

Board of Education Regular Meeting

August 25, 2020 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item	Mrs. Lisa Trail
A. Induction of Newly Elected Board Members: Chair Butch Campbell Vice-Chair David Settles Mr. Wesley Ballard Mr. Jimmy Richardson III Procedural Item	Councilman Kirt Wade
B. Recognition of Board Evaluators: Mr. Jim Estes, Rutherford County Board Chair Mr. Jeff Jordan, Rutherford County Board Member Mr. Kevin Townsel, Franklin Special Board Member Procedural Item	Chair Butch Campbell
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 8-11 Board Minutes Consent Item	
B. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 6.3041 Title IX and Sexual Harassment Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Recognition and Approval of 2019-2020 Tenured Teachers Action Item	Mr. Ralph Ringstaff
B. Approval of the 2020-2021 ESP Advisory Board Action Item	Mr. Ralph Ringstaff
C. Approval of the 2020-2021 PreK Advisory Council (CPAC) Action Item	Mr. Ralph Ringstaff
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Revenue and Expenditure Report Information Item	Mr. Gary Anderson
B. Enrollment (PTR) Report-The latest report will be at your desk, not in BOEConnect Information Item	Mr. Gary Anderson
C. Personnel Report Information Item	Mr. Ralph Ringstaff
D. ESP Program Presentation-Kandy Powers Information Item	Mr. Ralph Ringstaff
VII. OTHER BUSINESS	Chair Butch Campbell

Information Item	
A. Recognition of Outgoing Board Member Mr. David LaRoche Procedural Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

MINUTES

Board of Education Regular Meeting

August 11, 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, Roseann Barton, Amanda Moore, Becky Goff, and David LaRoche.</p> <p>Staff: Ralph Ringstaff, Gary Anderson, Sheri Arnette, Joe Marlin, Lisa Trail, Angela Fairchild, Sara Walker, Tammy Garrett, Kristina Maddux, and Trey Duke.</p> <p>Assistant City Attorney Elizabeth Taylor, City Liaison Bill Shacklett,, and Dr. Tammy Grissom with TSBA</p>	Chair Butch Campbell
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Mr. Joe Marlin, Assistant Superintendent for Federal and State Compliance and School Climate</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Wesley Ballard and seconded by Mr. David LaRoche, passed.</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item A big shout out to the MCS Nutrition Department. 154,554 meals have been served plus 17,698 weekend food bags have been distributed since March 16. This was an all-hands-on-deck success. Our team rose to the challenge.</p> <p>Murfreesboro City Schools would like to thank Murfreesboro Muslim Youth for their donation of 5,200 face masks and Ms. Joyce Jackson, a retired MCS teacher for her donation of face masks.</p> <p>Thank you to Rutherford County Emergency Management, Tennessee Emergency Management, State of Tennessee Department of Education and Department of Health for helping Murfreesboro City Schools obtain the many supplies we need to open our schools safely.</p> <p>MCS would like to recognize The City Schools Foundation for their \$50,000 donation for the purchase of 170 Chromebooks for our students. Our Foundation is an amazing partner and through their help over 17,000 weekend backpacks with food were purchased and distributed during our Spring and Summer break.</p> <p>The City Schools Foundation will conduct the 4th annual Back to School Dash on September 12. However, this year's Dash will be a virtual race. Additional details about the race will be released soon. Our presenting sponsor this year is Children's Dentistry of Murfreesboro.</p>	Mrs. Lisa Trail
<p>IV. CONSENT ITEMS</p>	Chair Butch Campbell

<p>Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Amanda Moore and seconded by Ms. Becky Goff, passed.</p>	
<p>A. Approval of 7-14 Board Minutes Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	<p>Chair Butch Campbell</p>
<p>A. TSBA Presentation of Final Three Candidates' Names for Director of Schools' Position Action Item Dr. Grissom informed the Board that there were 17 applicants for the Director of Schools' position (Lisa VanCleave will have those files). TSBA's screening committee interviewed and narrowed them to three finalists. Dr. Grissom handed out notebooks with the cover letter, resume', and references of each finalist to the Board.</p> <p>The finalists are as follows:</p> <p>Mr. Trey Duke Dr. John Millay Dr. Kimberly Osborne</p> <p>After hearing the names of the finalists, Roseann Barton made the motion to forgo the interviews at this time and go into contract negotiations with Mr. Ralph Ringstaff. Wes Ballard seconded the motion and added that he had looked over the criteria set forth by the Board and could not find anything that Ralph had not covered. No vote was taken at this time.</p> <p>Ms. Barton told the Board that she had gotten nothing but rave reviews from principals and staff regarding Mr. Ringstaff. She added that we, as a district, have enough going on with COVID-19 that it would only make sense to keep consistency and not have another major change. She said that she knew that the Board would need to amend a couple of policies as well to make this possible.</p> <p>Before a vote was taken on that motion, there was much discussion. Ms. Moore agreed that Mr. Ringstaff was doing a fantastic job and that he managed us so well in the time of crisis, but that is not the only skill that is required of a Director. She mentioned that there are a lot of things that she doesn't know. She would like to know his vision in regards to the whole child approach, the STEAM approach, and how he sees the future of Murfreesboro City Schools and his relationship with the city council. She does not feel comfortable handing over the keys of the district to someone whom she has not had a chance to hear from more regarding the above issues.</p> <p>Becky Goff said that she feels the same as Ms. Moore. She added that on June 9, the Board agreed to let TSBA do this process for us. They have given us three candidates. She was not saying that the Board could not consider Mr. Ringstaff, but she felt that the Board Should let the process play out and interview the top 3 candidates. She said that when this COVID situation is over, we will have</p>	<p>Dr. Tammy Grissom</p>

to run a district and make sure that we have the best district that we possibly can have.

David LaRoche echoed what Mrs. Goff said that as a board, they chose this path. He felt that there was also a fairness issue to Mr. Marlin and Mr. Anderson if they decided to go with Mr. Ringstaff.

Mr. Settles added that Mr. Ringstaff was doing an excellent job. He just wants what is best for the district.

Elizabeth Taylor added that one individual member of the Board could not add a name to the list, but the Board as a whole could add a name. She also added that she wanted to make a procedural note after the discussion. She said that before the Board could vote to appoint Mr. Ringstaff as Director, a board member would need to make a motion to reconsider the June 9th vote on not allowing the interim to fulfill the Director position.

Roseann Barton made the motion to reconsider the June 9th vote on the selection process to allow the interim to serve as Director. Mr. Ballard seconded the motion.

Mrs. Goff asked if that would that allow Gary Anderson and Joe Marlin to reapply. Ms. Taylor said no, because they were not elected as interim. However, the Board could add them to the list when it is time to vote on the candidate if the Board so chooses.

Ms. Moore added that possibly the Board would want to make a motion to add a fourth candidate and that would allow Mr. Ringstaff to be added to the list and go through the interview process.

Mr. Ringstaff added that he wishes to respectfully decline participating in the interview process. He feels that his last few months should be considered his interview along with the last ten years as Assistant Superintendent.

Mr. Ballard added that we need stability right now in our district. The teachers and parents also need it.

David Settles added that with Mr. Ringstaff taking his name out of the interview process, that does not not make him a candidate for the position.

Becky Goff added that the Board chose to spend \$11500 to hire TSBA to do the search. She feels that if Mr. Ringstaff is really interested in this position, he should be willing to sit down and tell the board his vision and plans for the future. She added that October 1 was supposed to be the start date. And the candidates won't be available after that time.

Back to Ms. Barton's motion to reconsider the June 9th vote to allow the interim to be considered for the Director's position, a roll call vote was taken:

Wes Ballard-Yes

Roseann Barton-Yes

Becky Goff-Yes

David LaRoche-No

Amanda Moore-Yes

David Settles-Yes

Butch Campbell-Yes

6 aye's, 1 no, the motion passes. (6-1)

Mr. Campbell asked how long Mr. Ringstaff's contract could be. Elizabeth Taylor said that it could be up to four years.

Mr. Campbell wanted to inform everyone that if they feel strongly about a situation, they need to be sure and contact more than just one board member.

Ms. Taylor explained to the Board that they needed to suspend policy 5.802-Qualifications and Duties of the Director of Schools. She explained that on June 26, they voted on the criteria presented by TSBA, and she didn't believe that Mr. Ringstaff would meet that criteria.

Ms. Barton wanted to combine the motions so the amended motion was to reject the three candidates and go into contract negotiations with Mr. Ringstaff and rescind the June 26 vote on the criteria and suspend board policy 5.802. Mr. Ballard seconded the motion.

Mr. Settles felt the motion had too much information in it. He wanted the motion to be broken down.

David Settles made the motion to rescind the vote on June 26 on the criteria for Director and suspend board policy 5.802. Roseann Barton seconded the motion.

David Settles asked what our policy specifies as far as the length of an interim position. Elizabeth Taylor said that there is no limitation in the law or in our policy. He asked that if we reject the three candidates and end the contract with TSBA to find a replacement, Mr. Ringstaff would be interim until we find someone else. Ms. Taylor said yes, but she would advise against keeping someone that is holding two positions, Interim Director and Assistant Superintendent for Human Resources and ESP indefinitely or for an extended period of time.

Roseann Barton made the motion to suspend the qualifications for Director. Wes Ballard seconded the motion.

There was a roll call vote to suspend Board Policy 5.802.

Wesley Ballard-Yes

Roseann Barton-Yes

Becky Goff-No

David LaRoche-No

Amanda Moore-No

David Settles-Yes

Butch Campbell-Yes
4 aye's, 3 no's. Motion passes (4-3)

Roseann Barton made the motion again to forgo the interview process and enter into contract negotiations with Mr. Ringstaff. Wes Ballard seconded the motion.

There was discussion regarding others that might want to apply for the position at this time. Mr. Campbell said that we can add names at any point. He stated that we can choose to interview the three that TSBA presented, or get others. He also stated that we will not be spending more money because we have a contract with TSBA for \$11,500 no matter how many times we ask them to get applicants.

Mr. Settles clarified that we could interview the three candidates and if we are not satisfied, we can scrap those and the interim would remain interim and we could, at that time, enter into contract negotiations with him at that time. Mr. Campbell agreed.

A roll call vote was taken on Ms. Barton's motion.

Wesley Ballard-Yes
Roseann Barton-Yes
Becky Goff-No
David LaRoche-No
Amanda Moore-No
David Settles-No
Butch Campbell-Yes

4 No's, 3 Aye's, the motion does not pass. (4-3)

David Settles made the motion to reject the three candidates and continue with Mr. Ringstaff as interim for an undetermined amount of time. Roseann Barton seconded the motion.

Elizabeth Taylor stated that the current interim contract is written for Mr. Ringstaff to serve until the appointment of the permanent Director of Schools.

David LaRoche said that because of the new board member coming in, he felt that the interviews should be pushed out a month so that Mr. Richardson could participate in that process.

Mr. Campbell said that if Mr. Settles motion passes, the three dates of August 17, 18, and 19 that we have set for interviews will no longer be valid. Mr. Settles agreed.

Mrs. Moore wanted to clarify that if the interim position continues through the strange times of the virus, it would still be considered this search that we have hired TSBA for when we come back to hire a full time Director. Dr. Grissom said that the board would not be required to pay again.

Becky Goff suggested that we go ahead with the interview process with the candidates and possibly move the start date of the position out. She wanted to go ahead and keep the process going and have the Director

<p>ready to start when the time comes. Mr. Campbell didn't feel that would be fair to the candidates to have to wait.</p> <p>A roll call was taken on the motion from David Settles to reject the three candidates and continue with Mr. Ringstaff as interim.</p> <p>Wesley Ballard-Yes Roseann Barton-Yes Becky Goff-No David LaRoche-No Amanda Moore-No David Settles-Yes Butch Campbell-Yes 4 aye's, 3 no's, the motion passes. (4-3)</p> <p>Mr. Campbell thanked Dr. Grissom for her time tonight and the work of TSBA in the search.</p>	
<p>B. First Reading of Board Policies Action Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>i. Approval of Board Policy 5.3051 Family Medical Leave Act Action Item</p> <p>Ms. Taylor explained that this is a new policy presented by TSBA as a model policy mainly in dealing with COVID-19.</p> <p>Ms. Taylor also asked that the policy be approved on one reading instead of two since school had already started and there have already been requests made by employees.</p> <p>Mr. Ringstaff added that in lines 52-62, if a teacher is quarantined but can still teach from home, this would not apply. The only time that the threes times would apply to teachers is if they tested positive for the virus and could not teach.</p> <p>Motion to approve Board Policy 5.3051 Family Medical Leave Act on First and Final Reading.. This motion, made by Ms. Becky Goff and seconded by Mr. David LaRoche, passed. (7-0)</p>	
<p>ii. Approval of Board Policy 6.3041 Title IX and Sexual Harassment Action Item</p> <p>Ms. Taylor explained that this policy is based on new regulations that would be effective August 14, 2020.</p> <p>Motion to approve Board Policy 6.3041 Title IX and Sexual Harassment. This motion, made by Mr. Wesley Ballard and seconded by Ms. Roseann Barton, passed. (7-0)</p>	
<p>C. Changes to Board Policies Action Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>i. Approval of Changes to Board Policy 1.108 Nepotism Action Item</p> <p>Motion to approve changes to Board Policy 1.108 Nepotism. This motion, made by Ms. Roseann Barton and seconded by Mr. David LaRoche, passed. (7-0)</p>	
<p>D. Approval of A Resolution of the Murfreesboro City Board of Education in Support of a Moratorium on State Standardized Testing for the 2020-2021 School Year Action Item</p> <p>Roseann Barton also wanted to add that teacher evaluations should be</p>	<p>Mr. Ralph Ringstaff</p>

modified in some way. Motion to approve the Resolution. This motion, made by Ms. Roseann Barton and seconded by Ms. Amanda Moore, passed. (7-0)	
E. Approval of Substitute Teacher Pay Increase Action Item Motion to approve the substitute teacher pay increase. This motion, made by Ms. Amanda Moore and seconded by Ms. Becky Goff, passed. (7-0)	Mr. Ralph Ringstaff
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Personnel Report and Staff Assignment List for 2020-2021 Information Item	Mr. Ralph Ringstaff
B. Update on The First Day of School 2020-2021 Information Item	Mr. Ralph Ringstaff
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item The meeting adjourned at 7:32 p.m.	Chair Butch Campbell

Interim Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 08/11/20
		Rescinds:	Issued:

1 *General*

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

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

12 **TITLE IX COORDINATOR**⁵

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

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

17
18 Murfreesboro City Schools
19 Attn: Maryam Hill
20 2552 South Church Street
21 Murfreesboro, TN 37127

22 615-893-2313

23 **Email:** Maryam.Hill@cityschools.net

24 **DEFINITIONS**⁴

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

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

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

- 30 1. A school district employee conditioning an aid, benefit, or service of an education program or
31 activity on an individual’s participation in unwelcome sexual conduct;
32
- 33 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
34 objectively offensive that it effectively denies a person equal access to the education program
35 or activity; or
- 36 3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal
37 law.

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

- 39 1. Sexually suggestive remarks;
40
- 41 2. Verbal harassment or abuse;
42
- 43 3. Sexually suggestive pictures;
44
- 45 4. Sexually suggestive gesturing;
46
- 47 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
48
- 49 6. Subtle or direct propositions for sexual favors; and
50
- 51 7. Touching of a sexual nature.

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

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

- 57 1. Counseling;
58
- 59 2. Course modifications;
60
- 61 3. Schedule changes; and
62
- 63 4. Increased monitoring or supervision.

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

67 GRIEVANCE PROCESS

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

- 70 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 71
- 72 2. Consider the complainant's wishes with respect to supportive measures;
- 73
- 74 3. Inform the complainant of the availability of supportive measures; and
- 75
- 76 4. Explain the process for filing a formal complaint.¹⁰

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

81 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
82 process has been completed. Unless there is an immediate threat to the physical health or safety of any
83 student arising from the allegation of sexual harassment that justifies removal, the respondent's
84 placement shall not be changed.¹¹ If the respondent is an employee, they may be placed on
85 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
86 keep the Director of Schools informed of any employee respondents so that they can make any
87 necessary reports to the State Board of Education in compliance with state law.¹³

88 Complaints

89 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
90 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires
91 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint
92 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

93 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
94 notification shall be made per the board policy on reporting child abuse.

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

- 96 1. Provide written notice of the allegations, and the grievance process to all known parties to give
97 the respondent time to prepare a response before an initial interview;
- 98
- 99 2. Inform the parties of the prohibition against making false statement or knowingly submitting
100 false information;
- 101
- 102 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 103
- 104 4. Offer supportive measures in an equitable manner to both parties.

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

107 **Investigations**¹⁶

108 For complaints of student on student harassment, the principal shall serve as the investigator and be
109 responsible for investigating complaints in an equitable manner that involves an objective evaluation of
110 all relevant evidence. For complaints of employee on student or employee on employee harassment, the
111 Human Resources Department or Title IX Coordinator will investigate. The burden for obtaining
112 evidence sufficient to reach a determination regarding responsibility rests on the school district and not
113 the complainant or respondent.

114 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours
115 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
116 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
117 why the investigation was not initiated within the required timeframe. If the Title IX Coordinator is
118 serving as the investigator, the documentation shall be provided to the Director of Schools.

119 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
120 complaint. If the investigation is not complete within twenty (20) calendar days, hours, the investigator
121 shall provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
122 investigation was not initiated within the required timeframe. If the Title IX Coordinator is serving as
123 the investigator, the documentation shall be provided to the Director of Schools.

124 All investigations shall:

- 125 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 126
- 127 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
128 and present relevant evidence;
- 129
- 130 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
131 seek disclosure of information protected under a legally recognized privilege unless such
132 privilege has been waived;¹⁷
- 133
- 134 4. Provide the parties with the same opportunities to have others present during any grievance
135 proceeding;
- 136
- 137 5. Provide to parties whose participation is requested written notice of the date, time, location,
138 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
139 for the party to prepare to participate;
- 140
- 141 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
142 the allegations in the formal complaint; and
- 143
- 144 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
- 145

146 a. Prior to the completion of the investigative report, the investigator shall send to each
147 party the evidence subject to inspection and review. All parties shall have at least ten
148 (10) days to submit a written response which shall be taken into consideration in
149 creating the final report.

150 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
151 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
152 process. At the close of the investigation, a written final report on the investigation will be delivered to
153 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
154 Director of Schools.

155 **Determination of Responsibility**¹⁹

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

159 The Director or Title IX Coordinator shall act as the decision-maker. In no circumstances shall the
160 investigator also serve as the decision-maker. They shall receive the final report of the investigation and
161 allow each party the opportunity to submit written questions that they want asked of any party or witness
162 prior to the determining responsibility.

163 The decision-maker shall make a determination regarding responsibility and provide the written
164 determination to the parties simultaneously along with information about how to file an appeal.

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

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

171 **APPEALS**²²

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

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

- 178 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
 - 179 2. Notify the parties in writing.
- 180

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

185 **RETALIATION**^{r23}

186 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
 187 participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

Cross References

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

August 25, 2020

The following employees, who are in a position for which a teaching license is required, have met all of the requirements to attain tenure under TCA 49-5-503 and board policy 5.117. These employees have completed the required number of years with Murfreesboro City Schools and have obtained an overall performance effectiveness level of “above expectations” or “significantly above expectations” for the last two consecutive years.

Holmes, Raeven	Black Fox
Harrison, Macari	Bradley
Sanders, Abbey	Bradley
Stem, Dana	Bradley
Cox, Sonya	Cason Lane Academy
McElroy, Jessica	Cason Lane Academy
Pullum, Megan	Cason Lane Academy
Holmes, Katherine	Discovery School at Bellwood
Vance, Tiara	Discovery School at Bellwood
Jones, Stephanie	Erma Siegel
Taylor, Kimberley	Erma Siegel
Bell, Nichole	Hobgood
Denton, Aubrey	Hobgood
Dewberry, Sydney	MNE
Slusher, Michele	MNP
Brown, Emily	Northfield
Hundley, Lauren	Northfield
Mallory, Shelby	Overall Creek
Owens, Elizabeth	Overall Creek
Troutman, Whitley	Overall Creek
Brasher, Hannah	Pittard
Juneau, Alexandra	Pittard
McLane, Tonia	Pittard
Roller, Kali	Pittard
Carter, Brandi	Reeves-Rogers
Dalmau Reed, Ana	Reeves-Rogers
Linell, Linell	Reeves-Rogers
Cruesoe, Charlotte	Scales
Hix, Kimberly	Scales
Richards, Kayla	Scales
Slough, Rachel	Scales
Surgener, Gena	Scales

2020-2021 ESP Advisory Board

School/ESP Site	Representative Name	Phone Number	Email
Black Fox	Rachel Blair	615-812-6680	jgbrrr@att.net
Bradley	Roneisha Slaughter	615-295-4322	Tjtrn08100727@gmail.com
Cason Lane	Hanna Wilcox	615-962-5402	Hannacostello1@gmail.com
Discovery	Brooke Vanderbent	615-653-2106	Brooke.n.vanderbent@gmail.com
Erma Siegel	Kavindra White Tineciaa Harris	615-308-7457 205-441-9344	Otherapy2003@yahoo.com Tineciaa.harris@gmail.com
Hobgood	Cynthia Balles	615-945-8253	Cyn_cyn@ymail.com
John Pittard	Brittany Morton	615-801-2974	Brittany.holt@outlook.com
Mitchell-Neilson	Kayla Hunnicutt	615-260-0495	Kayrich1129@gmail.com
Northfield	Riki Webb	615-439-8349	Riki.webb@cityschools.net
Overall Creek	George DeShields	931-450-0163	firefightergeo@gmail.com
Reeves-Rogers	Anna Potter	615-796-0413	Pottera912@yahoo.com
Salem	Kendra Wurm Carrie Purvis	615-294-7656 615-603-6388	kjwurm@yahoo.com higgums@hotmail.com
Scales	Allison Jolls	980-255-0978	Allison.jolls@gmail.com
MCS Teacher Representative	Kimberly Nelson	615-403-2881	Kim.nelson@cityschools.net
Site Director Representative	Cindy Haynes- HG	615-579-1242	Cindy.haynes@cityschools.net
ESP Supervisor	Kandy Powers	615-203-1329	Kandy.powers@cityschools.net

2020-2021 Members of the Murfreesboro City Schools CPAC

Mr. Ralph Ringstaff	Interim Director of Schools	Murfreesboro City Schools
Jan Gillum	Instructional Coach-PreK	District Wide-MCS
Sheri Arnette	Director of Curriculum and Instruction	Murfreesboro City Schools
Angela Fairchild	Supervisor of Special Education	Murfreesboro City Schools
Butch Campbell	Chairman of the MCS School Board	Murfreesboro City Schools
LaToya Pinkney	Area Manager	Mid-Cumberland Head Start
Bill Shacklett	City Councilman, Business Owner	City Council, Shacklett Photography
Jacque Johnson	It Takes a Village	For-Profit Provider
Connie Casha	MTSU Dept of Education	Non-Profit Provider
TBD	Parent	
Kristen Swann	Director of Strategic Initiatives	United Way of Rutherford County
Jolene Radnoti	Executive Director/Chairperson	Read to Succeed
Laura Loggins	Youth Services	Linebaugh Public Library System
Regina Ward	Director of Ed. And Workforce Dev.	Chamber of Commerce
Roxana Dove	Preschool Specialist	Murfreesboro City Schools

COMPARISON OF BUDGET TOTALS
July 1, 2019 Through June 30, 2020

TOTAL INCOME	7/1/19 - 6/30/20	\$	93,310,934
TOTAL EXPENSES	7/1/19 - 6/30/20		<u>93,046,731</u>
NET INCOME	6/30/20	\$	<u><u>264,203</u></u>

YEAR-TO-DATE EXPENDITURE COMPARISON

JUNE 2020

PAGE 1

	BUDGET CLASS.	2018-19 BUDGET	2018-19 YTD EXP.	2018-19 OVR/(UNDR) BUDGET	2018-19 %	2019-20 BUDGET	2019-20 YTD EXP.	2019-20 OVR/(UNDR) BUDGET	2019-20 %
1	71100-Reg. Instruction	43,503,848	42,527,394	(976,454)	97.8%	46,539,549	46,470,806	(68,743)	99.9%
2	71200-Sp. Ed. Instruction	8,401,413	8,230,335	(171,078)	98.0%	9,147,978	9,045,658	(102,320)	98.9%
3	71400-Student Body Ed.	45,000	36,253	(8,747)	80.6%	-	-	-	N/A
4	72110-Attendance	152,854	148,124	(4,730)	96.9%	167,489	161,560	(5,929)	96.5%
5	72120-Health Services	779,372	753,359	(26,013)	96.7%	951,390	896,146	(55,244)	94.2%
6	72130-Guidance	2,433,099	2,324,792	(108,307)	95.5%	2,667,036	2,589,444	(77,592)	97.1%
7	72210-Reg. Instr. Support	2,097,264	1,927,119	(170,145)	91.9%	2,130,181	2,095,997	(34,184)	98.4%
8	72220-Sp. Ed. Support	1,566,956	1,451,812	(115,144)	92.7%	1,793,880	1,709,810	(84,070)	95.3%
9	72250-Technology	1,652,406	1,468,291	(184,115)	88.9%	1,793,131	1,580,294	(212,837)	88.1%
10	72310-Bd. Of Education	1,737,593	1,316,160	(421,433)	75.7%	1,525,937	1,557,991	32,054	102.1%
11	72320-Office of Supt.	370,119	340,906	(29,213)	92.1%	381,240	374,797	(6,443)	98.3%
12	72410-Office of Principal	4,329,922	4,248,186	(81,736)	98.1%	4,663,756	4,616,397	(47,359)	99.0%
13	72510-Fiscal Services	560,918	553,481	(7,437)	98.7%	579,593	572,018	(7,575)	98.7%
14	72520-Personnel Services	425,023	381,252	(43,771)	89.7%	428,543	332,316	(96,227)	77.5%
15	72610-Oper. Of Plant	5,908,626	5,183,478	(725,148)	87.7%	6,051,082	5,325,186	(725,896)	88.0%
16	72620-Maint. Of Plant	2,728,945	2,198,659	(530,286)	80.6%	2,724,053	2,313,276	(410,777)	84.9%
17	72710-Pupil Transp.	2,899,934	2,627,461	(272,473)	90.6%	3,230,544	3,086,471	(144,073)	95.5%
18	73300-Community Service	518,682	460,725	(57,957)	88.8%	540,533	473,764	(66,769)	87.6%
19	73400-Early Childhood Educ.	16,500	8,870	(7,630)	53.8%	1,251,966	1,217,841	(34,125)	97.3%
20	76100-Reg. Cap. Outlay	631,559	516,111	(115,448)	81.7%	1,505,500	1,455,949	(49,551)	96.7%
21	82130-Education Debt Serv.	-	-	-	N/A	-	6,761,820	6,761,820	N/A
22	99100-Operating Transfers	860,431	856,640	(3,791)	99.6%	413,105	409,190	(3,915)	99.1%
	TOTALS	81,620,464	77,559,408	\$ (4,061,056)	95.0%	88,486,486	93,046,731	\$ 4,560,245	105.2%

YEAR-TO-DATE REVENUE COMPARISON

JUNE 2020

PAGE 1

	BUDGET CLASS.	2018-19 BUDGET	2018-19 YTD REV.	2018-19 OVR/(UNDR) BUDGET	2018-19 %	2019-20 BUDGET	2019-20 YTD REV.	2019-20 OVR/(UNDR) BUDGET	2019-20 %
1	40110-Current Prop. Tax	13,972,500	13,888,561	(83,939)	99.4%	14,308,810	15,265,313	956,503	106.7%
2	40210-Local Option Sales Tax	10,980,000	11,479,630	499,630	104.6%	11,843,830	12,227,307	383,477	103.2%
3	40000-41110-Other County Rev	1,736,000	1,807,011	71,011	104.1%	1,830,000	1,762,450	(67,550)	96.3%
4	44000-Other Local Revenue	582,750	653,125	70,375	112.1%	594,500	451,759	(142,741)	76.0%
5	46511-Basic Educ. Program	44,430,513	44,092,080	(338,433)	99.2%	46,301,465	45,979,585	(321,880)	99.3%
6	46512-BEP ARRA	-	-	-	N/A	-	-	-	N/A
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
9	46990-Other State Funds	650,190	691,287	41,097	106.3%	370,600	486,420	115,820	131.3%
10	46592-CONNECT TEN ARRA	-	-	-	N/A	-	-	-	N/A
11	46595-Family Resource ARRA	-	-	-	N/A	-	-	-	N/A
12	46595-SSMS ARRA	-	-	-	N/A	-	-	-	N/A
13	47000- Federal Funds	24,325	74,160	49,835	304.9%	1,109,977	1,191,377	81,400	107.3%
14	49100-49800 Bond & City Transfers	-	-	-	N/A	-	6,761,820	6,761,820	N/A
15	49810-Approp./City Gen. Fund	6,585,103	6,585,103	-	100.0%	7,885,103	7,885,103	-	100.0%
16	49820-Operating Transfers	-	-	-	N/A	1,300,000	1,299,800	(200)	100.0%
	TOTALS	\$ 78,961,381	\$79,270,957	\$ 309,576	100.4%	\$85,544,285.00	\$ 93,310,934	\$ 7,766,649	109.1%

Human Resources Personnel Report 06/17/2020 - 08/20/2020

Resignations of 5/22/20 were received after the 6/17/20 report

Certified Hires

Last Name	First Name	Start Date	Location	Position
Bransford	Sarah	7/1/2020	SC	PE Teacher
Knox	Emily	7/13/2020	JP	5th Grade Teacher
Whitefield	Lee	7/13/2020	DW	Vision Spec
Crabtree	Carrie	7/13/2020	SA	6th Grade Teacher
Zimmerman	Chelsea	7/13/2020	JP	2nd Grade Teacher
Abbott	Lucie	7/20/2020	SC	6th Grade Teacher
Murray	Nakita	7/29/2020	NF	4th Grade Teacher
Phillips	Anna Beth	7/31/2020	CLA	Integrated PreK Teacher
Lloyd	Michelle	8/3/2020	DS	3rd Grade Teacher
Puertolas	Stephanie	8/7/2020	DS	2nd Grade Teacher
Arnett	Marybeth	8/13/2020	JP	4th Grade Teacher

Certified Interim Hires

Last Name	First Name	Interim Dates	Location	Position	Interim For
Richardson	Kim	8/3-11/26	SA	Kindergarten Teacher	K. Johnson
Chapman	Brooke	8/3-5/21	ES	1st Grade Teacher	J. Scott
Phillips	Victoria	8/3-11/30	SA	1st Grade Teacher	E. Hurst
Burklow	Roseann	8/3-9/15	SC	Media Specialist	A. Daniels
Waddell	Misty	8/3-10/2	CLA	ESL Teacher	Z. Mohsen
Drummond	Morgan	8/3-10/9	SA	1st Grade Teacher	E. Petty
Crowley	Dianna	8/3-12/4	OC	4th Grade Teacher	A. McDonald
Ramsey	Elizabeth	8/3-11/2	OC	3rd Grade Teacher	K. Rodden
Daugherty	Sarah	8/7-5/21	SC	6th Grade Teacher	S. Smith
Cook	Deborah	8/9-10/27	CLA	Academic Intervention	T. Karna
Bjork	James	8/10-10/2	NF	Art Teacher	L. Hundley

Certified Resignations/Retirements/Terminations

Last Name	First Name	Last Day	Location	Position	Tenure Y/N
Cross	Kaitlyn	5/22/2020	BF	Teacher	N
Grimes	Jennifer	5/22/2020	JP	Teacher	Y
Templeton	Kevin	5/22/2020	SA	Teacher	Y
Deakins	Elizabeth	5/22/2020	BR	Teacher	N
Pullum	Megan	5/22/2020	CLA	Teacher	N
Glass	Caroline	5/22/2020	HG	Teacher	N
Turner	Bess	5/22/2020	DS	Teacher	Y
Smith	Sondra	5/22/2020	SC	Teacher	Y
Mullen	Kayla	8/7/2020	DS	Teacher	N

Classified New Hires

Last Name	First Name	Start Date	Location	Position	Notes
Sanford	Timothy	7/1/2020	DW	Custodian	PT to FT
Wilson	Heather	7/1/2020	HG	Nurse	PT to FT
Stone	Darrell	7/8/2020	Shop	Bus Driver	Rehire
Northern	Gracen	7/8/2020	NF	PreK SPED EA	ESP to EA
Benjamin	Katie	7/8/2020	SA	EA	MDA to EA
Jones	Jessica	7/22/2020	CO	Admin Assistant	ESP to Asst
Mohammed	Haji	7/23/2020	BF	Custodian	Rehire
Holt	Bethany	7/24/2020	DS	EA	
Edwards	Selena	7/24/2020	CO	Front Desk Receptionist	Bus Asst to Rec
Eturralde	Lyndie	7/28/2020	DW	Nurse Aid	
Ewing	Jennifer	7/30/2020	BR	SPED EA	
Herbert	Sidney	7/30/2020	SC	EA	Rehire
Bell	Kathy	8/3/2020	Shop	Bus Driver	Rehire
Gogel	Carrie	8/3/2020	RR	Atten Secretary	
Halliburton	McKenzie	8/3/2020	CLA	SPED EA	Sub to EA
Hunsicker	Braden	8/3/2020	OC	EA	ESP to EA
Alexander	Angela	8/5/2020	JP	EA	Rehire
Fisher	Noah	8/5/2020	SC	SPED EA	ESP to EA
Zuck	Adam	8/6/2020	OC	SPED 1 to 1 EA	Cust to EA
Zindle	John	8/7/2020	Shop	Bus Driver	
Allen	Carrie	8/7/2020	ES	PreK SPED EA	Sub to EA
Smith	Kashia	8/7/2020	BR	EA	MDA to EA
Inthavong	Alyssa	8/11/2020	CLA	SPED EA	
Shelton	Nichelle	8/11/2020	NF	PreK EA	
Murillo	Caleb	8/12/2020	CLA	Custodian	
Burrell	Bethany	8/13/2020	SA	EA	MDA to EA
Burnham	Mark	8/19/2020	HG	EA	ESP to EA
Wood	Melissa	8/19/2020	BF	EA	ESP to EA
Griffith	Emily	8/20/2020	ES	EA	
MacDavid	Andrew	8/20/2020	MNE	EA	

Classified Resignations/Retirements/Terminations

Last Name	First Name	Last Day	Location	Position
Lickey	Leslie	5/22/2020	RR	Nurse
Barrett	Susan	5/22/2020	DS	EA
Hamilton	Carmen	5/22/2020	JP	EA
Caulfield	Tiyah	5/22/2020	SC	EA
Crawford	Romelia	5/22/2020	SC	EA
Dauenhauer	Alexandria	5/22/2020	ESE	EA
Burton	Rachel	5/22/2020	MNS	EA
Mitchell	Emil	5/22/2020	BR	EA
Windrow	Faith	5/22/2020	SC	EA
Tremmel	Angi	5/22/2020	OC	EA
Green	Nicollette	5/22/2020	CLA	EA
Palmer	Linda	5/22/2020	BF	EA
Pullias	Lindsey	5/22/2020	NF	EA
Gilliland	Anne	5/22/2020	RR	EA
Sims	Torri	5/22/2020	HG	EA
Swader	Karen	5/22/2020	Shop	Bus Asst
Johnson	Jaleah	5/22/2020	Shop	Bus Asst
Rosson	Brenda	5/22/2020	MNS	EA
Whitaker	Melanie	5/22/2020	RR	Cafeteria
Dale	James	6/19/2020	Shop	Maintenance
Schaaf	Nichole	6/30/2020	CO	Nutrition
Parsley	Randall	6/30/2020	JP	EA
Shetters	Joni	7/17/2020	CO	Admin Asst
Spray	Billy	7/24/2020	Shop	Maintenance
Tompkins	Gabriel	8/4/2020	Shop	Bus Driver