

Board of Education Regular Meeting

March 9, 2021 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. Introduction of Finance Director-Kim Williams Information Item	Mr. Trey Duke
B. Recognition of School Social Workers-National School Social Workers Week is March 7-13 Information Item	Mr. Joe Marlin
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 2-23-21 Board Minutes Consent Item	
B. Minor Change to Board Policy Consent Item	
i. Approval of Board Policy 5.400 Personnel Health Examinations/ Communicable Disease Consent Item	
ii. Approval of Board Policy 5.601 Conflict of Interest Consent Item	
iii. Approval of Board Policy 5.801 Director of Schools Recruitment and Selection Consent Item	
iv. Approval of Board Policy 5.803 Evaluation of Director of Schools Consent Item	
C. Approval of School Fees Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 4.700 Testing Programs on First Reading Action Item	Mr. Trey Duke
B. Approval of Board Policy 5.500 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) on First Reading Action Item	Ms. Elizabeth Taylor
C. Approval of Budget Amendments/Transfers Action Item	Ms. Kim Williams
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Update on Summer School Plan Information Item	Ms. Sheri Arnette
B. Update on Substitute Teachers Information Item	Mr. Ralph Ringstaff

C. Update on ESSER 2.0 Information Item	Mr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

SCHOOL SOCIAL WORK SERVICES



SSWAA

WHY do today's schools need School Social Workers?

Children today are increasingly victims of many social forces that negatively affect their role as students. The family is in a state of change and until it becomes stabilized, in whatever form, children's unmet physical and emotional needs will continue to interfere with their ability to learn and adjust in school.

WHO are School Social Workers?

School Social Workers are trained mental health professionals with a degree in social work who provide services related to a person's social, emotional and life adjustment to school and/or society. School Social Workers are the link between the home, school and community in providing direct as well as indirect services to students, families and school personnel to promote and support students' academic and social success.

WHAT are some of the specific services that School Social Workers provide?

RELATED SERVICES:

- Participating in special education assessment meetings as well as Individual Educational Planning meetings.
- Working with those problems in a child's living situation that affect the child's adjustment in school. (home, school, and community)
- Preparing a social or developmental history on a child with a disability.
- Counseling (group, individual and/or family)
- Mobilizing family, school, and community resources to enable the child to learn as effectively as possible in his or her educational program
- Assisting in developing positive behavioral intervention strategies.



SERVICES TO STUDENTS:

- Providing crisis intervention.
- Developing intervention strategies to increase academic success.
- Assisting with conflict resolution and anger management.
- Helping the child develop appropriate social interaction skills.
- Assisting the child in understanding and accepting self and others.



SERVICES TO PARENTS/FAMILIES:

- Interviewing the family to assess problems affecting the child's educational adjustment.
- Working with parents to facilitate their support in their children's school adjustment.
- Alleviating family stress to enable the child to function more effectively in school & community.
- Assisting parents to access programs available to students with special needs.
- Assisting parents in accessing and utilizing school and community resources



SERVICES TO SCHOOL PERSONNEL:

- Providing staff with essential information to better understand factors (cultural, societal, economic, familial, health, etc.) affecting a student's performance and behavior.
- Assessing students with mental health concerns.
- Developing staff in-service training programs.
- Assisting teachers with behavior management.
- Providing direct support to staff.



SCHOOL-COMMUNITY LIAISON:

- Obtaining and coordinating community resources to meet students' needs.
- Helping school districts receive adequate support from social and mental health agencies.
- Advocating for new and improved community/school service to meet the needs of students and families.
- Helping the system respond effectively to each child's needs.

SERVICES TO DISTRICTS:

- Assist in developing and implementing educational programs for children for exceptional children
- Developing alternative programs for drop-outs, truants, delinquents, etc.
- Identifying and reporting child abuse and neglect.
- Providing consultation regarding school law and school policy including IDEA and Section 504.
- Providing case management for students and families requiring multiple resources.



(Lists are exemplary and not exhaustive)

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PSYCHOLOGY

Asks a person whether they believe the glass is half full or half empty?

SOCIAL WORK

Asks a person if they know the glass is refillable, and who or what stops them from accessing the tap



MINUTES

Board of Education Regular Meeting

February 23, 2021 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Roseann Barton, Amanda Moore, and Jimmy Richardson. Wes Ballard and Becky Goff were absent. Staff: Interim Director Ralph Ringstaff, Joe Marlin, Sheri Arnette, Beth Prater, Angela Fairchild, Lisa Trail, Adam Bryson, Sara Walker, Greg Lyles, Darla Sampson, and Trey Duke Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Lisa VanCleave.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (5-0)	Chair Butch Campbell
III. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed. (5-0)	Chair Butch Campbell
A. Approval of 2-9 Board Minutes Consent Item	
B. Approval of School Fees Consent Item	
C. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 5.200 Separation Practices for Tenured Teachers on Second Reading Consent Item	
ii. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on Second Reading Consent Item	
IV. ACTION ITEMS Action Item	Chair Butch Campbell
A. Change in Asynchronous Days Action Item Motion to approve the change in asynchronous days to the 2020-2021 school calendar. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (5-0)	Mr. Ralph Ringstaff
B. Approval of a One-Time Stipend Action Item Mr. Ringstaff explained that this one-time stipend would be paid from the ESSER 2.0 grant. It would be divided up as follows:	Mr. Ralph Ringstaff

Minutes
Page 1 of 2
February 23, 2021
Recorded by L. VanCleave

<p>1% of the yearly contract of certified employees (2% of the 6 month salary), \$250.00 to classified employees, and \$100.00 to part-time employees. Substitute teachers would not be included in this one-time stipend. It is for current employees only. The payment will be in the May pay period.</p> <p>Motion to approve the one-time stipend. This motion, made by Ms. Roseann Barton and seconded by Ms. Amanda Moore, passed. (5-0)</p>	
<p>V. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. Enrollment (PTR) Report Information Item</p>	Mr. Joe Marlin
<p>B. Revenue and Expenditure Report for January Information Item</p>	Ms. Beth Prater
<p>C. Personnel Report Information Item</p>	Mr. Ralph Ringstaff
<p>D. Administering the Vaccine in MCS Information Item</p>	Sara Walker and Darla Sampson
<p>VI. OTHER BUSINESS Information Item</p> <p>Chair Campbell said that this was Mr. Ringstaff's last official meeting as Interim Director of Schools. He said that speaking on behalf of the entire board, he thanked Mr. Ringstaff for the job that he had done for our system. He said that he had been wearing two hats for 279 days and the board truly appreciated his hard work. Mr. Campbell said that the good news was that Mr. Ringstaff was not leaving, just going back to Human Resources.</p> <p>Amanda Moore reiterated Mr. Campbell's sentiments and added that Mr. Ringstaff took over during the hardest times and did a wonderful job.</p> <p>Roseann Barton added that Mr. Ringstaff has done a fabulous job. She said that teachers appreciate him and central office appreciates him.</p> <p>Jimmy Richardson said that during these trying circumstances, he saw that Mr. Ringstaff was the real deal.</p> <p>David Settles thanked Mr. Ringstaff for agreeing to step in and fill the shoes of Dr. Linda Gilbert.</p> <p>Adam Bryson said that this has been the hardest year for everyone. He said that Mr. Ringstaff took this position, and that is the reason that we are successful as a district.</p> <p>Mr. Ringstaff thanked everyone for the kind words. He also thanked the Board for being the kind of Board that seeks to understand things and makes the best decisions for our students.</p>	Chair Butch Campbell
<p>VII. ADJOURNMENT Action Item</p> <p>The meeting adjourned at 6:32 p.m.</p> <p>Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (5-0)</p>	Chair Butch Campbell

Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Personnel Health Examinations / Communicable Diseases	Descriptor Code: 5.400	Issued Date: 03/12/19 10/24/17
		Rescinds: PER 12	Issued: 08/01/01

- 1 All employees, prior to entering service, shall present a certificate showing a satisfactory health record.¹
- 2 Employees shall inform the Director of Schools whenever they contract a contagious or communicable
- 3 disease.

- 4 No employee who has any communicable disease shall perform his/her duties in any location where such
- 5 might endanger the health of school children. The Board shall require any employee to submit to a
- 6 physical examination by a physician whenever there is reason to believe that the employee has any
- 7 communicable disease.²¹

- 8 The Director of Schools shall reassign or suspend any employee who is suspected of having a
- 9 communicable disease which might endanger the health of children, pending investigation and final
- 10 disposition of the case before the Board.³²

- 11 To assist the Board in making final disposition of the case, the Director of Schools may refer the case to
- 12 the county Health Department or other medical experts.

- 13 The Board shall use the written report to determine the employment status of the employee.

Legal References

- ~~1.~~ [TRR/MS 0520-01-03-08\(2\)\(f\)](#)
- ~~21.~~ TCA 49-2-203(b)(2); TCA 49-5-710(a)(7); TCA 49-5-404
- ~~32.~~ TCA 49-5-511(a)(3)

Cross References

- Section 504 & ADA Grievance Procedures 1.802
- Suspension/Dismissal 5.200-202

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Conflict of Interest	Descriptor Code: 5.601	Issued Date: 03/12/19 09/26/17
		Rescinds: PER 7	Issued: 02/01/12

1 ADMINISTRATIVE PERSONNEL

2 Administrative and supervisory personnel, as well as the Board, shall have no financial interest, directly
3 or indirectly, in supplying books, maps, school furniture, or apparatus for the schools or to act as agent
4 for any author, publisher, bookseller, or dealer in school furniture or apparatus, however a spouse or
5 family member of a principal, teacher or other school administrative employee may participate in
6 business transactions with the school system where a sealed competitive bid system is used, provided
7 that the employee does not have discretion in the selection of bids or specifications.¹

8 It shall be a misdemeanor for the Director of Schools to take any other contract under the Board to per-
9 form any other service for additional compensation, to act as principal or teacher in any school, or to
10 become the owner of a school warrant other than that allowed for his/her service as Director of Schools
11 or as secretary to the Board.²

12 PROFESSIONAL AND SUPPORT PERSONNEL³

13 Employees of the Board will not engage in, or have financial interest in, any activity that raises a
14 reasonable question of conflict of interest with their duties and responsibilities as members of the school
15 staff. This includes, but is not limited to, the following:

- 16 1. School employees may not purchase for sale to students any goods or equipment or render any
17 service to the school system on a commission basis;
- 18 2. Employees who have patented or copyrighted any device, publication, or other item will not
19 receive royalties for use of such item in the school system;
- 20 3. Employees will not engage in any type of work where the source of information concerning a
21 customer, client, or employer originates from information obtained through the school system;
- 22 4. The Board shall make no purchase of supplies, materials, or equipment from a school system
23 employee; and
- 24 5. Employees shall not solicit for the purpose of selling instructional supplies, equipment and
25 reference books in a territory that includes the parents of the children of the school in which the
26 employee is assigned.

27 If there is a question about conflict of interest, employees should contact the Director of Schools.

Legal References

1. TCA 49-6-2003
2. TCA 49-2-301(c)
- ~~3. TCA 49-2-203(a)(2)~~

Cross References

- Purchasing 2.805
- Bids and Quotations 2.806
- Purchase Orders and Contracts 2.808
- Employee-Developed Materials 4.405

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Director of Schools Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 03/12/19 10/24/17
		Rescinds: BO 35	Issued: 03/01/11

1 When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.¹ The Board
2 is responsible for finding the person it believes can most effectively translate into action the policies of
3 the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.
5 However, the Board, at all times, drives the search process, and the final selection shall rest with the
6 Board after a thorough consideration of qualified applicants. An interim Director of Schools appointed
7 during the time of a search shall not become a candidate unless the Board expressly permits such
8 inclusion in the selection procedures. A Board member may not apply for or in any other way be
9 considered for the position of Director of Schools.²

10 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the
11 following:

- 12 1. A job description
- 13 2. A timeline
- 14 3. A process for accepting and reviewing applications
- 15 4. Selection procedures which shall include, but not be limited to, the following:³
 - 16
 - 17 a. The Board may invite the community, including employees, to participate in the process
18 of selecting a Director of Schools. Resumes of persons interviewed by the Board shall
19 be available in the Central Office for public inspection.
 - 20 b. The interview process for each finalist shall include meetings with various staff and
21 community groups and may include individual interviews with members of the Board
22 and an interview with the entire Board.
 - 23 c. Finalists shall be interviewed by the Board in an open session. Only Board members
24 will be allowed to ask questions during the interview.
 - 25 d. The Board shall attempt to select a Director by unanimous vote, but a simple majority
26 vote of the membership of the Board shall be required for the appointment of a Director
27 of Schools.
 - 28 e. A Board member must recuse themselves from voting if an immediate family member
29 is an applicant for Director of Schools.
 - 30

Legal References

1. TCA 49-2-203(a)(~~14~~13)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(~~14~~13)(B)

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Evaluation of the Director of Schools	Descriptor Code: 5.803	Issued Date: 03/12/19 10/24/17
		Rescinds: BO 20	Issued: 11/01/12

1 Through an annual evaluation of the Director of Schools,¹ the Board shall strive to accomplish the following:

- 2 1. Clarify the role of the director according to a job description as agreed upon by the Board and the Director;
- 3 2. Develop harmonious working relationships between the Board and the Director; and
- 4 3. Develop improvements in the administrative leadership of the school system.

5 The Board shall develop, with the Director, a set of performance objectives based on the needs of the system. The
 6 performance of the Director will be reviewed in accordance with these specified goals. The performance
 7 objectives shall be memorialized in an evaluation plan that includes, at a minimum, sections regarding job
 8 performance, student achievement, relationships with staff and personnel, relationships with Board members, and
 9 relationships with the community.¹

10 At a time agreed to by the Board and the Director, the Board will meet as a body to evaluate the Director's
 11 performance.

12 The following guidelines will be used in the evaluation process:

- 13 1. The Director shall know the standards upon which they will be evaluated and shall be involved in the
 14 development of those standards.
- 15 2. A part of the evaluation may be a composite of the evaluation by individual board members, but the Board,
 16 as a whole, shall meet with the Director to discuss the composite evaluation.
- 17 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 18 4. Board members shall consider evidence prepared by the Director.
- 19 5. All documentation shall be supported by objective evidence.

Legal References

1. 49-2-203(a)(~~4615~~)

Cross References

Board-Director Relations 1.205

Murfreesboro City School Board

Monitoring: Review: Annually, in December	Descriptor Term: Testing Programs	Descriptor Code: 4.700	Issued Date: 12/10/19
		Rescinds: IS 11	Issued: 05/01/15

1 *General*

2 The Board shall provide for a system-wide testing program which shall be periodically reviewed and
3 evaluated. The purposes of the program shall be to:

- 4 1. Assist in promoting accountability;
- 5
- 6 2. Determine the progress of students;
- 7
- 8 3. Assess the effectiveness of the instructional program and student learning;
- 9
- 10 4. Aid in counseling and guiding students in planning future education and other endeavors;
- 11
- 12 5. Analyze the improvements needed in each instructional area;
- 13
- 14 6. Assist in the screening of students with learning difficulties;¹
- 15
- 16 7. Assist in placing students in remedial programs; and
- 17
- 18 8. Assist in educational research by providing data.

19 In planning testing programs, every effort shall be made to see that testing contributes to the learning
20 process rather than detracts from it. Efforts shall be made to incorporate necessary culture-free or
21 culture-fair tests to assure that measurements are reasonable, unbiased, and accurate.

22 The Director of Schools shall be responsible for planning and implementing the program, which
23 includes:

- 24 1. Determining specific purposes for each test;
- 25
- 26 2. Selecting the appropriate test to be given;
- 27
- 28 3. Establishing procedures for administering the tests;
- 29
- 30 4. Making provisions for interpreting and disseminating the results;
- 31
- 32 5. Maintaining testing information in a consistent and confidential manner; and
- 33

34 6. Ensuring that results are obtained as quickly as possible, especially when placement in a special
35 learning program might be necessary.

36 State-mandated student testing programs shall be undertaken in accordance with procedures published
37 by the State Department of Education.²

38 **WEIGHTING OF TCAP SCORES**

39 For the 2020-2021 school year, Student scores on the Tennessee Comprehensive Assessment Program's
40 grades three through six (3-6) shall comprise zero (0%) percent of the student's final grade in the
41 spring semester in the subject areas of mathematics, reading/language arts, science, and social studies.
42 In subsequent years, student scores on the Tennessee Comprehensive Assessment Program's grades
43 three through ~~eight-six~~ (3-86) shall comprise fifteen (15%) percent of the student's final grade in the
44 spring semester in the subject areas of mathematics, reading/language arts, science, and social studies.³
45 The Director of Schools may exclude Tennessee Comprehensive Assessment Program scores from
46 students' final grades if scores are not received by the district at least five (5) instructional days before
47 the end of the school year.³

48 **TESTING INFORMATION AND PARENTAL CONSENT**

49 Any test directly concerned with measuring student ability or achievement through individual or group
50 psychological or socio-metric tests shall not be administered by or with the knowledge of any employee
51 of the system without first obtaining written consent of the parents or guardians.

52 Results of all group tests shall be recorded on the students' permanent records and shall be made
53 available to appropriate personnel in accordance with established procedures.⁴

54 No later than July 31st of each year, the Board shall publish on its website information related to state
55 and board mandated tests that will be administered during the school year. The information shall
56 include:

- 57 1. The name of the test;
- 54
- 55 2. The purpose and use of the test;
- 56
- 57 3. The grade or class in which the test will be administered;
- 58
- 59 4. The tentative date or dates that the test will be administered;
- 60
- 61 5. The time and manner in which parents and students will be notified of the results of the test;
- 62 and
- 63
- 64 6. How parents can access the questions and answers on their student's state-required tests.⁵

65 The testing information shall also be placed in student handbooks or other school publications that are
66 provided to parents on an annual basis.

Legal References

1. TCA 49-10-108
2. TRR/MS 0520-01-03-.03(7)
3. TCA 49-1-617
4. 20 USCS 1232(g); TCA 10-7-504
5. TCA 49-6-6007

Cross References

Student Records 6.600

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Discrimination / Harassment of Employees (Sexual, Racial, Ethnic, Religious)	Descriptor Code: 5.500	Issued Date: 08/13/19
		Rescinds: PER 35	Issued: 04/01/12

1 Employees shall be provided a work environment free from ~~sexual, racial, ethnic and religious~~
2 discrimination/harassment based on race, color, religion, creed, sex, national origin, age, disability,
3 or any other classification protected by law. It shall be a violation of this policy for any
4 employee or any student to discriminate against or harass an employee through disparaging conduct
5 or communication that is ~~sexual, racial, ethnic or religious~~ based on -race, color, religion, creed, sex,
6 national origin, age, veteran status, disability, or any other classification protected by law ~~in nature.~~
7 The following guidelines are set forth to protect employees from discrimination/ harassment.

8 Employee discrimination/harassment will not be tolerated.¹ Discrimination/harassment is defined
9 as conduct, advances, gestures or words either written or spoken and based on based on race,
10 color, religion, creed, sex, national origin, age, disability, or any other classification protected by
11 law that:

- 12 1. Unreasonably interfere with the individual's work or performance; or
- 13 2. Create an intimidating, hostile or offensive work environment; or
- 14 3. Imply that submission to such conduct is made an explicit or implicit term of employment;
- 15 4. Imply that submission to or rejection of such conduct will be used as a basis for an
- 16 employment decision affecting the harassed employee.

17 Alleged victims of ~~sexual, racial, ethnic and religious~~ discrimination/harassment shall report
18 these incidents immediately.² This report should be made to the immediate supervisor, except
19 when the immediate supervisor is the alleged offending party. If the immediate supervisor is the
20 alleged offending party, the report may be made to the Federal Rights Coordinator or the
21 Assistant Superintendent for Human Resources. Allegations of discrimination/harassment shall be
22 fully investigated (as set forth in *Complaints and Grievances* 5.501). An oral complaint may be
23 submitted; however, such complaint must be reduced to writing to ensure a more complete
24 investigation. The complaint should include the following information:

- 25 1. Identity of the alleged victim and person accused;
- 26 2. Location, date, time and circumstances surrounding the alleged incident;
- 27 3. Description of what happened;
- 28 4. Identity of witnesses; and
- 29 5. Any other evidence available.

30 The privacy and anonymity of all parties and witnesses to complaints will be respected.
31 However, because an individual's need for confidentiality must be balanced with obligations to
32 cooperate with police investigations or legal proceedings, to provide due process to the accused, to
33 conduct a thorough investigation or to take necessary action to resolve a complaint, the identity of
34 parties and witnesses maybe disclosed in appropriate circumstances to individuals with a need to
35 know.

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

39 There will be no retaliation against any person who reports discrimination/harassment or who
40 participates in an investigation. However, any employee who refuses to cooperate or gives false
41 information during the course of any investigation may be subject to disciplinary action. The
42 willful filing of a false report will itself be considered harassment and will be treated as such.

43 An employee disciplined for violation of this policy may appeal the decision by contacting the
44 Federal Rights Coordinator or the Director of Schools.
45

Legal References

1. 29 CFR §1604.11
2. 20 USCS § 1681

Cross References

Complaints and Grievances 5.501

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021

Account	Description	Increase	Decrease
141 E 72110 189	Attendance-Other Salaries & Wages		450.00
141 E 72110 524	Attendance-In-Service/Staff Development	450.00	
Total		<u>\$ 450.00</u>	<u>\$ 450.00</u>

Explanation: This transfer request is to increase the In-Service/Staff Development line to cover a price increase for the Tennessee Data and Attendance conference and to add an additional attendee. We are transferring from Other Salaries & Wages, this line has additional funds due to a change in staffing.

B. Prater
Reviewed by Finance Director/Finance Manager

2/24/21
Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby A. Keene IV</u> Director of Schools	<u>3/3/2021</u> Date
Declined	<input type="checkbox"/>		

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021

Account	Description	Increase	Decrease
141 E 72320 101	Office of Director-Director		3,500.00
141 E 72320 701	Office of Director-Equipment	3,500.00	
Total		\$ 3,500.00	\$ 3,500.00

Explanation: This transfer request is to increase the equipment line for the Office of the Director for new laptops and additional needs. We are transferring from the Director salary line, this line has additional funds due to having an Interim Director of Schools.

R Brate
Reviewed by Finance Director/Finance Manager

2/24/21
Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby W. Ouellette III</u> Director of Schools	<u>3/5/2021</u> Date
Declined	<input type="checkbox"/>		

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021

Account	Description	Increase	Decrease
141 E 72520 204	Personnel Services-State Retirement	-	400.00
141 E 72520 217	Personnel Services-Hybrid Retirement	400.00	-
141 E 72520 299	Personnel Services-Fringe Benefits	3,125.00	-
141 E 72520 207	Personnel Services-Medical Insurance	-	3,125.00
Total		\$ 3,525.00	\$ 3,525.00

Explanation: This transfer request is to move \$400.00 from retirement code 204 to retirement code 217 and for employees that selected the medical insurance incentive over medical coverage.

B. Prate
Reviewed by Finance Director/Finance Manager

2/24/21
Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby J. DeLoe III</u> Director of Schools	<u>3/3/2021</u> Date
Declined	<input type="checkbox"/>		

Murfreesboro City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021

Account	Description	Increase	Decrease
143 E 73100 336	Nutrition-Maint. & Repair of Equipment	-	40,000.00
143 E 73100 422	Nutrition-Food Expenses	-	40,250.00
143 E 73100 348	Nutrition-Postage	50.00	
143 E 73100 399	Nutrition-Other Contracted Services	80,000.00	
143 E 73100 451	Nutrition-Uniforms	200.00	
Total		80,250.00	80,250.00

Explanation:

The transfers above are for the Nutrition Fund. We have small increases in the Postage and Uniform lines and also an increase to Other Contracted Services for the remodel of the cafeteria at Reeves-Rogers Elementary. We expect a savings in the Maintenance and Repair of Equipment and Food Expense lines. The Food Expense reduction is due to the pandemic and use of Commodity foods instead of commercial purchases.

R Prater
Reviewed by Finance Director/Finance Manager

2/24/21
Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby W. Duke III</u> Director of Schools	<u>3/3/2021</u> Date
Declined	<input type="checkbox"/>		



SUMMER SCHOOL

2021

Overview

- Dates: June 2-30,
- July 7-21 (six week program)
- Time: 7:30-12:30
- Students currently in grades K-6
- Bus Transportation will be provided
- Breakfast and Lunch provided
- Attendance will be taken daily

Schedule

- 7:15 Breakfast
- 7:30-9:15 ELA or Math Block
- 9:15-9:45 Recess
- 9:45-11:30 ELA or Math Block
- 11:30-12:30 Intervention
- 12:30 Dismissal

*Lunch

Schools (tentative)

- Black Fox/Bradley
- Scales/Cason Lane
- Salem/Overall Creek
- Reeves-Rogers/Hobgood
- Erma Siegel/John Pittard
- Mitchell-Neilson/Northfield
- Each school will have an administrator and office secretary.
- A nurse will be assigned to two schools.
- Discovery students will be integrated based on their zoned school.

Teacher Expectations

- Teachers will be paired
- Each teaching a total of 3 weeks (16 days)
- Weekly salary = \$1,000
- Class size 10 -12
- The Instruction Department will provide curriculum training on May 27th and May 28th.
- You will be required to attend one day.
- More information will be shared after registration.

Student Registration

- Online by Google Doc.
- Paper copies provided by school.
- Begins Thursday, March 11

Next Steps

Teacher Commitment Sign Up open – Monday, March 8

Teacher Commitments due March 19

MURFREESBORO CITY SCHOOLS

SUMMER SCHOOL 2021

JUNE 2-30 AND JULY 7-21

7:30 A.M.- 12:30 P.M.

TRANSPORTATION WILL BE PROVIDED

Wild about
Learning!





QUESTIONS

Absence Monthly Summary

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School(s): February 2020 Employee Types:
 Type:

February 2020									
Sun	Mon	Tue	Wed	Thu	Fri	Sat			
26	27	28	29	30	31	1			
2	3	4	5	6	7	8			
	Total	Total	Total	Total	Total	Total			
	Absences/Vacancies: 55	Absences/Vacancies: 39	Absences/Vacancies: 56	Absences/Vacancies: 56	Absences/Vacancies: 56	Absences/Vacancies: 56			
	Fill NOT Needed: 3	Fill NOT Needed: 2	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 3			
	Fill Needed: 52	Fill Needed: 37	Fill Needed: 53	Fill Needed: 53	Fill Needed: 53	Fill Needed: 53			
	Filled: 41	Filled: 35	Filled: 52	Filled: 52	Filled: 52	Filled: 52			
	UnFilled: 11	UnFilled: 2	UnFilled: 1	UnFilled: 1	UnFilled: 1	UnFilled: 1			
	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0			
	Fill Rate: 78%	Fill Rate: 94%	Fill Rate: 98%	Fill Rate: 98%	Fill Rate: 98%	Fill Rate: 98%			
9	10	11	12	13	14	15			
	Total	Total	Total	Total	Total	Total			
	Absences/Vacancies: 56	Absences/Vacancies: 43	Absences/Vacancies: 47	Absences/Vacancies: 55	Absences/Vacancies: 55	Absences/Vacancies: 66			
	Fill NOT Needed: 2	Fill NOT Needed: 2	Fill NOT Needed: 5	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 5			
	Fill Needed: 54	Fill Needed: 41	Fill Needed: 42	Fill Needed: 52	Fill Needed: 52	Fill Needed: 61			
	Filled: 53	Filled: 37	Filled: 35	Filled: 50	Filled: 50	Filled: 58			
	UnFilled: 1	UnFilled: 4	UnFilled: 7	UnFilled: 2	UnFilled: 2	UnFilled: 3			
	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0			
	Fill Rate: 98%	Fill Rate: 90%	Fill Rate: 83%	Fill Rate: 96%	Fill Rate: 96%	Fill Rate: 95%			
16	17	18	19	20	21	22			
	Total	Total	Total	Total	Total	Total			
	Absences/Vacancies: 48	Absences/Vacancies: 48	Absences/Vacancies: 48	Absences/Vacancies: 52	Absences/Vacancies: 52	Absences/Vacancies: 67			
	Fill NOT Needed: 2	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 3	Fill NOT Needed: 4			
	Fill Needed: 46	Fill Needed: 45	Fill Needed: 45	Fill Needed: 49	Fill Needed: 49	Fill Needed: 63			
	Filled: 42	Filled: 44	Filled: 44	Filled: 44	Filled: 44	Filled: 52			
	UnFilled: 4	UnFilled: 1	UnFilled: 1	UnFilled: 5	UnFilled: 5	UnFilled: 11			
	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0			
	Fill Rate: 91%	Fill Rate: 97%	Fill Rate: 97%	Fill Rate: 89%	Fill Rate: 89%	Fill Rate: 82%			
23	24	25	26	27	28	29			
	Total	Total	Total	Total	Total	Total			
	Absences/Vacancies: 61	Absences/Vacancies: 41	Absences/Vacancies: 45	Absences/Vacancies: 78	Absences/Vacancies: 78	Absences/Vacancies: 79			
	Fill NOT Needed: 4	Fill NOT Needed: 3	Fill NOT Needed: 4	Fill NOT Needed: 5	Fill NOT Needed: 5	Fill NOT Needed: 4			
	Fill Needed: 57	Fill Needed: 38	Fill Needed: 41	Fill Needed: 73	Fill Needed: 73	Fill Needed: 75			
	Filled: 52	Filled: 35	Filled: 38	Filled: 60	Filled: 60	Filled: 58			
	UnFilled: 5	UnFilled: 3	UnFilled: 3	UnFilled: 13	UnFilled: 13	UnFilled: 17			
	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0	Held: 0			
	Fill Rate: 91%	Fill Rate: 92%	Fill Rate: 92%	Fill Rate: 82%	Fill Rate: 82%	Fill Rate: 77%			

	Total Absences/Vacancies	Fill NOT Needed	Fill Needed	Filled	UnFilled	Held	Fill Rate
February 1	0	0	0	0	0	0	0%
February 2-8	150	8	142	128	14	0	90%
February 9-15	267	17	250	233	17	0	93%
February 16-22	215	12	203	182	21	0	90%
February 23-29	304	20	284	243	41	0	86%
Month	936	57	879	786	93	0	89%

Absence Monthly Summary

[Return to Report Menu](#)

School(s): February 2021 Employee Types :
 Type:

February 2021									
Sun	Mon	Tue	Wed	Thu	Fri	Sat			
31	1	2	3	4	5	6			
Total Absences/Vacancies:	69	Total Absences/Vacancies:	73	Total Absences/Vacancies:	75	Total Absences/Vacancies:	65	Total Absences/Vacancies:	55
Fill NOT Needed:	8	Fill NOT Needed:	5	Fill NOT Needed:	7	Fill NOT Needed:	5	Fill NOT Needed:	53
Fill Needed:	61	Fill Needed:	68	Fill Needed:	68	Fill Needed:	60	Fill Needed:	2
Filled:	41	Filled:	50	Filled:	50	Filled:	51	Filled:	1
UnFilled:	20	UnFilled:	18	UnFilled:	18	UnFilled:	9	UnFilled:	1
Held:	0	Held:	0	Held:	0	Held:	0	Held:	0
Fill Rate:	67%	Fill Rate:	73%	Fill Rate:	73%	Fill Rate:	85%	Fill Rate:	50%
7	8	9	10	11	12	13			
Total Absences/Vacancies:	59	Total Absences/Vacancies:	49	Total Absences/Vacancies:	61	Total Absences/Vacancies:	65	Total Absences/Vacancies:	78
Fill NOT Needed:	3	Fill NOT Needed:	3	Fill NOT Needed:	4	Fill NOT Needed:	5	Fill NOT Needed:	6
Fill Needed:	56	Fill Needed:	46	Fill Needed:	57	Fill Needed:	60	Fill Needed:	72
Filled:	37	Filled:	38	Filled:	44	Filled:	41	Filled:	54
UnFilled:	19	UnFilled:	8	UnFilled:	13	UnFilled:	19	UnFilled:	18
Held:	0	Held:	0	Held:	0	Held:	0	Held:	0
Fill Rate:	66%	Fill Rate:	82%	Fill Rate:	77%	Fill Rate:	68%	Fill Rate:	75%
14	15	16	17	18	19	20			
21	22	23	24	25	26	27			
Total Absences/Vacancies:		Total Absences/Vacancies:	39	Total Absences/Vacancies:	53	Total Absences/Vacancies:	50	Total Absences/Vacancies:	35
Fill NOT Needed:		Fill NOT Needed:	2	Fill NOT Needed:	5	Fill NOT Needed:	6	Fill NOT Needed:	29
Fill Needed:		Fill Needed:	37	Fill Needed:	48	Fill Needed:	44	Fill Needed:	6
Filled:		Filled:	36	Filled:	45	Filled:	43	Filled:	6
UnFilled:		UnFilled:	1	UnFilled:	3	UnFilled:	1	UnFilled:	0
Held:		Held:	0	Held:	0	Held:	0	Held:	0
Fill Rate:		Fill Rate:	97%	Fill Rate:	93%	Fill Rate:	97%	Fill Rate:	100%
28	1	2	3	4	5	6			

	Total Absences/Vacancies	Fill NOT Needed	Fill Needed	Filled	UnFilled	Held	Fill Rate
February 1-6	337	78	259	193	66	0	75%
February 7-13	312	21	291	214	77	0	74%
February 14-20	0	0	0	0	0	0	0%
February 21-27	177	42	135	130	5	0	96%
February 28-28	0	0	0	0	0	0	0%
Month	826	141	685	537	148	0	78%

ESSER 2.0

71100-116	420,000	Teachers for summer school for 2 yrs
71100-189	212,000	COVID pay
71100-189	50,000	Diversity task force
71100-195	150,000	COVID-19 related substitute overages
71100-201	26,040	Social security for summer school
71100-201	13,090	Social security for COVID pay
71100-201	9,300	Social security for subs
71100-204	43,135	Retirement for summer school
71100-204	21,836	Retirement for COVID pay
71100-212	7,000	Medicare for summer school
71100-212	3,074	Medicare for COVID pay
71100-212	220	Medicare for subs
71100-429	295,000	Instructional supplies-summer school
71100-429	267,000	Curriculum, iReady reading/math consumables
71100-449	1,410,000	Expeditionary Learning/Ready Math consumables
71100-499	5,000	Office supplies
71100-722	750,000	Chromebooks and carts
71100-722	16,150	Web cameras (FEMA-reim GP)
71200-725	330,000	Clear touch, ipads, chromebooks
72120-131	30,000	Nurse overtime (reim GP)
72120-131	20,000	FT nurse FY21 (reim GP)
72120-131	13,500	Nurses during summer school
72120-131	8,565	Nursing labor (FEMA-reim GP)
72120-201	1,860	SS for nurses' overtime (reim GP)
72120-201	1,240	SS for FT nurse (reim GP)
72120-201	850	SS for summer school
72120-201	531	SS for Nursing labor (FEMA-(reim GP)
72120-204	3,650	Retirement for nurses' overtime (reim GP)
72120-204	1,650	Retirement for summer school
72120-204	1,217	(reim GP)Retirement for FT nurse
72120-207	3,900	(reim GP)Medical for FT nurse
72120-208	82	Dental for FT nurse (reim GP)

72120-212	1,049 Medicare for nurses
72120-499	81,318 PPE-face shields, goggles (FEMA-reim GP)
72120-499	1,000 Nursing supplies
72120-524	87,194 PD-Social and emotional
72130-322	71,836 Benchmark assessments (FEMA-reim GP)
72130-399	95,000 STARS FY21
72210-189	199,920 K2/Intervention for 2 years
72210-189	3,000 Stipends for PD summer sch teachers
72210-201	12,400 SS for K2/Intervention
72210-201	190 SS for stipends
72210-204	20,600 Retirement for K2/Intervention
72210-206	200 Life insurance for K2/Intervention
72210-207	5,800 Medical for K2/Intervention
72210-208	290 Dental for K2/Intervention
72210-212	50 Medicare for stipends
72210-212	2,900 Medicare for K2/Intervention
72210-399	65,000 Contracted services for behavior & RTI-B
72210-399	12,237 Enrollment modules (FEMA-reim GP)
72210-499	765 PPE-(FEMA-reim GP)
72250-790	43,781 Added internet security (FEMA-reim GP)
72410-139	48,560 Administrators for summer school
72410-162	18,000 Clerical for summer school
72410-201	4,000 Social security for admin and clerical during summer school
72410-204	6,850 Retirement for admin & clerical during summer school
72410-212	920 Medicare for admin & clerical during summer school
72410-307	2,667 Principal phones (FEMA-reim GP)

72710-146	66,920	Bus drivers during summer school
72710-189	25,920	Bus aids during summer school
72710-201	5,760	Social security for drivers and aids
72710-204	11,300	Retirement for drivers and aids
72710-212	1,350	Medicare for drivers and aids
72710-425	3,000	Fuel for summer school
72710-729	118,200	SPED bus
72710-729	108,200	Gen Ed bus
76100-799	400,000	Air purification system
Total	5,642,067	