

Board of Education Regular Meeting

June 9, 2020 5:00 PM

MCS Administrative Offices

I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Amanda Moore, David LaRoche, and Becky Goff Staff: Ralph Ringstaff, Gary Anderson, Joe Marlin, Greg Lyles, Sheri Arnette, Angela Fairchild, Lisa Trail, Trey Duke, Sara Walker, Sandy Scheele, Beth Prater, and Ashley Archer Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item Amanda Moore made the motion to add a resolution to the agenda.	Chair Butch Campbell
III. COMMUNICATIONS Information Item	Chair Butch Campbell
A. Meeting with TSBA Director Tammy Grissom-Discussion of Director's Search Information Item Tammy Grissom, TSBA Director, discussed the options of a Director's Search with the Board. She explained that there were two plans: 1) \$6500.00-the Board would already have the criteria to TSBA. TSBA develops brochure, applicants apply on-line. TSBA sets a deadline. TSBA will bring in a screening committee to review applications. They match the person with the criteria and bring the finalists to the Board. 2) \$11,500-the only difference is that TSBA will add community meetings to the first option and let them give their opinion for a criteria. Ms. Grissom suggested that the Board not attend the community meetings. There was much discussion regarding the two options. A timeline for the Director's search was adopted. Tammy Grissom will send timeline to the Board.	Chair Butch Campbell
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 5-26-20 Board Minutes Consent Item	
B. Board Policies Reviewed for June with No Change Consent Item	
i. Board Policy 1.407 Public Records Policy for Murfreesboro City Schools	

Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Surety Bond for Finance Director Action Item	Mr. Gary Anderson
B. Approval of Interim Director of Schools' Contract Action Item	Chair Butch Campbell
C. Updated General Purpose, ESP, and Nutrition Budget Amendments Action Item	Mr. Gary Anderson
D. Approval of 2020-2021 School Board Meeting Calendar Action Item Mr. Ringstaff asked to make an amendment to the 2020-2021 Board Meeting Calendar. He suggested that the September 8 meeting be changed to September 10 because of the Fall District Meeting that was being held on September 8. Mr. Ringstaff also wanted to add a Board meeting date to the 2019-2020 Board Meeting Calendar. He suggested that July 14 be added to discuss the reopening of schools.	Mr. Ralph Ringstaff
E. Approval of Resolution Action Item This resolution, written by Board Member Amanda Moore, stated that Murfreesboro City Schools supports the lives of black students and employees, as they do all students and employees. The Board also asked that Mr. Ringstaff's email that he sent to all employees regarding this matter be posted on our website. There was some discussion regarding this resolution. A roll call vote was taken: Wes Ballard-No Roseann Barton-Yes Becky Goff-Yes David LaRoche-Yes Amanda Moore-Yes David Settles-Abstain Butch Campbell-No	
VI. OTHER BUSINESS Information Item A lady in the audience spoke. Ms. Jaclyn Simmons came before the Board, after raising her hand in the back of the room, and said that she had been denied a zone waiver. She is contacting Mr. Ringstaff to find out the appeals process. Mr. Ringstaff explained our plans for reopening schools. He gave the Board the 3 options that Tennessee schools will be looking at. Mr. Ringstaff would like schools to open as normal as possible with a few adjustments. Mr. Ringstaff is sending a parent survey to all parents in the next few days to get their input. Another survey will be done on July 6. That survey will be discussed at the July 14 added Board meeting.	Chair Butch Campbell

<p>Mr. Ringstaff will update the Board weekly on plans to reopen along with survey results. He will also discuss an adjusted school calendar with the Board if changes are made.</p> <p>There were several questions and suggestions from the Board. There will be another meeting on July 14 to update the Board with hopefully more detailed plans.</p>	
<p>VII. ADJOURNMENT Action Item Meeting adjourned at 7:40 p.m.</p>	<p>Chair Butch Campbell</p>

Board of Education Regular Meeting

May 26, 2020 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Amanda Moore, David LaRoche, Becky Goff, and Roseann Barton</p> <p>Staff: Gary Anderson, Ralph Ringstaff, Angela Fairchild, Greg Lyles, Lisa Trail, Beth Prater, Christie Roberts, Kimberly Osborne, Sheri Arnette, Sandy Scheele, Tammy Garrett, Trey Duke, Caitlin Bullard, Quinena Bell, Cherrye Robertson, Maria Johnson, Adam Bryson, Kristina Maddux, Robin Newell, Mark Gonyea, Gene Loyd, Stephanie McIntyre, Emily Spencer, Tiffany Strelvel, Raeshon Torres, and Don Barch</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by the principals.</p>	
<p>B. Moment of Silence in Memory of Dr. Linda Gilbert Procedural Item The moment of silence was in memory of Dr. Linda Gilbert. Principals laid white roses on the podium in memory of Dr. Gilbert after the moment of silence.</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Wesley Ballard and seconded by Ms. Amanda Moore, passed.</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item Murfreesboro City Schools would like to thank the General Mills Foundation for a \$5,000 grant. Proceeds from the grant will provide financial support for the following outreach initiatives: Indigent Care Fund, Backpack Food Program, and Family Engagement activities.</p> <p>Congratulations to Corynn York, music teacher at Hobgood, who was named the Tennessee Outstanding Music Educator by the Tennessee Music Education Association. Corynn is a remarkable educator, and we are blessed to have her.</p> <p>Erma Siegel and Bradley joined Discovery School and Overall Creek to become state STEM-Designated Schools. https://www.tsin.org/current-designated-stem-schools has a listing of current STEM schools. Of the 42 schools that have received the designation, MCS has four. The accomplishment is even more notable since the designation is open to all elementary, middle, and high schools, both private and public, across the state.</p> <p>Congratulations to Sandy Scheele and the Nutrition Team. The CHOW bus program is featured in the June edition of Eating Well Magazine. MCS is thrilled to be chosen as their Food with a Purpose feature article. Since the COVID crisis, over 80,000 meals have been served by the CHOW bus program.</p> <p>Congratulations to Justin Lattimore on receiving the SCORE Tennessee Educator Fellowship for the 2020-2021 school year. Mr. Lattimore will be a part of a thirty (30)</p>	Mrs. Lisa Trail

<p>educator cohort which is intended to build knowledge of education policy issues and provides educators the chance to lead their own student-focused advocacy.</p> <p>The Board recognized Dr. Loyd for his retirement from the system as principal at Northfield Elementary, Dr. Mark Gonyea who will be the new principal at Northfield Elementary, and future board member Jimmy Richardson who was in the audience.</p>	
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Ms. Roseann Barton and seconded by Mr. David LaRoche, passed.</p>	Chair Butch Campbell
A. Approval of April 28, 2020 Board Minutes Consent Item	
B. Minor Change to Board Policy Consent Item	
i. Board Policy 6.412 Emergency Allergy Response Plan Consent Item	
C. Board Policies Reviewed with No Change Consent Item	
i. Board Policy 6.400 Promoting Student Wellness Consent Item	
ii. Board Policy 6.4001 Student Surveys, Analyses, and Evaluations Consent Item	
iii. Board Policy 6.4002 Use of Personal Information Consent Item	
iv. Board Policy 6.403 Student Communicable Diseases Consent Item	
v. Board Policy 6.4031 Pediculosis (Head Lice) Consent Item	
vi. Board Policy 6.404 Acquired Immune Deficiency Syndrome Consent Item	
vii. Board Policy 6.4081 Safe Relocation of Students Consent Item	
viii. Board Policy 6.416 Student Accident Reports Consent Item	
ix. Board Policy 6.500 Special Education Students Consent Item	
x. Board Policy 6.501 Special Education Behavioral Support Consent Item	
xi. Board Policy 6.504 Migrant Students Consent Item	
xii. Board Policy 6.600 Student Records Consent Item	
xiii. Board Policy 6.601 Student Records Annual Notification of Rights Consent Item	
xiv. Board Policy 6.602 Student Records Inspection and Correction Procedure Consent Item	
xv. Board Policy 6.709 Student Fees and Fines Consent Item	
<p>V. ACTION ITEMS Action Item</p>	Chair Butch Campbell
A. Approval of 2020-2021 Family Resource Center Advisory Council	Mr. Greg Lyles

<p>Action Item Motion to approve the 2020-2021 Family Resource Center Advisory Council. This motion, made by Ms. Becky Goff and seconded by Mr. Wesley Ballard, passed.</p>	
<p>B. 2019-2020 Budget Amendments Action Item</p>	Mr. Gary Anderson
<p>i. Approval of General Purpose Budget Amendments Action Item Motion to approve 2019-20 General Purpose Budget Amendments. This motion, made by Mr. David Settles and seconded by Mr. David LaRoche, passed.</p>	
<p>ii. Approval of School Nutrition Budget Amendments Action Item Motion to approve 2019-20 School Nutrition Budget Amendments. This motion, made by Ms. Becky Goff and seconded by Mr. David LaRoche, passed.</p>	
<p>iii. Approval of Extended School Program Budget Amendments Action Item Motion to approve 2019-20 Extended School Budget Amendments. This motion, made by Ms. Roseann Barton and seconded by Ms. Becky Goff, passed.</p>	
<p>iv. Approval of Federal Budget Amendments Action Item Motion to approve 2019-20 Federal Budget Amendments. This motion, made by Mr. David LaRoche and seconded by Ms. Amanda Moore, passed.</p>	
<p>C. Approval of FY 21 School Debt Service Action Item Motion to approve FY21 School Debt Service. This motion, made by Mr. Wesley Ballard and seconded by Ms. Becky Goff, passed.</p>	Mr. Gary Anderson
<p>D. Approval of FY 21 Federal Budget Action Item Motion to approve FY21 Federal Budget. This motion, made by Mr. David Settles and seconded by Ms. Becky Goff, passed.</p>	Mr. Gary Anderson
<p>E. Approval to Suspend Board Policy 5.802 Qualifications and Duties of the Director of Schools Action Item The suspension of Board Policy 5.802 would allow the Board to appoint one of the three Assistant Superintendents as Interim Superintendent. Motion to temporarily suspend Board Policy 5.802 Qualifications and Duties of the Director of Schools. This motion, made by Mr. David LaRoche and seconded by Mr. David Settles, passed.</p>	Elizabeth Taylor
<p>F. Appointment of Interim Director of Schools Action Item From the list of Assistant Superintendents that included Gary Anderson, Joe Marlin, and Ralph Ringstaff, Roseann Barton nominated Mr. Ralph Ringstaff as Interim Director of Schools. A roll call was taken. Wes Ballard-Ralph Ringstaff Roseann Barton-Ralph Ringstaff Becky Goff-Ralph Ringstaff David LaRoche-Ralph Ringstaff Amanda Moore-Ralph Ringstaff David Settles-Ralph Ringstaff Butch Campbell-Ralph Ringstaff After a unanimous vote, Mr. Ringstaff was elected as Interim Director of Schools.</p>	Chair Butch Campbell
<p>G. Method of Recruiting a Permanent Director Action Item After much discussion, the Board decided to notify TSBA to help with the Director's</p>	Chair Butch Campbell

<p>Search. Mrs. VanCleave will notify TSBA and ask if they can attend a work session with the Board before the next meeting on Tuesday, June 9 to discuss the Director's search process.</p> <p>Mr. Campbell asked Elizabeth Taylor the dates that the Board cannot enter into a contract with a new Director because of the election. Ms. Taylor told the Board that they can go through the recruitment process but cannot sign a contract with anyone from June 22 through September 5.</p> <p>Mr. Campbell informed the Board that he, Mr. Ringstaff, and Ms. Taylor would meet to discuss Mr. Ringstaff's contract as interim. That information will be brought back before the board to vote on at the next meeting.</p> <p>Motion to hire TSBA to assist in the search for a new Director of Schools. This motion, made by Mr. David Settles and seconded by Ms. Roseann Barton, passed.</p>	
<p>VI. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. Enrollment (PTR) Report Information Item</p>	Mr. Gary Anderson
<p>B. April Revenue and Expenditure Report Information Item</p>	Mr. Gary Anderson
<p>VII. OTHER BUSINESS Information Item</p> <p>Mr. Campbell told everyone that he appreciated the nice gesture from the principals by placing roses in memory of Dr. Linda Gilbert. He said that she would be greatly missed by so many. The board, school system, and community will miss her leadership and expertise. Several board members spoke about Dr. Gilbert's legacy and how it will continue. They all appreciate the three men that stepped up to the plate to continue what Dr. Gilbert had started.</p> <p>Mr. Bill Shacklett added that he had known Dr. Gilbert since childhood, and he would greatly miss her as well. He said that she had made a tremendous impact upon so many aspects of our community. She was a wonderful leader for Murfreesboro City Schools.</p> <p>The entire Board shared that same sentiment.</p>	Chair Butch Campbell
<p>VIII. ADJOURNMENT Action Item</p> <p>The meeting adjourned at 6:56 p.m.</p> <p>Motion to adjourn. This motion, made by Mr. David LaRoche and seconded by Mr. David Settles, passed.</p>	Chair Butch Campbell

Interim Director of Schools

ACKNOWLEDGEMENT OF SURETY

STATE OF TN
COUNTY OF Rutherford

Before me, a Notary Public, of the State and County aforesaid, personally appeared James W Miley with whom I am personally acquainted and, who, upon oath, acknowledged himself to be the individual who executed the foregoing bond on behalf of The Cincinnati Insurance Company, the within named Surety, a corporation duly licensed to do business in the State of Tennessee, and that he as such individual being authorized so to do, executed the foregoing bond, by signing the name of the corporation by himself as such individual.

Witness my hand and seal this 3rd day of June, 2 020.

My Commission Expires: Sept. 16, 2 023.

Shirley G. Vincent
Notary Public



APPROVAL AND CERTIFICATION

SECTION I. (Applicable to Treasurer and Fiscal Agents of Local Education Agencies)

Bond and Sureties approved by Butch Campbell, Chairman of Murfreesboro City School District, on this 9th day of June, 2 020.

Signed: Butch Campbell
Chairman Board of Education

CERTIFICATION:

I, Ralph Ringstaff, Secretary of Murfreesboro City School District, hereby certify that the foregoing bond was approved by the Board of Education, in open session on the 9th day of June, 2 020, and entered upon the minutes thereof.

Signed: Ralph Ringstaff
Secretary

SECTION II.

FOR USE BY REGISTER OF DEEDS

SECTION III.

ENDORSEMENT:

Filed with the Comptroller of the Treasury, State of Tennessee, this _____ day of _____, 2 _____.

Signed:

Comptroller of the Treasury

THE CINCINNATI INSURANCE COMPANY

Fairfield, Ohio

POWER OF ATTORNEY

0572634

KNOW ALL MEN BY THESE PRESENTS: That THE CINCINNATI INSURANCE COMPANY, a corporation organized under the laws of the State of Ohio, and having its principal office in the City of Fairfield, Ohio, does hereby constitute and appoint

James W Miley

of Murfreesboro, TN its true and lawful Attorney(s)-in-Fact to sign, execute, seal and deliver on its behalf as Surety, and as its act and deed, any and all bonds, policies, undertakings, or other like instruments, as follows:

Any such obligations in the United States, Ten Million and No/100 Dollars (\$10,000,000.00).

This appointment is made under and by authority of the following resolution passed by the Board of Directors of said Company at a meeting held in the principal office of the Company, a quorum being present and voting, on the 6th day of December, 1958, which resolution is still in effect:

RESOLVED, that the President or any Vice President be hereby authorized, and empowered to appoint Attorneys-in-Fact of the Company to execute any and all bonds, policies, undertakings, or other like instruments on behalf of the Corporation, and may authorize any officer or any such Attorney-in-Fact to affix the corporate seal; and may with or without cause modify or revoke any such appointment or authority. Any such writings so executed by such Attorneys-in-Fact shall be binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company.

This Power of Attorney is signed and sealed by facsimile under and by the authority of the following Resolution adopted by the Board of Directors of the Company at a meeting duly called and held on the 7th day of December, 1973.

RESOLVED, that the signature of the President or a Vice President and the seal of the Company may be affixed by facsimile on any power of attorney granted, and the signature of the Secretary or Assistant Secretary and the seal of the Company may be affixed by facsimile to any certificate of any such power and any such power of certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certified by certificate so executed and sealed shall, with respect to any bond or undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS WHEREOF, THE CINCINNATI INSURANCE COMPANY has caused these presents to be sealed with its corporate seal, duly attested by its Vice President this 1st day of April, 2007.



THE CINCINNATI INSURANCE COMPANY

Thomas H. Kelly

STATE OF OHIO) ss:
COUNTY OF BUTLER)

Vice President

On this 1st day of April, 2007, before me came the above-named Vice President of THE CINCINNATI INSURANCE COMPANY, to me personally known to be the officer described herein, and acknowledged that the seal affixed to the preceding instrument is the corporate seal of said Company and the corporate seal and the signature of the officer were duly affixed and subscribed to said instrument by the authority and direction of said corporation.



Mark J. Huller

MARK J. HULLER, Attorney at Law
NOTARY PUBLIC - STATE OF OHIO
My commission has no expiration date. Section 147.03 O.R.C.

I, the undersigned Secretary or Assistant Secretary of THE CINCINNATI INSURANCE COMPANY, hereby certify that the above is a true and correct copy of the Original Power of Attorney issued by said Company, and do hereby further certify that the said Power of Attorney is still in full force and effect.

GIVEN under my hand and seal of said Company at Fairfield, Ohio.
this 1st day of July 2020

Beggy J. Schlemmer

Secretary





CINCIBOND®

Surety Made Simple®

The Cincinnati Insurance Company
 PO BOX 145496, FAIRFIELD, OH 45250-5496

AGENCY:
 Miller, Loughry & Beach Insurance Services, Inc.
 41001
 P.O. Box 7001
 Murfreesboro, TN 37133

**Billing
 Notice**

BOND NUMBER	BOND DESCRIPTION	RENEWAL PERIOD	RENEWAL PREMIUM
0572634	\$1,508,900.00 School Treasurer or Fiscal Agent Bond	07/01/2020 - 07/01/2021	\$1580

PRINCIPAL:
 GARY B ANDERSON
 9743 CLOVERCROFT RD
 NOLENSVILLE, TN 37135-9450

OBLIGEE:
 STATE OF TENNESSEE
 DIRECTOR FINANCE AND ADMINISTRATIVE SERVICES
 505 DEADERICK ST STE 1500
 NASHVILLE, TN 37243-1402

RENEWAL INSTRUCTIONS:
 A new bond form or a continuation certificate
 must be issued under this bond number and filed
 with the obligee.

PREMIUM INCLUDES SURCHARGE & TAXES IF APPLICABLE:
 SURCHARGE: 0
 MUNICIPAL TAX: 0
 COUNTY TAX: 0

FOR CANCELLATION:

PLEASE HAVE THE BELOW RELEASE COMPLETED, SIGNED AND DATED BY THE OBLIGEE AND RETURN TO SURETY,
 ATTN: BOND & EXECUTIVE RISK

BOND RELEASE

The Cincinnati Insurance Company

You are hereby released from any and all liability that may otherwise accrue on or after _____ for
 bond number 0572634, issued on behalf of _____

GARY B ANDERSON
 in favor of STATE OF TENNESSEE

for the sum total amount of \$1,508,900.00.

Additional Comments:

Signed this _____ day of _____, _____.

STATE OF TENNESSEE

Signature: _____

Printed Name & Title: _____

STATE OF TENNESSEE
MURFREESBORO CITY SCHOOL DISTRICT
OFFICIAL STATUTORY BOND
TREASURER OR FISCAL AGENT FOR
LOCAL EDUCATION AGENCY
 STATE OF
OFFICE OF TENNESSEE, DIRECTOR FINANCE AND ADMINISTRATIVE SERVICES

KNOW ALL MEN BY THESE PRESENTS:

That GARY B ANDERSON of STATE OF TENNESSEE
 (Special/City School District), of NOLENSVILLE Tennessee, as Principal, and
The Cincinnati Insurance Company as Surety, are held and firmly bound unto **THE STATE OF**
One Million
TENNESSEE in the full amount of Five Hundred Eight Thousand Nine Hundred and No/100 Dollars
 (\$1,508,900.00) lawful money of the United States of America for the full and prompt payment whereof we bind
 ourselves, our representatives, successors and assigns, each jointly and severally, firmly and unequivocally by these presents.

WHEREAS, The said Principal was duly appointed to the office of DIRECTOR FINANCE AND ADMINISTRATIVE SERVICES of and for
MURFREESBORO CITY School District for the 1.00 year term beginning on the 1st day of July, 20 20 and
 ending on the 1st day of July, 20 21.

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH:

- That if the said GARY B ANDERSON, Principal, shall:
1. Faithfully perform the duties of the office of DIRECTOR FINANCE AND ADMINISTRATIVE SERVICES of MURFREESBORO CITY School District during his term of office or his continuance therein; and,
 2. Pay over to the persons authorized by law to receive them, all monies, properties, or things of value that may come into his hands during his term of office or his continuance therein without fraud or delay, and shall faithfully and safely keep all records required of him in his official capacity, and at the expiration of this term, or in case of his resignation or removal from office, shall turn over to his successor all records and property which have come into his hands, then this obligation shall be null and void; otherwise to remain in full force and effect.

WITNESS our hands and seals this 3rd day of June, 20 20.

WITNESS - ATTEST:

COUNTERSIGNED BY:

Tennessee Resident Agent

PRINCIPAL:

SURETY: The Cincinnati Insurance Company

By: James W. Miley
James W Miley

Attorney-in-fact:

P.O. Box 7001
Murfreesboro, TN 37133

(attach evidence of authority to execute bond)

ACKNOWLEDGEMENT OF PRINCIPAL

STATE OF TENNESSEE

COUNTY OF Rutherford

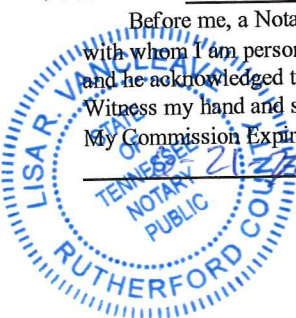
Before me, a Notary Public, of the State and County aforesaid, personally appeared GARY B ANDERSON
 with whom I am personally acquainted and who, upon oath, acknowledged himself to be the individual who executed the foregoing bond,
 and he acknowledged to me that he executed the same.

Witness my hand and seal this 9th day of June, 20 20.

My Commission Expires: 6-21, 20 22.

Jim Vandave
 Notary Public

(over)



**SAMPLE
CONTRACT OF EMPLOYMENT
Between
Ralph Ringstaff
And the
Murfreesboro City Schools Board of Education**

This Employment Contract is entered into this ___ day of _____, 20___, by and between, the Murfreesboro City Schools Board of Education, hereinafter called the "Board," and Mr. Ralph Ringstaff, hereinafter called the "Interim Director." The Board and the Interim Director, for the consideration herein specified, agree as follows:

TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on the 26 day of May 2020, hereby employs, and the Interim Director hereby accepts employment as Interim Director of the Murfreesboro City School System commencing on the 27th day of May 2020, and terminating at the commencement of a permanent Director's employment. The Interim Director shall assume responsibilities of the position effective on the 27th day of May 2020.

DUTIES

The Interim Director shall perform the duties and have all such authority as specified for Directors of school in the Tennessee Code Annotated, as well as those listed in the policies of the Board and the job description for the Director as adopted by the Board, which may be amended from time to time during the term of this contract. Such job description, as so amended, is hereby incorporated in this contract by reference as if fully restated herein. Further, the Interim Director shall perform all duties incident to the office of the Interim Director and such other duties as may be prescribed by the Board from time to time. The Interim Director will also continue to perform the duties of Assistant Superintendent for Human Resources and the Extended School Program.

The Interim Director shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Interim Director to work during times other than normal business hours.

REFERRALS TO INTERIM DIRECTOR

The Board, collectively or individually, shall promptly refer to the Interim Director for study and recommendation all criticisms, complaints, and suggestions called to their attention relative to the Interim Director or the school district. The Interim Director shall share with the Board, wherever and whenever possible and as appropriate, criticisms, complaints, and suggestions concerning the school district that come to the attention of the Interim Director.

LOYALTY

The Interim Director shall devote full time, attention, knowledge, and skills, solely and exclusively, to the business and interests of the Board and the Murfreesboro City School District. The Interim Director may, however, undertake consulting work, speaking engagements, writing, lecturing, or other activities which do not interfere with the discharge of the Interim Director's duties and responsibilities. Any such activities undertaken by the Interim Director shall be reported to the Board. The determination of the

Board as to whether such other work interferes with the discharge of the Interim Director's duties and responsibilities shall be conclusive.

COMPENSATION

The salary of the Interim Director while serving as Interim Director shall be \$120,000. The salary of the Interim Director shall be paid in accordance with the Board payroll policy and retroactive as of May 27, 2020 and until the termination of this contract. Any adjustments to the annual salary for subsequent years during the term of this contract shall be in writing and shall be in the form of an amendment or addendum to this contract. If an adjustment in salary is made during the term of this contract, it shall not be deemed by either party that a new contract has been formed or that the termination date for the existing contract has been extended.

INSURANCE BENEFITS

A. Health and Major Medical

The Interim Director shall continue to be accorded the same insurance benefits as other professional staff that do not conflict with the terms of this agreement. Should the Interim Director elect no coverage under the school system insurance plan, no other benefit or salary shall be paid in lieu thereof.

B. Disability Insurance

The Board shall provide the Interim Director with disability insurance coverage provided to other certified employees.

MEMBERSHIP DUES

The Board shall pay all dues for AASA, TOSS, and the Chamber of Commerce. The Board shall reimburse the Interim Director for expenses in attending related functions provided, however, that the Board must first approve membership except for those organizations listed by name in this paragraph.

PROFESSIONAL LIABILITY

The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Interim Director in the scope of his employment with the Board. The Board shall, to the extent permitted by law, directly or through insurance defend the Interim Director, bear defense costs, and indemnify and hold the Interim Director harmless on demands, claims, suits, and legal proceedings brought by third parties against the Interim Director in his official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct. In no event will individual Board members be considered liable for indemnifying the Interim Director against such demands, claims, suits, and legal proceedings.

PROFESSIONAL GROWTH

The Board encourages and expects the Interim Director to participate in professional growth and development activities including attendance at professional conferences at the local, state, and national levels. The necessary expenses of said attendance shall be paid by the Board in accordance with Board policy. Written approval of the Chair of the Board, which shall not be unreasonably withheld, shall constitute Board approval for leave to attend such activities.

ANNUAL LEAVE

The Interim Director will be entitled to one and one-half day annual leave for each month of employment in addition to holidays. The Board agrees that written agreement by the Chair with written notice to the Board shall constitute Board agreement for the selected vacation time without the necessity of Board action.

SICK LEAVE

The Interim Director shall be granted one (1) day of sick leave for each month of employment. Sick leave days shall be cumulative, and unused sick leave days may be used for retirement credit in accordance with the policies of the Tennessee Consolidated Retirement System and the Murfreesboro City Schools Board of Education. In accordance with T.C.A. § 49-5-711, the Interim Director shall be allowed to transfer up to two (2) personal leave days to his/her accumulated sick leave at the end of each fiscal year.

WORK YEAR

The office of the Interim Director is a full-time, twelve (12) month position. Days upon which the Interim Director shall not be required to be in attendance at work include the regular school system holidays provided for in statute and any day for which the school system and the central office are closed in accordance with the school calendar and/or policies established by the Board (e.g., inclement weather, dangerous conditions, safety concerns, etc.).

EXPENSES

The Board shall reimburse the Interim Director for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this contract, subject to such limitations as provided by law and by Board policy.

MEDICAL EXAMINATION

Upon the request of the Board, the Interim Director hereby agrees to submit to a comprehensive medical examination. A physician's statement certifying to the physical and mental competency or incompetency of the Interim Director shall be filed with the Chairman of the Board. The cost of said medical examination shall be paid by the Board. In the event the Interim Director shall be unable to perform his obligations as Interim Director for thirty (30) days or longer due to mental or physical illness or incapacity, the Board, at its option, may terminate this contract, and thereby, release the Interim Director from all further obligations contained thereunder.

PERFORMANCE EVALUATION

Annually, but no later than the last day of June of each calendar year during the term of this contract, the Board and the Interim Director shall review the Interim Director's performance as Interim Director of Murfreesboro City School District; the Interim Director's progress toward goals established by the Board and the Interim Director; the working relationships of the Interim Director with the Board, the staff, the students, and the community at large; and any other matters relative to the employment of the Interim Director. The first evaluation will occur after six (6) months of employment, and thereafter, annually.

TENURE RIGHTS

It is mutually understood and agreed that this contract does not confer tenure in the position of Interim Director or in any other administrative position in the school system.

ANY OTHER CONTRACT SUPERSEDED

This contract sets forth the terms of employment of the Interim Director by the Board during the stated term and supersedes any other contract that the Board may have previously negotiated with the Interim Director.

CONTRACT TERMINATION

Mutual Agreement. This contract may be terminated by mutual agreement, which may include, but is not limited to, retirement, disability, or death of the Interim Director.

For Cause. This contract may be terminated by the Board for cause upon proof of improper or unprofessional conduct or misconduct, any act of moral turpitude, dishonesty, fraud, inefficient service, incompetence, insubordination, or neglect of duty as defined in Title 49, Chapter 5 of the Tennessee Code Annotated as enacted or hereafter amended, material breach of this contract, failure to follow Board policies or directives, violation of local, state, or federal law, or for any reason established by state law.

Removal from Office. This contract shall be terminated if the State Board of Education, in accordance with the provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the Interim Director. If such removal is ordered, the Interim Director shall be entitled to no further benefits or compensation under the terms of the contract.

Transfer. The Board reserves the right to replace the Interim Director and return the Interim Director to solely the Assistant Superintendent of Human Resources and Extended School Program at the previous salary. In the event that the Interim Director declines to accept the transfer, this contract shall be terminated, and the Interim Director shall be entitled to no further benefits or compensation.

Unilateral Termination. The Board may, at any time, terminate this contract without cause.

Inability to Perform as Interim Director. In the event that the Interim Director is unable to perform his/her obligations and duties for a period of thirty (30) days or longer due to mental or physical illness, disability, or incapacity, the Board, at its option, may terminate this contract, and upon so doing, shall be released from all further obligations, subject only to applicable state and federal law.

CRIMINAL BACKGROUND CHECK

If requested by the Board and in accordance with the requirements of TCA 49-5-413, the Interim Director agrees to the release of all investigative records to the Board for examination for the purpose of verifying the accuracy of criminal violation information as required by TCA 49-5-406(a)(1)(A); and the Interim Director agrees to supply a fingerprint sample and submit to a criminal history record check to be conducted by the Tennessee Bureau of Investigation. The costs incurred for this investigation shall be paid by the Board.

AMENDMENTS

Any modification to this contract shall be made by mutual contract of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this contract.

ENTIRE AGREEMENT

This contract constitutes the entire agreement among the parties. the parties acknowledge that neither has relied upon any oral representation or any agreements by the other; that no such oral representations or agreements shall in any way affect the terms of this contract; and that this contract may not be modified or changed except by written instrument executed by the parties.

CONTROLLING LAW AND JURISDICTION

This contract shall be interpreted according to the laws of the State of Tennessee. In the event of litigation arising from the breach or enforcement of this contract, the parties agree that the proper jurisdiction and venue shall rest with the trial courts of Rutherford County, Tennessee.

SEVERABILITY

The Board and the Interim Director agree that, in the event any part or clause of this contract is made invalid, unenforceable, or illegal under federal or state law or held to be invalid, unenforceable, or illegal by any court of competent jurisdiction, the remainder of this contract shall not be affected by such ruling, finding, enactment, or holding. The remainder of this contract shall continue in full force and effect with such part or clause stricken to the extent of its invalidity, unenforceability, or illegality.

HEADINGS

The headings used throughout this contract are for the convenience of the parties and are not intended to be used to interpret any term or condition hereof.

NO ASSIGNMENT

This contract is personal to the parties, being a contract for personal services, and shall not be subject to assignment or transfer in any manner.

Made and executed by the parties this the ____ day of _____, 20__.

Ralph Ringstaff
Interim Director of Schools

Butch Campbell
Chairman, Board of Education

FY 2020
BUDGET AMENDMENT SUMMARY

Department	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
General Fund			
<u>Expenditures</u>			
Regular Instruction	46,318,759	46,539,549	220,790
Special Ed. Instruction	9,174,203	9,147,978	(26,225)
Other Student Support	2,728,311	2,667,036	(61,275)
Support Staff - Reg. Instruction	2,188,721	2,130,181	(58,540)
Support Staff - Special Ed. Inst.	1,834,730	1,793,880	(40,850)
Admin. Support - Board of Educ.	1,485,229	1,441,039	(44,190)
Support Services - Principal Office	4,726,631	4,663,756	(62,875)
Support Services - Oper. Of Plant	6,385,980	6,135,980	(250,000)
Support Services - Transportation	2,972,379	3,230,544	258,165
Regular Capital Outlay	1,440,500	1,505,500	65,000
CHANGE IN FUND BALANCE (CASH)	2,942,201		2,942,201
Extended School Program			
<u>Expenditures</u>			
Other Salaries & Wages	3,716,026	3,693,196	(22,830)
Other Charges	127,170	150,000	22,830
CHANGE IN FUND BALANCE (CASH)	(23,585)		(23,585)
Nutrition Fund			
<u>Expenditures</u>			
Food Supplies	2,920,324	2,791,125	(229,199)
Other Salaries & Wages	58,000	123,075	65,075
Communication	500	708	208
Dues & Memberships	-	5,102	5,102
Maintenance & Repairs	9,486	63,000	53,514
Travel	500	1,100	600
Uniforms	1,200	2,200	1,000
Other Supplies & Materials	7,500	55,000	47,500
In-service/Staff Development	20,000	24,000	4,000
Other Charges	5,000	9,200	4,200
Food Service Equipment	50,000	98,000	48,000
CHANGE IN FUND BALANCE (CASH)	(64,617)		(64,617)

**MURFREESBORO CITY SCHOOL BOARD
2020-2021 MEETING SCHEDULE**

All regularly scheduled Murfreesboro City School Board meetings will be held on the **second and fourth Tuesdays** of each month beginning at **6:00 p.m.**

The meetings will be held in the **Council Chambers at City Hall, 111 West Vine Street**, Murfreesboro, Tennessee.

If circumstances require a change in time, venue, or an additional special meeting, an advertisement with specific information will be placed with the media.

August 11 Regular Board Meeting	February 9 Regular Board Meeting
August 25 Regular Board Meeting	February 23 Regular Board Meeting
September 8 Regular Board Meeting	March 9 Regular Board Meeting
September 22 Regular Board Meeting	March 23 Regular Board Meeting
October 13 Regular Board Meeting	April 13 Regular Board Meeting
October 27 Regular Board Meeting	April 27 Regular Board Meeting
November 10 Regular Board Meeting	May 11 Regular Board Meeting
November 24 *week of Thanksgiving Regular Board Meeting	May 25 Regular Board Meeting
December 8 Regular Board Meeting	June 8 Regular Board Meeting
January 12 Regular Board Meeting	June 22 Regular Board Meeting
January 26 Regular Board Meeting	

**Murfreesboro City Schools
Board Resolution**

A RESOLUTION of the Murfreesboro City School Board, Murfreesboro, Tennessee, to declare that the lives of Black students and employees matter, as do the lives of all our students and employees.

WHEREAS, Murfreesboro City Schools is a public school district committed to serving the whole child, including the social and emotional developmental needs of our students; and

WHEREAS, Murfreesboro City Schools teaches our students to speak up when they see someone mistreated, and as role models, we should likewise speak up in the face of injustice; and

WHEREAS, Murfreesboro City Schools serves a diverse population of students and employees who need to see their school system affirm their experiences and their value; and

WHEREAS, affirmatively stating that "Black Lives Matter" does not negate our commitment to all our students and employees, but given the struggle of Black students and adults to trust that their community values them, we must affirm that their lives, specifically, matter; and

WHEREAS, the problems of society are mirrored in schools, and these problems can be solved only by a united effort of communities and schools coming together for the betterment of our students' futures;

NOW THEREFORE, BE IT

RESOLVED that the Murfreesboro City School Board declares that the lives of our Black students and employees matter, as well as the lives of all our students and employees; and

RESOLVED that the Murfreesboro City School Board will support training and resources for staff to uplift our diverse population of children.


ADOPTED this 9th day of June, 2020



Butch Campbell, Chair




David Settles, Vice-Chair



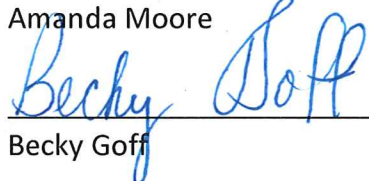
Wesley Ballard



Amanda Moore



David LaRoche



Becky Goff



Roseann Barton