



**Tuesday, October 30, 2018**  
**October Board Business Meeting**

**Shelby County Board of Education Board Business Meeting**  
**160 S. Hollywood, Coe Auditorium**  
**5:30pm**

## **1. Roll Call**

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**Subject**                    **1.1 Roll Call**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    1. Roll Call

Type                        Procedural

## **2. Pledge of Allegiance and Posting of Colors**

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**Subject**                    **2.1 Posting of Colors**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    2. Pledge of Allegiance and Posting of Colors

Type                        Procedural

**Subject**                    **2.2 Pledge of Allegiance**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    2. Pledge of Allegiance and Posting of Colors

Type                        Procedural

## **3. Moment of Silence**

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**Subject**                    **3.1 Moment of Silence**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    3. Moment of Silence

Type                        Procedural

## **4. Special Recognitions/Presentations**

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**Subject**                    **4.1 Spotlight on the Arts**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    4. Special Recognitions/Presentations

Type                        Information, Presentation

**Subject**                    **4.2 Special Recognition**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    4. Special Recognitions/Presentations

Type                        Information, Procedural, Recognition

## **5. Approval of Agenda**

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**Subject**                    **5.1 Approval of Agenda**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    5. Approval of Agenda

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the agenda of the October 30, 2018 Business Meeting.

Responsible Departments: Dorsey E. Hopson, II, Superintendent  
 Brian Stockton, Chief of Staff  
 Jennifer Ervin, Esq., General Counsel, Chief Legal Officer  
 Dr. Antonio Burt, Chief Academic Officer  
 Dr. Angela Whitelaw, Chief of Schools  
 Dr. Joris Ray, Chief of Academic Operations and School Support  
 Bradley Leon, Chief of Strategy and Performance Management  
 Trinette Small, Chief of Human Resources  
 John Williams, Chief Information Officer  
 Beth Phalen, Chief of Business Operations  
 Gerald Darling, Chief of Student Services  
 Lin Johnson, Chief Financial Officer  
 Natalia Powers, Chief of Communications  
 Leon Pattman, Chief of Internal Audit

## **6. Public Comment**

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**Subject**                    **6.1 Public Comments to the Board**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    6. Public Comment

Type                        Information, Procedural

## **7. Approval of Minutes of the Previous Meeting**

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**Subject**                    **7.1 Approval of the Minutes of the September 25, 2018 Business Meeting**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    7. Approval of Minutes of the Previous Meeting

Type                        Action, Minutes

Recommended Action    It is recommended that the Shelby County Board of Education approves the minutes of the September 25, 2018, Business Meeting.

File Attachments  
[September 2018 Business Meeting.pdf \(388 KB\)](#)

### **Motion & Voting**

It is recommended that the Shelby County Board of Education approves the minutes of the September 25, 2018, Business Meeting.

Motion by Michelle R McKissack, second by Scott McCormick.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **7.2 Approval of the Minutes of the October 25, 2018, Work Session**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    7. Approval of Minutes of the Previous Meeting

Type                        Action, Minutes

Recommended Action    It is recommended that the Shelby County Board of Education approves the minutes of the October 25, 2018, Work Session.

File Attachments  
[October Work Session 2018.pdf \(2,945 KB\)](#)

### **Motion & Voting**

It is recommended that the Shelby County Board of Education approves the minutes of the October 25, 2018, Work Session.

Motion by Michelle R McKissack, second by Scott McCormick.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

## **8. Committee Reports**

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**Subject**                    **8.1 Board Chair Avant's Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.2 Academic Performance Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.3 Audit, Budget, and Finance Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.4 Capital Needs and Facilities Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.5 Community Outreach and Engagement Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.6 Evaluation Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports  
Type Information, Report

**Subject 8.7 Internal Board Operations Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting  
Category 8. Committee Reports

Type Information, Report

**Subject 8.8 Legislative/Advocacy Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 8. Committee Reports

Type Information, Report

File Attachments

[\[October 2018 Board Agenda\] Legislative Agenda 2018-2019 - FINAL.pdf \(318 KB\)](#)

**Subject 8.9 Procurement Committee Report**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 8. Committee Reports

Type Information, Report

**Subject 8.10 Superintendent Hopson's Report**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 8. Committee Reports

Type Information, Report

**Subject 8.11 General Counsel's Report**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 8. Committee Reports

Type Information, Report

File Attachments

[\[FINAL\] 8-28-2018 Resolution Ratifying Excessing for SY 2013-14, 2014-15....pdf \(595 KB\)](#)  
[excel lease.pdf \(6,202 KB\)](#)

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**9. Unfinished Business**

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**10. New Board Business**

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**11. Consent Agenda**

**Subject 11.1 Approval of Consent Agenda**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 11. Consent Agenda

Type Action (Consent)

Recommended Action It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Responsible Departments: Dorsey E. Hopson, II, Superintendent  
 Brian Stockton, Chief of Staff  
 Jennifer Ervin, Esq., General Counsel, Chief Legal Officer  
 Dr. Antonio Burt, Chief Academic Officer  
 Dr. Angela Whitelaw, Chief of Schools  
 Dr. Joris Ray, Chief of Academic Operations and School Support  
 Bradley Leon, Chief of Strategy and Performance Management  
 Trinette Small, Chief of Human Resources  
 John Williams, Chief Information Officer  
 Beth Phalen, Chief of Business Operations  
 Gerald Darling, Chief of Student Services  
 Lin Johnson, Chief Financial Officer  
 Natalia Powers, Chief of Communications  
 Leon Pattman, Chief of Internal Audit

### Motion & Voting

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject 11.2 TNDOE Emergency Impact Aid Grant**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 11. Consent Agenda

Type Action (Consent)

Dollar Amount \$187,250.00

Recommended Action It is recommended that the Shelby County Board of Education approves the Tennessee Department of Education's Emergency Impact Aid Grant in the amount of \$187, 250.

Goals [Priority 2: College and Career Readiness](#)  
[Priority 4: High-Quality School Options](#)

Responsible Department: Dr. Angela Whitelaw, Chief of Schools  
 Dr. Joris Ray, Chief of Academic Operations and School Support

## File Attachments

[TNDOE Emergency Impact Aid Grant-Board Briefing Document Ver.4-1.pdf \(277 KB\)](#)  
[Award Letters for TNDOE Emergency Impact Aid Grant.pdf \(46 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject 11.3 Procurement: Discovery Education**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 11. Consent Agenda

Type Action (Consent)

Fiscal Impact Yes

Dollar Amount \$1,000,000.00

Budgeted Yes

Budget Source Fund 12 – Federal Funding

Recommended Action It is recommended that the Shelby County Board of Education approve the purchase of services from Discovery Education to provide professional development for the development of STEM teaching and learning in 20 schools in the amount not to exceed \$1,000,000.00.

Goals [Priority 4: High-Quality School Options](#)  
[Priority 3: Develop Teachers, Leaders, & Central Office](#)  
[Priority 2: College and Career Readiness](#)

Responsible Department: Dr. Angela Whitelaw, Chief of Schools

Item removed from agenda during Work Session 9/11/2018.

Documents updated 10/30/18

## File Attachments

[SHELBY COUNTY SCHOOLS-METROPOLITAN NASHVILLE PUBLIC SCHOOLS PIGGYBACK LETTER \(003\).pdf \(75 KB\)](#)  
[Discovery Ed.pdf \(2,899 KB\)](#)  
[Discovery ED BBD.pdf \(1,099 KB\)](#)  
[Discovery ED Board Report.pdf \(851 KB\)](#)  
[TN\\_Shelby\\_TB\\_DESP\\_PD\\_Q-00148248\\_Year1ONLY Rev2.pdf \(392 KB\)](#)  
[Discovery Educaton Agreement.pdf \(9,799 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject 11.4 iPad Purchase Proposal -Head Start School-Based Classrooms**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 11. Consent Agenda

Type Action (Consent)

Dollar Amount \$166,909.90

Budgeted Yes

Budget Source Voluntary Pre-K Funds

Recommended Action is recommended that the SCS Board of Education the approves the award to ride the State of Tennessee Contract for Apple Inc. to purchase iPads for Head Start school-based classrooms in the amount not to exceed of \$166, 909.90.

Goals [Priority 1: Strengthen Early Literacy](#)

Responsible Department: Antonio Burt, Chief Academic Officer

**File Attachments**

[Apple Quote 67 HS VPK Sept. 2018 \(66 KB\)](#)  
[iPad Proposal for Board Agenda Sept. 2018.pdf \(267 KB\)](#)  
[Apple Ipads for Pre-K Board Briefing.pdf \(52 KB\)](#)  
[Apple Ipads for Pre-K Board Report.pdf \(98 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject 11.5 2018-2019 (2ND Quarter: Nov 2018-Feb 2019) - Fresh Fruit & Vegetable Program**

Meeting Oct 30, 2018 - October Board Business Meeting



Category	11. Consent Agenda
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	\$278,122.50
Budgeted	Yes
Budget Source	10 - Nutrition
Recommended Action	It is recommended that the Shelby County Board of Education approves the award to M. Palazola Produce Company in the amount of \$278,122.50 to deliver fresh fruits and vegetables for the fresh fruits and vegetables program (FFVP) during the months of November 2018 - February 2019. The Fresh Fruit and Vegetable Program (FFVP) provides snacks for grades K-5 in fifty-eight (58) elementary schools.

Goals [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen, Chief of Business Operations

File Attachments

[Oct BR Produce FFVP.pdf \(757 KB\)](#)

[Oct BB Produce FFVP.pdf \(302 KB\)](#)

### Motion & Voting

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

<b>Subject</b>	<b>11.6 2018-19 (2ND QTR: NOV-FEB 2019) Produce - All School Sites</b>
Meeting	Oct 30, 2018 - October Board Business Meeting
Category	11. Consent Agenda
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	\$989,680.00
Budgeted	Yes
Budget Source	10 - Nutrition

**Recommended Action** It is recommended that the Shelby County Board of Education approves the award to M. Palazola Produce Company in the amount of \$989,680.00 to deliver fresh fruit and vegetable items directly to schools during the months of November 2018-February 2019. These items will support the USDA -funded School Breakfast Program and National School Lunch Program in all schools.

**Goals** [Priority 4: High-Quality School Options](#)

**Responsible Department:** Elizabeth Phalen - Chief of Business Operations

**File Attachments**

[Oct BR Produce All Sites Nov18 Feb19.pdf \(89 KB\)](#)

[Oct BB Produce All Sites Nov18 Feb19.pdf \(44 KB\)](#)

[Oct SD Responses Produce All Sites Nov18 Feb19.pdf \(20 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject** **11.7 Surplus of Grays Creek Administrative Campus**

**Meeting** Oct 30, 2018 - October Board Business Meeting

**Category** 11. Consent Agenda

**Type** Action (Consent)

**Fiscal Impact** No

**Budgeted** No

**Recommended Action** It is recommended that the Shelby County Board of Education approve the surplus of the Grays Creek Administrative Campus at 2800 Grays Creek Dr. 38002, contingent upon the relocation of all staff, equipment, supplies, and functions.

**Goals** [Priority 4: High-Quality School Options](#)

**Responsible Department:** Elizabeth Phalen - Chief of Business Operations

**File Attachments**

[Oct BR Surplus Grays Creek.pdf \(317 KB\)](#)

[Oct BB Surplus Grays Creek.pdf \(353 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **11.8 Contract Amendment: Ida B. Wells ES HVAC**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    11. Consent Agenda

Type                        Action (Consent)

Fiscal Impact            Yes

Dollar Amount            \$463,520.00

Budgeted                    No

Budget Source            07 - Capital Improvement Fund

Recommended Action    It is recommended that the Shelby County Board of Education amend the contract of Morgan Thornburg Mechanical the amount of \$463,520.00 to replace piping infrastructure in the original building and to add EMS Controls for Ida B. Wells Elementary School. The original total contract amount was \$1,707,400.00 which included a base bid of \$1,454,000.00, a 10% board contingency of \$145,400.00, a performance bond of \$18,000.00, and an allowance of \$90,000.

The new total contract amount is for \$2,170,920.00 which will include the original base bid amount of \$1,454,000.00, a performance bond of \$18,000.00, an allowance of \$90,000 and the new board contingency amount of \$608,920.00

Goals                        [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen - Chief of Business Operations

**File Attachments**

[Morgan & Thornburg Change Order \(Ida B. Wells\).pdf \(411 KB\)](#)

[19-BBM 10-30-18 Board Report Business Operations Facilities Management -Ida B wells ES HVAC Installation.pdf \(347 KB\)](#)

[Board Briefing Document Ida B Wells ES HVAC Installation 10-30-18.pdf \(203 KB\)](#)

[Chief Notes Ida B Wells ES HVAC Installation 10-30-18.pdf \(317 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **11.9 Contract Amendment: Longview MS Demolition**

Meeting                      Oct 30, 2018 - October Board Business Meeting

Category                    11. Consent Agenda

Type                         Action (Consent)

Fiscal Impact             Yes

Dollar Amount            \$5,057.30

Budgeted                 No

Budget Source            07 - Capital Improvement Fund

Recommended Action It is recommended that the Shelby County Board of Education amend the contract of Barnes & Brower, Inc. in the amount of \$5,057.30 to cover storm drainage repairs as a result of unknown underground infrastructure for Longview Middle School. The original total contract amount was \$175,782.70 which included the base bid of \$158,297.00, a 10% board contingency of \$15,829.70 and a performance bond of \$1,656.00.

The new total contract amount is for \$180,840.00 which will include the original base bid amount of \$158,297.00, a performance bond of \$1,656.00, and the new board contingency amount of \$20,887.00.

Goals                        [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen - Chief of Business Operations

**File Attachments**[Barnes & Brower Change Order \(Longview Demo\).pdf \(409 KB\)](#)[Board Briefing Document Longview MS Demo 103018.pdf \(203 KB\)](#)[Chief Notes Longview MS Demo 103018.pdf \(306 KB\)](#)[19-BBM 10-30-18 Board Report Business Operations Facilities Management -Longview MS Demo.pdf \(208 KB\)](#)**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **11.10 Contract Amendment: Dunbar Elementary School HVAC**

Meeting                      Oct 30, 2018 - October Board Business Meeting

Category                    11. Consent Agenda

Type	Action (Consent)
Dollar Amount	\$64,095.00
Budgeted	No
Budget Source	07- Capital Improvement Fund
Recommended Action	It is recommended that the Shelby County Board of Education amend the contract of Gipson Mechanical in the amount of \$64,095.00 to upsize the electrical panel to supply power to all a/c units at Dunbar Elementary School. This includes the original base bid of \$945,497.00, a performance bond of \$21,602.00, an allowance of \$160,000.00, and a board contingency of \$94,551.00. The new total contract amount is for \$1,285,745.00 which will include the original base bid amount of \$945,497.00, a performance bond of \$21,602.00, an allowance of \$160,000.00 and a new board contingency of \$158,646.00.

Goals [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen, Chief of Business Operations

#### File Attachments

[Board Briefing Document Dunbar ES HVAC Installation 10-30-18.pdf \(203 KB\)](#)

[Chief Notes Dunbar ES HVAC Installation 10-30-18.pdf \(312 KB\)](#)

[19-BBM 10-30-18 Board Report Business Operations Facilities Management -Dunbar ES HVAC Installation.pdf \(208 KB\)](#)

[Gipson Mechanical Change Order \(Dunbar Elem\).pdf \(415 KB\)](#)

### Motion & Voting

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

<b>Subject</b>	<b>11.11 AdvancEd Accreditation Annual Renewal</b>
Meeting	Oct 30, 2018 - October Board Business Meeting
Category	11. Consent Agenda
Type	Action (Consent)
Dollar Amount	\$186,300.00
Budgeted	Yes
Budget Source	01-General Fund

**Recommended Action** It is recommended that the Shelby County Board of Education continue its partnership with AdvancED, an internationally recognized accreditation agency, that recently renewed the accreditation of the Shelby County School district by paying the required annual dues of 186,300.

**Goals** [Priority 4: High-Quality School Options](#)  
[Priority 2: College and Career Readiness](#)

**Responsible Department:** Bradley Leon, Chief of Strategy and Innovation

**File Attachments**

[10.23.18\\_BWS\\_AdvancED Annual Renewal 1819 Board Briefing\\_REV.1\[1\].pdf \(95 KB\)](#)  
[10.23.18\\_BWS\\_AdvancED Annual Renewal 1819 Board Report Page 2 \\_REV.1\[2\].pdf \(17 KB\)](#)  
[10.23.18\\_BWS\\_AdvancED Annual Renewal 1819 Invoice 1\\_REV.1\[2\].pdf \(123 KB\)](#)  
[10.23.18\\_BWS\\_AdvancED Annual Renewal 1819 Invoice 2 New Schools\\_REV.1\[2\].pdf \(96 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject** **11.12 Resolution Approving the Shelby County Board Of Education's Assignment of General Fund Balance Fiscal Year 2018-2019**

**Meeting** Oct 30, 2018 - October Board Business Meeting

**Category** 11. Consent Agenda

**Type** Action (Consent)

**Fiscal Impact** Yes

**Budgeted** Yes

**Recommended Action** It is Recommended that the Shelby County Board of Education approves the Resolution Approval the Shelby County Board Of Education's Assignment of General Fund Balance Fiscal Year 2018-2019.

**Goals** [Priority 4: High-Quality School Options](#)  
[Priority 3: Develop Teachers, Leaders, & Central Office](#)

**Responsible Department:** Lin Johnson, Chief Financial Officer

document updated 10/23/18

**File Attachments**

[Resolution for Fund Balance FY 2018-2019 Final.pdf \(80 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **11.13 October 2018 Budget Amendment**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    11. Consent Agenda

Type                    Action (Consent)

Fiscal Impact            Yes

Budgeted                    Yes

Recommended Action    It is Recommended that the Shelby County Board of Education approves the October 2018 Budget Amendment.

Goals                    [Priority 2: College and Career Readiness](#)  
[Priority 5: Family & Community Partners](#)  
[Priority 4: High-Quality School Options](#)  
[Priority 3: Develop Teachers, Leaders, & Central Office](#)  
[Priority 1: Strengthen Early Literacy](#)

Responsible Department: Lin Johnson, Chief Financial Officer

## File Attachments

[October 2018 Operating Budget Resolution.pdf \(645 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the October 30, 2018 Consent Agenda.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**12. Requests for Action**

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**Subject**                    **12.1 ACT/SAT Preparation Materials and Services**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category 12. Requests for Action

Type Action

Dollar Amount \$700,000.00

Recommended Action It is recommended that the Shelby County Board of Education approves the proposals of:  
Peer Power Foundation, MasteryPrep, Jane Ross Tutoring, and Kaplan Test Prep to serve as approved vendors in the delivery ACT/SAT preparation services at SCS schools at an annual total amount of up to \$700,000.00. This allocation will be divided among the recommended vendors, with a master services agreement identifying the specific sub-allocation assigned to each vendor below:  
Vendor Allocation  
Peer Power Foundation \$440,000.00  
MasteryPrep \$120,000.00  
Jane Ross Tutoring \$100,000.00  
Kaplan Test Prep \$ 40,000.00  
Total \$700,000.00  
Each master services agreement entered into with the vendors shall be for a term of one (1) year, with an option of extending the term of the agreements for four (4) additional one-year terms, provided that the maximum duration of the agreements will not exceed five (5) years.

Goals [Priority 4: High-Quality School Options](#)  
[Priority 2: College and Career Readiness](#)

Responsible Department: Angela Whitelaw, Chief of Schools

Documents Updated 10/22/18 and 10/30/18

Dollar amount will be amended to \$700, 000.00

Recommended action will be amended during Board Business Meeting.

#### File Attachments

[RFP 09252018- Final Score Card.pdf \(77 KB\)](#)

[Kaplan Test Prep Master Agreement \(ACT Services\).pdf \(439 KB\)](#)

[ACT SAT RFP - Board Briefing Document Ver.4 \(revised\) \(002\).pdf \(245 KB\)](#)

[12-BBM 10-30-18-2016 Academics- Instructional Tools ACT- SAT Prep- Board Report 3.pdf \(332 KB\)](#)

[Mastery Prep \(Revised1\) \(vendor & legal signed\).pdf \(472 KB\)](#)

[Peer Power Revised \(Vendor & Legal signed\).pdf \(2,461 KB\)](#)

[Jane Ross Tutoring ACT- \(Revised\) \(Vendor & Legal signed\).pdf \(418 KB\)](#)

#### Motion & Voting

It is recommended that the Shelby County Board of Education approves the proposals of:  
Peer Power Foundation, MasteryPrep, Jane Ross Tutoring, and Kaplan Test Prep to serve as approved vendors in the delivery ACT/SAT preparation services at SCS schools at an annual total amount of up to \$700,000.00. This allocation will be divided among the recommended vendors, with a master services agreement identifying the specific sub-allocation assigned to each vendor below:

Vendor Allocation

Peer Power Foundation \$440,000.00



MasteryPrep \$120,000.00  
 Jane Ross Tutoring \$100,000.00  
 Kaplan Test Prep \$ 40,000.00  
 Total \$700,000.00

Each master services agreement entered into with the vendors shall be for a term of one (1) year, with an option of extending the term of the agreements for four (4) additional one-year terms, provided that the maximum duration of the agreements will not exceed five (5) years.

Motion by Stephanie P Love, second by Billy Orgel.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                      **12.2 Charter School Revocations**

Meeting                         Oct 30, 2018 - October Board Business Meeting

Category                        12. Requests for Action

Type                              Action

Recommended Action    It is recommended that the Shelby County Board of Education revoke the Charter of the Following Charter Schools that were identified as priority schools on the State of Tennessee's list per TN Code Sec. 49-13-122:

- City University School Girls Preparatory
- Du Bois Elementary of Arts Technology
- Du Bois Middle of Arts Technology
- Du Bois Middle of Leadership Public Policy
- Granville T. Woods Academy of Innovation
- Memphis Delta Preparatory
- The Excel Center (adult education)

Goals                              [Priority 4: High-Quality School Options](#)

Responsible Department: Bradley Leon, Chief of Strategy and Performance Management

It is recommended that the Shelby County Schools Board of Education revoke the following schools, as they have appeared on the 2018 Priority List:

- City University School Girls Preparatory
- Du Bois Elementary of Arts Technology
- Du Bois Middle of Arts Technology
- Du Bois Middle of Leadership Public Policy
- Granville T. Woods Academy of Innovation
- Memphis Delta Preparatory
- The Excel Center (adult education)

File Attachments

[Updated Board Briefing Document - Charter Revocations October 2018.pdf \(327 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education suspend policy remand the charter school discussion to IBO committee.

Motion by Billy Orgel, second by Scott McCormick.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **12.3 Goodwill Excel Center of the Midsouth, Inc.**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Dollar Amount            \$238,680.00

Budget Source            ADM/BEP Funding

Recommended Action    It is recommended that the Shelby County Board of Education approves the Excel Center to provide Academic Services for eligible students who are residents of Shelby County, who are non high school graduates, and who are 18 years old, with satisfactory background check, and currently not enrolled in a District school to receive a regular high school diploma.

Goals                        [Priority 5: Family & Community Partners](#)  
                                   [Priority 4: High-Quality School Options](#)  
                                   [Priority 2: College and Career Readiness](#)

Responsible Department: Angela Whitelaw, Chief of Schools

added during meeting 10/23/18

#### File Attachments

[Board\\_Agenda\\_Request\\_Form-Excel Center.pdf \(352 KB\)](#)

[Board Report Page 2- Excel Center.pdf \(89 KB\)](#)

[Board Briefing Document-The Excel Center1\\_JLE.pdf \(109 KB\)](#)

[Excel Center Contract.pdf \(11,264 KB\)](#)

#### Motion & Voting

It is recommended that the Shelby County Board of Education approves the Excel Center to provide Academic Services for eligible students who are residents of Shelby County, who are non high school graduates, and who are 18 years old, with satisfactory background check, and currently not enrolled in a District school to receive a regular high school diploma.

Motion by Billy Orgel, second by Scott McCormick.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **12.4 Resolution Approving SCS Board Member Strategic School Funds Allocation – October 2018**

Meeting	Oct 30, 2018 - October Board Business Meeting
Category	12. Requests for Action
Type	Action
Fiscal Impact	Yes
Dollar Amount	\$40,000.00
Budgeted	Yes
Recommended Action	It is recommended that the Shelby County Board of Education approves the Resolution Approving SCS Board Member Strategic School Funds Allocation – October 2018.
Goals	<a href="#">Priority 5: Family &amp; Community Partners</a> <a href="#">Priority 4: High-Quality School Options</a> <a href="#">Priority 2: College and Career Readiness</a> <a href="#">Priority 3: Develop Teachers, Leaders, &amp; Central Office</a> <a href="#">Priority 1: Strengthen Early Literacy</a>

Document Updated 10/23/18

**File Attachments**

[SCS Board School Allocation Resolution - October 2018 ver.2.pdf \(139 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Resolution Approving SCS Board Member Strategic School Funds Allocation – October 2018.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject                    12.5 Academic Performance Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves Academic Performance Committee Charter.

**File Attachments**

[Academic Performance Committee Charter 2018-2019 draft2.pdf \(279 KB\)](#)

[Academic Performance Committee Charter 2018-2019 approved.pdf \(272 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves Academic Performance Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Not Present at Vote: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**Subject**                    **12.6 Community Engagement Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                    Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Community Engagement Committee Charter.

## File Attachments

[Community Engagement Charter 2018-2019 draft 2.pdf \(302 KB\)](#)

[Community Engagement Charter 2018-2019 approved.pdf \(291 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Community Engagement Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.7 Capital Needs and Facilities Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                    Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Capital Needs and Facilities Committee Charter.

## File Attachments

[Capital Needs Committee 2018-2019 draft 2.pdf \(316 KB\)](#)

[Capital Needs Committee 2018-2019 approved.pdf \(305 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Capital Needs and Facilities Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.8 Internal Board Operations Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Internal Board Operations Committee Charter.

File Attachments

[Internal Board Operations Committee Charter 2018-2019 draft 2.pdf \(293 KB\)](#)

[Internal Board Operations Committee Charter 2018-2019 approved.pdf \(287 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Internal Board Operations Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.9 Evaluation Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Evaluation Committee Charter.

updated document added 10/22/2018

File Attachments

[Evaluation Committee Charter 2018-2019 draft 2.pdf \(288 KB\)](#)

[Evaluation Committee Charter 2018-2019 approved.pdf \(278 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Evaluation Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.10 Legislative and Advocacy Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Legislative and Advocacy Committee Charter.

## File Attachments

[Legislative and Advocacy Committee Charter 2018-2019 draft 2.pdf \(316 KB\)](#)

[Legislative and Advocacy Committee Charter 2018-2019 approved.pdf \(305 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Legislative and Advocacy Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.11 Procurement and Contracts Committee Charter**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Recommended Action    It is recommended that the Shelby County Board of Education approves the Procurement and Contracts Committee Charter.

## File Attachments

[Procurement and Contracts Committee Charter 2018-2019 draft2.pdf \(294 KB\)](#)

[Procurement and Contracts Committee Charter 2018-2019 approved.pdf \(289 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approves the Procurement and Contracts Committee Charter.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject**                    **12.12 Overton HS CTE Lab**

Meeting                    Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                        Action

Dollar Amount            \$1,479,479.00

Budget Source            01 — General Fund

Recommended Action    It is recommended that the Shelby County Board of Education approve the contract for Grinder Taber Grinder, General Contractor Inc. for new construction of a CTE Lab for Overton High School. The total contract amount is \$1,479,479.00 which included the base bid of \$1,100,715.00, a 10% board contingency of \$110,071.00, a performance bond of \$7,705.0, an allowance of \$180,600.00 and an alternate of \$80,388.00.

Goals                        [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen, Chief of Business Operations

**\*item is an anticipated addition to agenda pending Board's decision to add item as a request for action item during the Board Business Meeting\***

File Attachments

[Overton CTE Lab BBD.pdf \(415 KB\)](#)

[Overton CTE Lab Board Report.pdf \(870 KB\)](#)

[Grinder Taber Grinder Inc. \(Overton High CTE Lab1\).pdf \(1,198 KB\)](#)

**Motion & Voting**

It is recommended that the Shelby County Board of Education approve the contract for Grinder Taber Grinder, General Contractor Inc. for new construction of a CTE Lab for Overton High School. The total contract amount is \$1,479,479.00 which included the base bid of \$1,100,715.00, a 10% board contingency of \$110,071.00, a performance bond of \$7,705.0, an allowance of \$180,600.00 and an alternate of \$80,388.00.

Motion by Scott McCormick, second by Michelle R McKissack.

Final Resolution: Motion Passes

Aye: Shante Avant, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Miska Clay Bibbs, Billy Orgel

**Subject**                    **12.13 Whitehaven HS CTE Lab**

Meeting                      Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                         Action

Dollar Amount            \$1,410,236.00

Budget Source            01— General Fund

Recommended Action It is recommended that the Shelby County Board of Education approve the contract for Grinder Taber Grinder General Contractors, Inc. for new construction of a CTE Lab for Whitehaven High School. The total contract amount is \$1,410,236.00 which included the base bid of \$1,048,095.00, a 10% board contingency of \$104,809.00, a performance bond of \$7,337.00 an allowance of \$180,600.00 and an alternate of \$69,395.00.

Goals                        [Priority 4: High-Quality School Options](#)

Responsible Department: Elizabeth Phalen, Chief of Business Operations

**\*item is an anticipated addition to agenda pending Board's decision to add item as a request for action item during the Board Business Meeting\***

## File Attachments

[Whitehaven CTE LAB BBD.pdf \(412 KB\)](#)[Whitehaven CTE LAB Board Report.pdf \(881 KB\)](#)[Grinder Taber Taber Inc. \(Whitehaven CTE Lab1\).pdf \(1,198 KB\)](#)**Motion & Voting**

It is recommended that the Shelby County Board of Education approve the contract for Grinder Taber Grinder General Contractors, Inc. for new construction of a CTE Lab for Whitehaven High School. The total contract amount is \$1,410,236.00 which included the base bid of \$1,048,095.00, a 10% board contingency of \$104,809.00, a performance bond of \$7,337.00 an allowance of \$180,600.00 and an alternate of \$69,395.00.

Motion by Scott McCormick, second by Michelle R McKissack.

Final Resolution: Motion Passes

Aye: Shante Avant, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Miska Clay Bibbs, Billy Orgel

**Subject**                    **12.14 Pomeroy IT**

Meeting                      Oct 30, 2018 - October Board Business Meeting

Category                    12. Requests for Action

Type                         Action

Dollar Amount            \$1,215,000.00



Budgeted Yes

Budget Source 01 – General Fund

Recommended Action It is recommended that the Shelby County Board of Education approves the request to purchase additional goods (network switches and related material) in the amount of \$1,215,000.00 for camera upgrades in select schools and the New CNC through Pomeroy IT based on TN State Contract – 50634 - Title: RSWC 3014 NASPO Cisco-MASTER. The initial purchase was approved for \$103,337.50 The new request is \$1,215,000. This brings the total value of the purchase to \$1,318,337.50.

Goals [Priority 4: High-Quality School Options](#)

Responsible Department: John Williams, Chief Information Officer

**\*item is an anticipated addition to agenda pending Board's decision to add item as a request for action item during the Board Business Meeting\***

File Attachments

[Board Report - Pomeroy 2b.pdf \(346 KB\)](#)

[Board Briefing Template Pomeroy rev 2a.pdf \(122 KB\)](#)

### Motion & Voting

It is recommended that the Shelby County Board of Education approves the request to purchase additional goods (network switches and related material) in the amount of \$1,215,000.00 for camera upgrades in select schools and the New CNC through Pomeroy IT based on TN State Contract – 50634 - Title: RSWC 3014 NASPO Cisco-MASTER. The initial purchase was approved for \$103,337.50 The new request is \$1,215,000. This brings the total value of the purchase to \$1,318,337.50.

Motion by Scott McCormick, second by Joyce D Coleman.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Not Present at Vote: Billy Orgel

**Subject 12.15 RESOLUTION RATIFYING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES AND APPROVING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES**

Meeting Oct 30, 2018 - October Board Business Meeting

Category 12. Requests for Action

Type Action

Recommended Action It is recommended that the Shelby County Board of Education adopts the RESOLUTION RATIFYING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES AND APPROVING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES.

Responsible Department:

### Motion & Voting

It is recommended that the Shelby County Board of Education adopts the RESOLUTION RATIFYING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES AND APPROVING THE EXCESSING OF CERTAIN ADDITIONAL EMPLOYEES.

Motion by Billy Orgel, second by Teresa Jones.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

Abstain: Teresa Jones

**Subject**                      **12.16 Ecel Center Lease Agreement**

Meeting                        Oct 30, 2018 - October Board Business Meeting

Category                      12. Requests for Action

Type                            Action

Recommended Action    It is Recommended that the Shelby County Board of Education approve the lease agreement for the Excel center.

Goals                            [Priority 4: High-Quality School Options](#)

Responsible Department:

**Motion & Voting**

It is Recommended that the Shelby County Board of Education approve the lease agreement for the Excel center.

Motion by Scott McCormick, second by Miska Clay Bibbs.

Final Resolution: Motion Passes

Aye: Shante Avant, Miska Clay Bibbs, Teresa Jones, Stephanie P Love, Scott McCormick, Billy Orgel, Kevin Woods, Joyce D Coleman, Michelle R McKissack

**13. Superintendent's Recognition of Grants, Gifts and Donations**

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**14. Adjournment**

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**Subject**                      **14.1 Adjourn the Meeting**

Meeting                        Oct 30, 2018 - October Board Business Meeting

Category                      14. Adjournment

Type                            Procedural

There being no further business to conduct, the Chairman will adjourn the meeting.

Shelby County Schools offers educational and employment opportunities without regard to race, color, religion, sex, creed, age, disability, national origin, or genetic information.