING METHOD: RFP 21-1

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS Schools and Facilities

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

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of construction services provided.

MBPE CONTRACT NUMBER: 7505756

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Bridges for the Deaf & Hard of Hearing

SERVICE/GOODS (SOW): For the provision of sign language interpreting services on an as-needed basis.

SOURCING METHOD: RFP 97157

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS students who are Deaf/Hard of Hearing

COMPENSATION: Contractor's hourly rate for services is \$65 during normal working hours and \$70 for weekend/holiday/night support.

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

OVERSIGHT: Exceptional Education

EVALUATION: Quality and timeliness of services provided.

MBPE CONTRACT NUMBER: 7505607

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Case Restoration Company

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on small and/or large general construction projects on an as-needed basis. Small construction projects are defined as having a construction value of less than \$250,000. Large construction projects are defined as having a construction value between \$250,000 and \$1,000,000.

SOURCING METHOD: RFP 21-1

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS Schools and Facilities

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

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of construction services provided.

MBPE CONTRACT NUMBER: 7505757

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Rock City Construction, LLC

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on small and/or large general construction projects on an as-needed basis. Small construction projects are defined as having a construction value of less than \$250,000. Large construction projects are defined as having a construction value between \$250,000 and \$1,000,000.

SOURCING METHOD: RFP 21-1

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS Schools and Facilities

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

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of construction services provided.

MBPE CONTRACT NUMBER: 7505758

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: W.E. O'Neil Construction Company of Tennessee

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on small and/or large general construction projects on an as-needed basis. Small construction projects are defined as having a construction value of less than \$250,000. Large construction projects are defined as having a construction value between \$250,000 and \$1,000,000.

SOURCING METHOD: RFP 21-1

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS Schools and Facilities

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

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of construction services provided.

MBPE CONTRACT NUMBER: 7505808

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: WEBCON, Inc.

SERVICE/GOODS (SOW): Provision of qualified contractors to provide quotes on small and/or large general construction projects on an as-needed basis. Small construction projects are defined as having a construction value of less than \$250,000. Large construction projects are defined as having a construction value between \$250,000 and \$1,000,000.

SOURCING METHOD: RFP 21-1

TERM: February 10, 2021 through February 9, 2026

FOR WHOM: MNPS Schools and Facilities

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

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of construction services provided.

MBPE CONTRACT NUMBER: TBD

SOURCE OF FUNDS: Capital Funds

Metropolitan Nashville Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Code of Ethics	Descriptor Code: 1.106	Issued Date: DRAFT
		Rescinds: 1.106	Issued: 12/12/17

CODE OF ETHICS¹

METROPOLITAN NASHVILLE SCHOOL DISTRICT

Section 1. Definitions.

(1) “School district” means Metropolitan Nashville School District, which was duly created by a public or private act of the General Assembly; and which includes all boards, committees, commissions, authorities, corporations, or other instrumentalities appointed or created by the school district or an official of the school district.

(2) “Officials and employees” means and includes any official, whether elected or appointed, officer, employee or servant, or any member of any board, agency, commission, authority or corporation (whether compensated or not), or any officer, employee, or servant thereof, of the school district.

(3) “Personal interest” means, for the purpose of disclosure of personal interests in accordance with this Code of Ethics, a financial interest of the official or employee, or a financial interest of the official’s or employee’s spouse or child living in the same household, in the matter to be voted upon, regulated, supervised, or otherwise acted upon in an official capacity.

Section 2. Disclosure of personal interest in voting matters. An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest that affects or that would lead a reasonable person to infer that it affects the official’s or employee’s vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from voting on the measure.

Section 3. Disclosure of personal interest in non-voting matters. An official or employee who must exercise discretion relative to any matter other than casting a vote and who has a personal interest in the matter that affects or that would lead a reasonable person to infer that it affects the exercise of the discretion shall disclose, before the exercise of the discretion when possible, the interest on the disclosure form and file the disclosure form with the school district’s central office. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from the exercise of discretion in the matter.

Section 4. Acceptance of gifts and other things of value. An official or employee, or an official’s or employee’s spouse or child living in the same household, may not accept, directly or indirectly, any gift, money, gratuity, or other consideration or favor of any kind from anyone other than the school district that a reasonable person would understand was intended to influence the vote, official action,

1 or judgment of the official or employee in executing decision-making authority affecting the school
2 district.

3 It shall not be considered a violation of this policy for an official or employee to receive entertainment,
4 food, refreshments, meals, health screenings, amenities, foodstuffs, or beverages that are provided in
5 connection with a conference sponsored by an established or recognized statewide association of
6 school board officials or by an umbrella or affiliate organization of such statewide association of
7 school board officials.

8 **Section 5. Ethics Complaints.** The school board may create, by a majority vote, an Ethics Committee
9 consisting of no fewer than three members and no more than five members who will be appointed by
10 the chair of the board of education. The majority of members of the committee shall be members of the
11 board of education. No non-board members appointed to the Ethics Committee shall be school district
12 employees. The Ethics Committee shall convene as soon as practicable after its appointment and elect
13 a chair and a secretary. The records of the Ethics Committee shall be maintained by the secretary and
14 shall be filed in the office of the director of schools, where they shall be open to public inspection.

15 The scope of the Ethics Committee shall be limited to the approved motion that formed the committee,
16 and the work of that committee shall cease upon the conclusion of that work. The scope of the
17 committee can be expanded or narrowed through a subsequently approved motion of the board.

18 Questions and complaints regarding violations of the board's Code(s) of Ethics or of any violation of
19 state law governing ethical conduct should be directed to the Board Chair or Ethics Committee Chair.
20 Complaints shall be in writing and signed by the person making the complaint and shall set forth in
21 reasonable detail the facts upon which the complaint is based.

22 The School District Ethics Committee may investigate any credible complaint against an official or
23 employee charging any violation of the board's Code(s) of Ethics or may undertake an investigation on
24 its own initiative when it acquires information indicating a possible violation and make
25 recommendations for action to end or seek retribution for any activity that, in the Committee's
26 judgment, constitutes a violation of this Code of Ethics. If a member of the Committee is the subject of
27 a complaint, such member shall recuse himself or herself from all proceedings involving such
28 complaint.

29 The Committee may:

- 30
- 31 (1) refer the matter to the board attorney for a legal opinion and/or recommendations for action;
32
 - 33 (2) in the case of an official, refer the matter to the school board body for possible public censure if
34 the board body finds such action warranted;
35
 - 36 (3) in the case of an employee, refer the matter to the official responsible for supervision of the
37 employee for possible disciplinary action if the official finds discipline warranted; or
38
 - 39 (4) in a case involving possible violation of state statutes, refer the matter to the district attorney
40 for possible ouster or criminal prosecution.

- 1 The interpretation that a reasonable person in the circumstances would apply shall be used in
- 2 interpreting and enforcing this Code of Ethics. When a violation of this Code of Ethics also constitutes
- 3 a violation of a personnel policy or a civil service policy, the violation shall be dealt with as a violation
- 4 of the personnel or civil service provisions rather than as a violation of this Code of Ethics.

Legal References

1. TCA 8-17-103

Approval of the MNPS plan to realign grade levels in elementary and middle schools. Elementary schools will be K -5 and Middle Schools will be 6-8. The proposed realignment will begin with:

- # 215 Cockrill Elementary School will add 5th grade.
 - # 620 Park Avenue Elementary School will add 5th grade.
 - # 784 Robert Churchwell Elementary School will add 5th grade.
 - # 485 Jones Paideia Elementary School will add 5th grade.
 - # 240 Cumberland Elementary School will add 5th grade.
 - # 465 Joelton Elementary School will add 5th grade.
 - # 375 Alex Green Elementary School will add 5th grade.
 - # 685 Shwab Elementary School will add 5th grade.
 - # 495 Tom Joy Elementary School will add 5th grade.
 - # 175 Ida B. Wells Elementary School will add 5th grade.
 - # 200 Chadwell Elementary School will add 5th grade.
 - # 230 Hattie Cotton Elementary School will add 5th grade.
 - #451 Hull-Jackson Montessori School will add 5th grade.
-
- # 535 McKissack Middle School will lose 5th grade.
 - # 285 John Early Middle School will lose 5th grade.
 - # 400 Haynes Middle School will lose 5th grade.
 - # 120 Jere Baxter Middle School will lose 5th grade.

Board Updates

February 9, 2021



METRO
NASHVILLE
PUBLIC
SCHOOLS

COVID-19 Risk Tracker

Current COVID Risk Score:

(On a scale from 0 to 10, with 0 being best and 10 being worst)

5.7

Current Metric*

7 Day Positive Test Rate

7

7 Day Average of New Cases Per 100k Residents

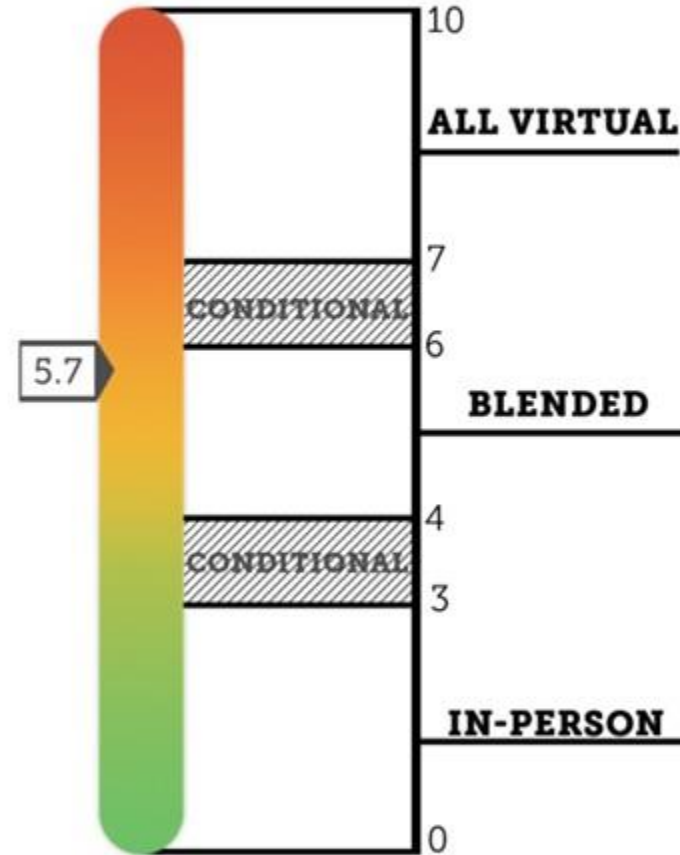
36.6

Transmission Rate

0.82

*Source:

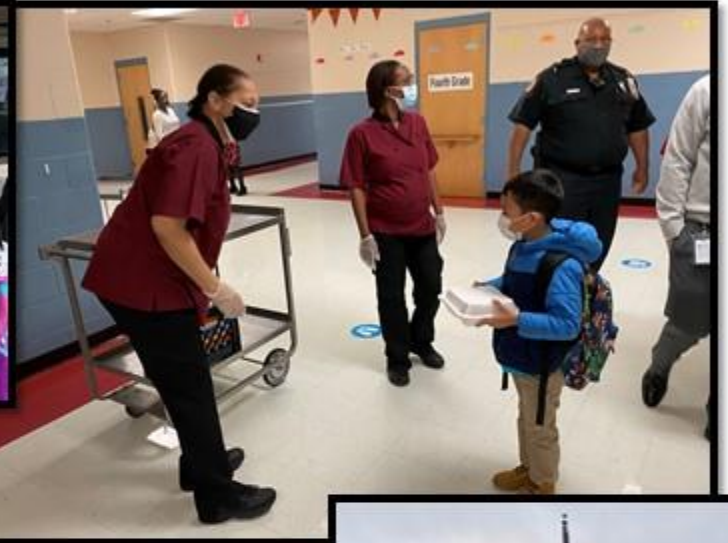
<https://www.asafenashville.org/reopening-key-metrics/>



Phase-In Schedule

- **Thursday, February 4, our contracted special day schools returned.**
- **Tuesday, February 9, grades Pre-K-4 and students with exceptional needs on a modified curriculum returned.**
- **Thursday, February 18, grades 5 and 9**
- **Thursday, February 25, grades 6, 7, and 8**
- **Wednesday, March 3, grades 10, 11, and 12**

Returning to the Classroom



Vaccines Update

- **MNPS staff vaccines to be administered through Vanderbilt University Medical Center**
- **Pfizer will be the vaccine administered**
- **Reservation system will open up this week**
- **Administration of the vaccine will begin no later than February 20**
- **We will prioritize based on our phase-in schedule and those working in the in-person learning environment**
- **All subject to continued supply and availability of the vaccine**

MNPS BLACK EXCELLENCE

Black History Month

For Black History Month, we will explore the theme MNPS Black Excellence to celebrate the achievements of African-American alumni and current students, products of Metro Nashville Public Schools, who have achieved success in their fields of work or show great promise as they move toward graduation.



2020-2021

Our Community
Director's Report
February 9, 2021



METRO
NASHVILLE
PUBLIC
SCHOOLS

New Website



SIGNATURE

Personalized Student Dashboard



INITIATIVES

Results-Focused Innovation



High Dosage Tutoring



Focused

Core Tenets

Outcomes



Literacy

Re-envision central office as a support hub

Empower and equip leaders at all levels



Numeracy

Navigators



SEL

Create and support engaging, rigorous and personalized learning experiences for all students

Identify and eliminate inequities



Transitions

Literacy Reimagined



Central Office Support Hub



Metro Schools ReimaginED



Innovative Health Response



Khoaching with Khan



Leadership Framework



Promising Scholars



Equity Roadmap



Virtual Help Centers



2021 Partnership Symposium



Partnership Symposium

MNPS Student Voice



The 2021 Partnership Symposium was planned and facilitated with MNPS Student Voice and Engagement Core Team (SVE Core Team)

Candi Mendoza, Sophomore at Glencliff High School

Avery Shippen, Junior at Hume-Fogg Magnet High School

Alexis Davidson, Junior at Overton High School

London Craddock, Senior at Martin Luther King Magnet High School

Angie Sanchez Flores, Senior at Glencliff High School

Partnership Symposium

MNPS Partner Voice

MNPS SVE Core Team facilitated a conversation with community leaders to define partnership.



“For Partnership, I offer my network and relationships because we are all in this together.”

- Lonnell Mathews, Juvenile Court Clerk

Partnership Symposium

MNPS Partner Voice



“For Partnership, I offer bringing together different entities to coordinate efforts to achieve a shared outcome.

- Rebecca Ackerman, Big Brothers Big Sisters



“For Partnership, I offer social emotional learning for staff because adults take students to a place they have never been..”

- Wes Bender, Leader In Me (Franklin Covey)

Defining Partnership

Alison McArthur, Director of Community Achieves

A partnership is an agreement between two or more parties/organizations that are working toward mutually beneficial outcomes. They are community-based, family and student centered, participatory, results-oriented, and responsive.

Anchor Partnerships



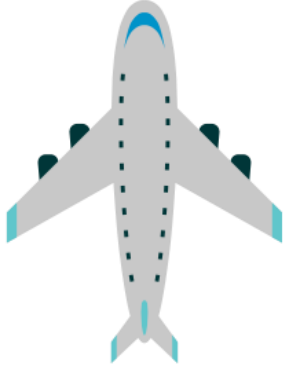
Supports MNPS with strategic planning and networking relevant to core tenets

Operational/Coordinating Partnerships



Provides programming or services focused on aligning district and school focused outcomes

Co-located Partnership



Provide programming or services associated with signature practices within physical MNPS building

Supporting Partnership



Provide volunteer time or financial contributions

Partnership Symposium

Bob Kucher, PENCIL VP of Partnerships and Programs



PENCIL

Bob Kucher presented meaningful partnership impacts for this school year.



\$1.5M

in distributed school supplies



\$271,350

in distributed resources



644

completed background checks

Fall 2020 Impact

PENCIL Partner Highlights



Publix

Donated \$20,600 in gifts cards to be distributed to teachers and families

The Loveless Cafe

Supported MNPS food distribution by making deliveries to those with transportation challenges; created videos for PENCIL's virtual learning series and the AON Career Exploration Fair; fundraised for PENCIL and provided goodies for PENCIL events; shared appreciation for teachers with a Spread the Love campaign



Fall 2020 Impact

Proudly PENCIL Series



HCA Healthcare for Clinical Advancement - Tour



Blood Assurance - the Phlebotomy Process

PENCIL established Proudly PENCIL Virtual Learning Series, a **video series created to help bolster Metro Schools online resources for students**. Volunteers create 5 – 20-minute videos about various educational topics, including reading, STEAM, field trips, job shadows and professional perspectives. PENCIL has already gathered more than 100 videos and **hopes to obtain 75 virtual field trip and 75 virtual job shadows before the end of this semester.**

Learn more: pencilforschools.org/proudlypencil-virtualseries



PENCIL

Fall 2020 Impact

PENCIL Partnerships

774

ACTIVE PENCIL Partnerships - A company/organization, onboarded by PENCIL, that is giving its time and talent to support an individual Metro school and/or Academy

\$654,330

PENCIL Partnerships Investment Value - The value of time and talent partners have logged in PENCIL's community investment tracking tool, PENCIL Me In

11

NEW PENCIL Partnerships (*examples below*)

- American Constructors & Hillwood High School's Engineering Pathway in the Academy of Health Science – Engagement includes career mentoring and advising on industry trends related to commercial construction; collaborating with HHS Engineering Teacher to create virtual engagements, such as job shadows
- Asurion and Cane Ridge High School in the Freshman Academy – Engagement includes recruiting business partners and guest speakers; planning/developing 9th grade experiences and creating opportunities for business partner exposure



PENCIL

Call To Action

MNPS PARTNERSHIPS

1. Register with MNPS
2. Attend Intake Meeting with PENCIL
3. Log Hours through PENCIL Me In



Call To Action

MNPS PARTNERSHIPS



Engage now

- Volunteer opportunities at HON.org
- Coat Drive Donation
- Register to attend the Deloitte PENCIL Summit
- Make a video talking about your career, read a book, and encourage students: Proudly PENCIL <https://www.youtube.com/channel/UC3iL89DwVqeS1K6AU-bKoyA>

Partnership Symposium

MNPS Student Voice



The Partnership Symposium closed with the SVE Team leading breakout sessions.

Based on what you have seen and heard, discuss potential opportunities for the community (partners), students and schools to collaborate?

Our Commitment to Our Community

Common Structures and Practices:

DISTRICT/SCHOOL

- Liaison at each school
- Regular communication
- Tier structure for school partnerships
- Periodic partner convenings
- Strategic plan for partnerships
- Partnership Handbook
- Professional Development – schools

Our Commitment to Our Community

Common Structures and Practices:

PARTNERS

- PENCIL Intake meetings (monthly)
 - Partner Community Investment Tracker
- District Semester convenings
- School convenings
- Partnership Handbook
- Professional Development –partners

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2021 Partnership Symposium





Goodlettsville Middle School

Goodlettsville Middle School brought an all-hands-on-deck approach to keep students and parents engaged during virtual learning.

Ways our MNPS Board can support

Continued **ADVOCACY** for 2021 Budget Priorities, aligned to our core tenets, focused outcomes and signature initiatives

- Community Achieves
- Communities in Schools
- Advocacy Centers
- Family Resource Centers
- Anchor Partnerships