

Board of Education Regular Meeting

August 24, 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 Sgt. Hayley Alden-School Safety Division Sgt. Information Item	Mrs. Lisa Trail
B. Introduction of Charise McDaniel-New Family and Community Engagement Liaison Information Item	Dr. Trey Duke
C. Public Comment Information Item	Chair Butch Campbell
D. Spotlight on Education Information Item	Ms. Sheri Arnette
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 7-27-21 Board Meeting and 8-10-21 Board Retreat Minutes Consent Item	
B. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 3.205 Security on Second Reading Consent Item	
ii. Approval of Board Policy 3.220 Access to Private Facilities on Second Reading Consent Item	
iii. Approval of Board Policy 4.101 Instructional Standards on Second Reading Consent Item	
iv. Approval of Board Policy 4.301 Interscholastic Athletics on Second Reading Consent Item	
v. Approval of Board Policy 5.106 Application of Employment on Second Reading Consent Item	
vi. Approval of Board Policy 5.117 Tenure and Non-Tenure on Second Reading Consent Item	
vii. Approval of Board Policy 6.200 Attendance on Second Reading Consent Item	
viii. Approval of Board Policy 6.202 Home Schools on Second Reading Consent Item	
ix. Approval of Board Policy 6.402 Physical Examinations and Immunizations on Second Reading Consent Item	

x. Approval of Board Policy 6.501 Special Education Behavioral Support on Second Reading Consent Item	
C. Director-Teaching at MTSU Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 1.401 Public Participation in Board Meetings Action Item	Dr. Trey Duke
B. Approval of Board Policy 4.212 Virtual Education Program on First and Final Reading Action Item	Dr. Trey Duke
C. Approval of Board Policy 4.206 Homebound Instruction on Second Reading Action Item	Dr. Trey Duke
D. Approval of Additional Assistant Principal Action Item	Dr. Trey Duke
E. Approval of ESP Advisory Board Action Item	Mr. Ralph Ringstaff
F. Approval of Pre-K Advisory Council Action Item	Mrs. Sheri Arnette
G. Approval of MMCAP Infuse Resolution Action Item	Ms. Elizabeth Taylor
H. Approval of Cafeteria Stipend Action Item	Dr. Trey Duke
I. Approval of Budget Amendments Action Item	Ms. Kim Williams
J. Approval of COVID Protocol Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Enrollment (PTR) Report Information Item	Mr. Joe Marlin
B. June Revenue and Expenditure Report Information Item	Ms. Kim Williams
C. Director's Update Information Item	Dr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

MINUTES

Board of Education Regular Meeting

July 27, 2021 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, Becky Goff, Jimmy Richardson, and Roseann Barton.</p> <p>Staff: Dr. Trey Duke, Ralph Ringstaff, Lisa Trail, Greg Lyles, Joe Marlin, Sheri Arnette, Angela Fairchild, April Zavisa, Sara Walker, Kim Williams, Natalie Hardiman, Sia Phillips, Cathy Pressnell, Ken Rocha.</p> <p>Assistant City Attorney Elizabeth Taylor. City Liaison Bill Shacklett was absent.</p>	Chair Butch Campbell
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Salem Principal, Sia Phillips, and Reeves Rogers Principal, Natalie Hardiman.</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 Jimmy Richardson III and seconded by Ms. Becky Goff, passed.</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item Thank you to Austin Wilkes, former Scales & Overall Creek student, who completed an Eagle Scout project in July including the installation, landscaping, edging, mulch, and weeding around the OCE Teacher of the Year Trees, hummingbird/butterfly/bee gardens, and the officially registered Monarch Butterfly Garden at Overall Creek. He is with troop 398.</p> <p>Girl Scouts Ada Vance and her Silver Award partner, Jana Bahloul, from Troup 2203 completed a new Little Free Library and school supply box at Hobgood Elementary. Thank you and congratulations to these young ladies for completing their silver project.</p> <p>The Bradley Bobcats unveiled their new mascot on signing day. Now, they are looking for suggestions for naming their Bobcat. Send ideas for names to Bradley Academy.</p> <p>Kindercamp is happening the week of July 26 across our district. Kindercamp allows our newest students to learn school rules, new routines, and Kindergarten readiness skills before the school year begins.</p> <p>Mark your calendars for September 18. The City Schools Foundation Back to School Dash is scheduled to begin at 7 a.m. at Overall Creek Elementary.</p>	Mrs. Lisa Trail
<p>A. Introduction of New Staff Procedural Item</p>	Dr. Trey Duke

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Introduction of Bradley Academy Principal Mr. Ken Rocha Introduction of 3-6 Reading Coordinator Mrs. Cathy Pressnell	
IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. Wesley Ballard and seconded by Jimmy Richardson III, passed. (7-0)	Chair Butch Campbell
A. Approval of 6-22-21 Board Minutes Consent Item	
B. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 1.407 Public Records on Second Reading Consent Item	
ii. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on Second Reading Consent Item	
iii. Approval of Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support Consent Item	
C. Approval of UV Lighting Bid with Baker Distributing Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of 2021-2022 Annual Agenda Action Item Amanda Moore would like to see more discussion around the Annual Agenda regarding benchmarks, the strategic plan, budget, and the Director's Evaluation. Chair Campbell said that these things can be discussed at any time. The Annual Agenda can be added to or taken away from at any point. He added that these items could be discussed at the Board Retreat on August 10. Approval of the 2021-2022 Annual Agenda. This motion, made by Ms. Becky Goff and seconded by Mr. David Settles, passed. (7-0)	Dr. Trey Duke
B. Approval of Contract between CDW and MCS Action Item Motion to approve the Contract between CDW and MCS. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)	Dr. Trey Duke
C. Approval of Pay for Interim Teachers Action Item Motion to approve Pay for Interim Teachers. This motion, made by Ms. Roseann Barton and seconded by Mr. David Settles, passed. (7-0)	Mr. Ralph Ringstaff
D. Approval of Pay Increase for ESP Action Item The Board was very much in favor of the pay increase for ESP workers. Mrs. Moore asked if there was a flyer that she could share to help get the word out. Mr. Ringstaff stated that he would send something out to the Board. Motion to approve Pay Increase for ESP Workers. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)	Mr. Ralph Ringstaff
E. Approval of Board Policy 3.205 Security on First Reading Action Item Motion to approve Board Policy 3.205 Security on First Reading. This motion, made by Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke

<p>F. Approval of Board Policy 3.220 Access to Private Facilities on First Reading Action Item Motion to approve Board Policy 3.220 Access to Private Facilities on First Reading. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>G. Approval of Board Policy 4.101 Instructional Standards on First Reading Action Item Motion to approve Board Policy 4.101 Instructional Standards on First Reading. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>H. Approval of Board Policy 4.301 Interscholastic Athletics on First Reading Action Item Amanda Moore asked if this policy has to be added to be in compliance with state law. Elizabeth Taylor said yes. Motion to approve Board Policy 4.301 Interscholastic Athletics on First Reading. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. A roll call vote was taken. Wes Ballard-aye Roseann Barton-aye Becky Goff-aye Amanda Moore-aye Jimmy Richardson-abstained David Settles-aye Butch Campbell-aye 6-ayes, 1-abstain</p>	<p>Dr. Trey Duke</p>
<p>I. Approval of Board Policy 5.106 Application of Employment on First Reading Action Item Motion to approve Board Policy 5.106 Application of Employment on First Reading. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>J. Approval of Board Policy 5.117 Tenure and Non-Tenure on First Reading Action Item Motion to approve Board Policy 5.117 Tenure and Non-Tenure on First Reading. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>K. Approval of Board Policy 6.200 Attendance on First Reading Action Item Motion to approve Board Policy 6.200 Attendance on First Reading. This motion, made by Ms. Amanda Moore and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>L. Approval of Board Policy 6.202 Home Schools on First Reading Action Item Motion to approve Board Policy 6.202 Home Schools on First Reading. This motion, made by Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed.(7-0)</p>	<p>Dr. Trey Duke</p>
<p>M. Approval of Board Policy 6.402 Physical Examinations and Immunizations on First Reading Action Item Jimmy Richardson asked if we have similar waivers or exemptions to other vaccinations, and Ms. Taylor said yes, that parents provide a written oath stating why their child is exempt. Motion to approve Board Policy 6.402 Physical Examinations and Immunizations on First Reading. This motion, made by Ms. Roseann Barton and seconded by Mr. David Settles, passed. (7-0) Called for the question. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>

<p>N. Approval of Board Policy 6.501 Special Education Behavioral Support on First Reading Action Item David Settles asked if MCS schools have isolation rooms as referred to in line 45 of the policy. Dr. Duke explained that isolation rooms were not a practice of MCS. Motion to approve Board Policy 6.501 Special Education Behavioral Support on First Reading. This motion, made by Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p>O. Approval of Board Policy 4.206 Homebound Instruction on First Reading Action Item Before second reading of this policy, David Settles would like to add "as a homebound student" to line 16. Elizabeth Taylor will adjust the policy before second reading. Motion to approve Board Policy 4.206 Homebound Instruction on First Reading. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>P. Approval to Repeal Board Policy 5.3051 Families First Coronavirus Response Act because of expiration Action Item Motion to Repeal Board Policy 5.3051 Families First Coronavirus Response Act (because of expiration of policy). This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p>Q. Approval of Budget Amendments/Transfers Action Item Motion to approve budget amendments/transfers. This motion, made by Mr. Wesley Ballard and seconded by Jimmy Richardson III, passed. (7-0)</p>	Ms. Kim Williams
<p>R. Approval of ESP Drone Club Contract Action Item Motion to approve the ESP Drone Club Contract. This motion, made by Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p>VI. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. 2021-2022 MCS Staff Assignment Report Information Item</p>	Mr. Ralph Ringstaff
<p>B. Director's Update Information Item Dr. Duke updated the Board on several items. Dr. Duke said that last Tuesday we welcomed all new teachers to MCS by hosting MCS Signing Day which was organized by the HR Department and was a huge success. He thanked Mr. Ringstaff and his department for handling that. Dr. Duke stated that MCS also recently held 2 1/2 days of training for those new teachers at MTSU. About 75 teachers completed those trainings. He thanked Mrs. Arnette for planning this induction program for new teachers. He also thanked MTSU for always opening their facilities for us to use. School offices have officially reopened for the school year. Everyone is back in the building. One thing that Dr. Duke will be monitoring over the next few weeks is enrollment numbers. He encouraged all families to complete the registration forms. Teachers return on Monday, August 2. Wednesday, August 4 will be the district in-service day. The remainder of the week teachers will be in their buildings preparing for the return of students.</p>	Dr. Trey Duke

We just finished the Summer School program, and Bob the Book Bus was hard at work this summer. Bob visited neighborhoods and summer school sites and distributed a total of 3,723 books to children in Murfreesboro over the summer. Dr. Duke thanked Ms. Teresa Crouch, the driver of the book bus.

Dr. Duke congratulated Lisa Trail, our Communications Director, who was recently selected to serve on the TN Department of Education's School District Foundation Engagement Counsel. On this counsel, she will be able to provide input, feedback, and recommendations to TDOE and the Commissioner of Education. She will serve a 3-year term in this post.

The Department of Education announced participation rates today in a press release for all districts in last spring's TNReady Assessment. All negative accountability consequences associated with this assessment were removed as long as 80% of the student population tested. Dr. Duke was very pleased to announce that Murfreesboro City tested over 97% of our students. Dr. Duke said that he was so pleased and proud of Mrs. Arnette, Mrs. Osborne, and the testing teams at the school level. He said that they all did Herculean work last year to assure that our district tested this huge percentage of students.

Mrs. Moore asked when we will know the actual scores. Dr. Duke said that the scores should be released in the next few weeks.

Lastly, Dr. Duke stated that the CDC updated their guidance today, and the team received that information this afternoon. The team will be reviewing that information and will keep the board and parents informed.

VII. OTHER BUSINESS

Information Item

Mr. Ballard asked what construction was going on in the parking lot of Northfield. Dr. Duke explained that we are working with the city and replacing the pea gravel entrance at the school.

Before the meeting adjourned, a person in the audience requested permission to address the Board. Mr. Campbell asked the Board their thoughts on allowing the lady to speak. Mr. Richardson made the motion to suspend the rules on the process of speaking before the Board and allowing her to speak for no longer than one minute. Mr. Ballard seconded the motion. Ms. Barton stated that she thinks that the Board needs to be consistent with allowing or not allowing someone to address the Board.

A roll call vote was taken to allow the person to speak:

Wes Ballard-aye

Roseann Barton-aye

Becky Goff-nay

Amanda Moore-nay

Jimmy Richardson-aye

David Settles-aye

Butch Campbell-nay

4 ayes, 3 nays, the motion passes. (4-3)

Mr. Campbell explained that the time would begin when the speaker's name was given. Ms. Anna Stewart stated her name and said that she was the parent of two students in MCS. She read the CDC updated guidelines on recommending masks indoors for all vaccinated and non-vaccinated people. She asked if the district would follow public health guidance from the CDC

Chair Butch Campbell

<p>during this public health emergency. Mr. Ballard explained that the Board would accept the recommendation as input only and that Dr. Duke would review the recent updated guidance and refresh the plans for the district.</p>	
<p>VIII. ADJOURNMENT Action Item Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed.</p>	<p>Chair Butch Campbell</p>

Director of Schools

MINUTES

Board of Education Working Meeting/Retreat

August 10, 2021 5:00 PM

MCS Administrative Offices

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Becky Goff, Amanda Moore, Wes Ballard, and Jimmy Richardson. Roseann Barton was absent.</p> <p>Staff: Staff: Dr. Trey Duke, Kim Williams, Ralph Ringstaff, Sheri Arnette, Joe Marlin, Cathy Pressnell, KathyDaugherty, Lisa Trail, Cindy Cliche, Sara Walker, April Zavis, Greg Lyles, Robin Newell, Angela Fairchild, and Ynetia Campbell and Sandy Scheele.</p> <p>Assistant City Attorney Elizabeth Taylor. Bill Shacklett was absent.</p>	Chair Butch Campbell
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Ms. Amanda Moore and seconded by Ms. Becky Goff, passed.</p>	Chair Butch Campbell
<p>III. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. Organizational Chart Information Item Dr. Duke reviewed the Organizational Chart with the Board.</p> <p>Mr. Ballard asked that if open positions become available at central office, would those be left open on the chart. Dr. Duke said that there were currently no open positions at central office. If the organizational chart is updated, Mrs. VanCleave would communicate that information to the Board.</p>	Dr. Trey Duke
<p>B. Attendance/Enrollment Report Information Item Mr. Joe Marlin, Assistant Superintendent of Student Support Services, talked to the Board about enrollment and where we are at day 3 of school. The Board had a handout in their packets showing enrollment numbers. He explained to the Board that we ended last year at 9,000 students. As of today, we have 9,231 students. Our projected enrollment number is 9,457.</p> <p>Mrs. Moore said that she was noticing the pattern of which schools have lost students and which ones have gained. It appears that the older, inner city schools are losing students. She asked if we knew why that was happening. Mr. Marlin said that there are no new subdivisions downtown and inner city. Another reason may be that we lose students due to restructuring. We also see a change in numbers when MTSU starts classes and students that have children return to class.</p> <p>Mr. Campbell asked how things are looking with our staff. Mr. Ringstaff told the Board that we still have anywhere from four to six certified teaching positions open. Mr. Ringstaff told the Board that the administrative staff is watching numbers daily and making plans accordingly. He said that if there is a need to shift personnel, that will be done.</p>	Mr. Joe Marlin
<p>i. Projections and Growth Report Information Item</p>	Dr. Trey Duke

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<p>Dr. Duke asked the Board to focus on the handout in their packet showing enrollment from 1988 to present. He also explained the projected growth for our district as of today.</p> <p>Mr. Ballard asked how this figures in to new schools needed. Dr. Duke referred to the page that showed where homes/apartments could be built. He then covered the houses approved for building and where they were projected to be built and how we figure how many students we will receive from those houses/apartments.</p> <p>Mr. Settles asked if we coordinate with the county as far as the building process. Dr. Duke explained that there was recently a law passed about open zones. He explained that it has not gone into effect yet. He told the Board that we are going through our zone waiver process at this time. Dr. Duke said that we are always working with the county on zone boundaries. He said that he is looking into that and will possibly be coming back to the Board with rezoning plans.</p>	
<p>C. School Reopening Update Information Item</p> <p>Dr. Duke told the Board that he and Ms. Sara Walker, Nursing Supervisor, would review where we stand right now with COVID numbers and our protocols that are in place at this time. He said that we are still strongly encouraging masks to be worn in schools and requiring masks on buses. He also explained that we have a new protocol that we did not do last year, and that is cohort grouping. That will hopefully keep whole class quarantines down. He said that teachers are doing a very good job with this protocol. We are also continuing to promote social distancing as much as possible. We are doing in-house contact tracing and testing on site in every school as well.</p> <p>Dr. Duke said that our core mission is educating students and that is what we plan to focus on.</p> <p>Dr. Duke told the Board that Ms. Walker reports to him on a daily basis and he will get the information out to the Board on a weekly basis to keep them posted. He said that he would respond if numbers go up and his recommendation would be to do that at the school level. He said that if we see an alarming increase in numbers at a particular school, we would enhance our procedures at that school.</p> <p>Ms. Walker talked to the Board about where we stand with COVID numbers since we started school last Friday. She said that she has seen an uptick of cases. She gave the Board a report of numbers at this time. She said that since we do our own contact tracing, we are able to look at cohorts and respond much more quickly.</p> <p>Mr. Richardson asked if students in the cohorts are all either masked or not. Dr. Duke said that we cannot feasibly do that. We cannot guarantee that all students in cohort group would be masked or unmasked. We are not going to make classroom decisions based on the masking choices that are made. We never want to create a situation where we are pulling students out and they are sitting alone. We are trying to be very aware of students' social/emotional needs as well.</p> <p>Mr. Settles was very impressed with one of the schools that he recently visited as far as how the teacher handled the students. Mr. Settles asked if a student comes to school without a mask, but decides he/she wants to wear a mask during the day, do we just give them a mask? Dr. Duke said that he has reiterated that it is very important that parents communicate their expectations with the teacher. He said that we have plenty of masks if the parent wants their child to have one, but the communication is very clear with what parents expect.</p> <p>Mr. Campbell offered the other side of the situation and Dr. Duke explained that again, we will</p>	<p>Dr. Trey Duke</p>

<p>have strong communication with parents. Teachers will prompt students to wear their mask, but they will speak to parents if that becomes an issue.</p> <p>Dr. Duke added that four quarantine teachers have been hired and would begin serving students on Thursday of this week. He explained that students would receive devices and would also receive live instruction each day from an MCS teacher during quarantine. This will eliminate hybrid teachers.</p> <p>There was discussion regarding zone waivers for students whose parents may decide to homeschool during the pandemic and wanting to keep their spot at school. Dr. Duke explained that that would be governed by an Administrative Directive, and he and his staff are still in the process of working through that.</p>	
<p>D. District Goals and Priorities Information Item Dr. Duke explained to the Board that in January he will present an updated 5-year plan and we will update each January. He and staff will begin to work on that plan at the end of September or the first of October.</p> <p>Dr. Duke shared what information that he could on the 2021 State and District Data. He shared that this information was embargoed until tomorrow. He said that he would send out detailed information to the Board tomorrow. Dr. Duke encouraged the Board to take a close look at the data that they receive.</p> <p>He stated that he is most concerned with 2nd grade students. He said that our goal was that Reading Language Arts must be addressed. We have to be sure that we are building literacy.</p> <p>Kathy Daugherty and Cathy Pressnell talked about early literacy and 3-6 literacy.</p> <p>There was much discussion regarding literacy, curriculum, and ELL students and testing.</p> <p>Mrs. Moore asked if the data information that the Board receives be broken into subgroups. Dr. Duke explained that it would not, but would be included in information shared with the Board in September at a Board meeting.</p> <p>Cindy Cliche spoke to the Board about math in our district and the strong math curriculum, Project Optimal, strong leaders, and staff that we have.</p> <p>Dr. Duke told the Board that he hoped that they could see the passion and expertise that Kathy Daugherty, Cathy Pressnell, and Cindy Cliche have. He said that these ladies have an extreme amount of talent and the State looks to all three of them for help at the State level. He said that what we have with them and the entire instruction team is huge.</p> <p>Mrs. Moore asked if after six weeks of summer school and benchmark testing in the next few weeks, would we be able to measure how summer school helped our students. Dr. Duke said that we pre-tested and post-tested every student in summer school. Mrs. Arnette added that from the sampling that we received from the State, we see that we will have tremendous growth, but has no final report yet. Mrs. Moore said that she would like to see that data. Dr. Duke said that after benchmark testing is done, Dr. Osborne could pull out summer school students and get that information to the Board.</p>	<p>Dr. Duke/Instr. Team</p>
<p>i. Summer School Feeding Update Information Item Dr. Duke said that during his listening tour, almost everyone in every school stated that one thing that had to stay the same with Murfreesboro City Schools was to address and support the needs of the whole child. We want to address the needs of the whole child to decrease the</p>	<p>Ms. Sandy Scheele</p>

<p>achievement gap.</p> <p>Sandy Scheele, School Nutrition Supervisor, updated the Board on information regarding school nutrition. She said that last year there were a little less than 2 million meals served, which included meals delivered to classrooms and meals that parents picked up. She told the Board that she is facing a labor shortage with employees and distributors. She explained that she is placing orders three weeks out. She is also utilizing the farm to school program. She said that everything is running well in our cafeterias.</p>	
<p>ii. Exit Survey and New Hire Data Information Item</p> <p>Mr. Ringstaff handed the Board a booklet with HR Employee data and exit interview information included.</p> <p>Mr. Settles asked about the pool of substitute teachers. Mr. Ringstaff stated that there are never enough subs, but his department is continually interviewing. He also stated that the recent pay increase for subs did help.</p> <p>Mr. Ringstaff reviewed the exit survey information with the Board. He said that 83% of the staff that left said that they would come back to work with MCS.</p> <p>Dr. Duke added that he wants our teachers to be the best trained teachers in the state. He told the Board that next week will begin the Teacher Advisory Council. He said that he invited every Teacher of the Year to be included in this group. He wants to hear feedback from them. He also stated that Dr. Maryam Hill would continue to work with the Diversity Task Force.</p> <p>Dr. Duke once again went over the district's priorities and goals.</p> <p>Mrs. Arnette added information about STEAM. She said that the 5-year goal is for all thirteen schools to be STEAM designated. She added that Mrs. Lea Bartch would meet with all principals to see where they are in that designation and how they can get to the next level.</p> <p>Mrs. Moore thanked the team for putting all of this information together. She said that she feels that this is our guidance to know exactly where our district is going..</p>	<p>Mr. Ralph Ringstaff</p>
<p>E. Annual Agenda Information Item</p> <p>Dr. Duke explained that he and Mrs. Moore had spoken about the Annual Agenda. He said that at the July 27th meeting, the agenda was approved but if anything needed to be changed, it could be amended.</p> <p>Mr. Campbell said that even though the Annual Agenda was approved, the Board could add to it or take away from it at any point. He said that it was strictly a guide.</p> <p>Dr. Duke said that a starting point would be that the 5-year plan would be reviewed every January.</p>	<p>Dr. Trey Duke</p>
<p>F. Public Participation at Board Meetings Information Item</p> <p>Elizabeth Taylor reviewed the process for public participation at Board meetings. She said that we have received more requests in the past few months than ever before, so she felt that it was a good time to discuss this policy. She told the Board of five situations that someone can address the Board. She gave the Board a handout with the information included.</p> <p>There was much discussion about this board policy. Mr. Campbell said that the Board needs to be consistent about letting people speak. The Board needs to think about this and decide</p>	<p>Ms. Elizabeth Taylor</p>

<p>whether they will only allow people to speak if they complete the proper paperwork, and if that was the case, they could adjust the board policy at the August 24th Board meeting. (Policy 1.401). This policy will be added to the August 24th meeting.</p>	
<p>IV. OTHER BUSINESS Information Item Mr. Ballard wanted to give a shout-out to the transportation department. He said that he took a tour of their facility last week, and stated that they do need more room. Dr. Duke said that they do a great job, and he does realize that the transportation facility was a huge need and will need to be addressed.</p>	<p>Chair Butch Campbell</p>
<p>V. ADJOURNMENT Action Item The meeting adjourned at 7:56 p.m.</p>	<p>Chair Butch Campbell</p>

Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in October	Descriptor Term: Security	Descriptor Code: 3.205	Issued Date: 04/24/18
		Rescinds:	Issued:

1 The Director of Schools shall establish procedures to protect school property which shall include,
2 but not be limited to:

- 3 1. Closing and securing teacher work areas when left unattended or at the end of the day;
- 4 2. Denying students permission to use the classrooms, laboratories, gymnasiums or other school
5 facilities or equipment without appropriate supervision;
- 6 3. Controlling the issuance of keys; and
- 7 4. Developing programs that contribute to the proper care and use of school facilities and
8 equipment.

9 Equipment purchased with federal funds shall be managed as directed by federal and state law.¹

10 The principal shall call law enforcement officials in cases involving illegal entry, theft or vandalism.

11 The principal shall notify the Director of Schools as soon as practical but no longer than 24 hours
12 after discovering a case of vandalism, theft, building damage and/or illegal entry.

13 The Director of Schools, or designee, is authorized to sign a criminal complaint and to press
14 charges against perpetrators for vandalism of school property.

15 **SCHOOL POLICING**

16
17 The Board may enter into a memorandum of understanding with the chief of a law enforcement
18 agency to provide school policing. Any memorandum of understanding shall address, at a
19 minimum, the following issues:²

20 1. Any School ~~Safety and Education Resource~~ Officer (~~SSEO~~ SRO) assigned under a memorandum
21 must be in

22 ~~—~~ compliance with all laws, regulations and rules of the Peace Officer Standards and Training

23 ~~—~~ Commission at the time of assignment and remain compliant throughout the tenure of their
24 assignment;

25 2. As a condition of assignment, any ~~SSEO~~ SRO must participate in forty (40) hours of basic
26 training in school policing within twelve (12) months of assignment. Every year thereafter, the
27 ~~SSEOSRO~~ shall participate in a minimum of sixteen (16) hours of training specific to school
28 policing. All training programs shall be approved by the Peace Officers Standards and Training
29 Commission.

- 30 3. Any SSEOSRO assigned under the memorandum remains an employee of the law
31 enforcement agency, subject to that agency's direction, control, supervision and discipline,
32 though the Board may agree to indemnify and reimburse the law enforcement agency for any
33 part or all of the increased costs incurred by the law enforcement agency as a result of the
34 assignment of the SROs.
- 35 4. No officer shall be assigned to a school, or continue in such an assignment, without the consent
36 of the Director.
- 37 5. In the event that more than one SSEOSRO is assigned to a school system, the law enforcement
38 agency shall designate one of the SSEOSROs as the senior SSEOSRO, or such other, appropriate
39 title. The duties of the senior SSEOSRO, however designated, shall include, but not be limited to,
40 the following:
- 41 a. To represent and carry out the policies of the law enforcement agency assigning the
42 SSEOSROs.
 - 43 b. To supervise the SSEOSROs in the performance of their duties;
 - 44 c. To consult with the Director regarding the best use of the available resources for school
45 policing; and
 - 46 d. To resolve disputes between the SSEOSROs and students or faculty members.
- 47 6. The memorandum may be effective for any length of time, including continuing until terminated
48 by the parties, and may contain any reasonable notice requirement for the termination of the
49 memorandum. However, the memorandum shall contain a provision allowing the Director to
50 suspend the active participation of the SSEOSROs in the event that the Director believes that
51 such suspension is best for the health, safety and/or well-being of the students and/or school
52 staff.

53 CYBERSECURITY⁴

54 The Director of Schools/designee shall develop an administrative procedure regarding the
55 district's cybersecurity plan to identify cybersecurity risks, implement mitigation planning, and
56 protect cyberinfrastructure against cyberattacks and other cybersecurity threats and incidents.

Legal References

1. EDGAR 34 subtitle A Part 80.32
2. TCA 49-6-4217

Cross References

- Visitors to the Schools 1.501
Care of School Property 6.311

Murfreesboro City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Access to Private Facilities	Descriptor Code: 3.220	Issued Date: 08/10/21
		Rescinds:	Issued:

- 1 Students, employees, or teachers may request reasonable accommodations if they desire greater
- 2 privacy when using multi-occupancy restrooms or changing facilities located in the school building or
- 3 when using multi-occupancy sleeping quarters while attending a school-sponsored activity.¹

- 4 Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's
- 5 decision shall be in accordance with state law.¹

- 6 The Director of Schools shall develop an administrative procedure on access to private facilities.

Legal References

1. Public Acts of 2021, Chapter No. 452

Murfreesboro City School Board

Monitoring: Review: Annually, in December	Descriptor Term: <b style="text-align: center;">Instructional Standards	Descriptor Code: <b style="text-align: center;">4.101	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
 3 federal law shall be taught.¹ The Director of Schools shall develop administrative procedures to
 4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with
 8 Common Core; or
- 9 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise
 10 identified as Common Core textbooks or instructional materials.

12 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

13 All curriculum and instructional programming implemented in the school district shall adhere to state
 14 and federal laws. District employees shall not include or promote any concepts that would violate state
 15 law when providing instruction, using instructional or supplemental materials, or when implementing
 16 the instructional program and curriculum.¹

17 The Director shall develop procedures to ensure that the district’s instructional program complies with
 18 state law.

Legal References

- 1. Public Acts of 2021, Chapter No. 205; Public Acts of 2021, Chapter No. 281; Public Acts of 2021, Chapter No. 471; Public Acts of 2021, Chapter No. 493
- 2. TCA 49-1-302(a)(8); TCA 49-1-314

Cross References

- Controversial Issues 4.800
- Controversial Materials 4.801

Murfreesboro City School Board

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/26/18
		Rescinds: STU 58	Issued: 03/25/14

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
2 treated differently from another person or otherwise be discriminated against in any athletic program of the
3 school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student athletes shall
4 only be allowed to participate in athletic activities or events that align with the student's sex indicated on
5 his/her original birth certificate.² The Director of Schools/designee shall require the parent/guardian to
6 provide the student's original birth certificate prior to participation in any interscholastic athletics. If the
7 original birth certificate is not available or does not indicate the student's sex at the time of birth, the
8 parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

9
10 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
11 principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport
12 are reasonable. The principal or designee must accompany an athletic team on trips.

13
14 Only students currently enrolled in Murfreesboro City Schools may participate in athletics.

INSURANCE & PHYSICAL EXAMINATIONS

15
16
17
18 Prior to participation in interscholastic athletics, every student must complete an annual physical
19 examination.³⁻³—The parents/guardians of each student shall be responsible for covering the cost of the
20 examination, and these records shall be on file in the principal's office. It shall be the responsibility of the
21 parent(s) or guardian to provide health and hospitalization insurance for all students participating in
22 interscholastic athletics.

23
24 Coaches must satisfy all training requirements mandated by federal, state, and local laws.

25
26 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate
27 hazing activities.⁴

Legal References

1. Title IX, Education Amendment of 1972,
20 USC § 1681, et seq.; 34 CFR § 106.41
2. Public Acts of 2021, Chapter No.
40TRR/MS 0520-01-03-08(2)(b)
3. 20 USCA § 1232h(c); TRR/MS
0520-01-13-.01(1)(a)TCA 49-2-120
4. 9. TCA 49-2-120

Murfreesboro City School Board			
Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Reviewed Date: 08/28/2018; 01/15/19 01/28/20
		Rescinds: PER 8, PER 11, PER 14	Issued: 09/12/17

APPLICATION

An individual desiring a position shall make application to the Director of Schools on forms developed by his/her office. To ensure the safety and welfare of students and staff, the district shall require criminal history background checks and fingerprinting of applicants for teaching positions and any other positions that require proximity to children.¹ If applying for a teaching position, the Director of Schools shall also check the applicant's license status in the Tennessee Department of Education's database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.²

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which must be reported to the District Attorney General for prosecution.³ The Board shall pay any costs incurred to perform these background checks and fingerprinting.

Professional Employees

The application shall include a transcript of credits earned at the colleges or universities attended along with references from persons such as previous employers, college professors, and supervisors of student teachers. Other information shall include whether such applicant has been dismissed for cause from a school system.⁵ If previously employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the Tennessee Board of Education;⁶
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
4. Who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children;⁸
5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;⁹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

Support Employees

No person shall be employed:

1. Without the appropriate qualifications listed in the job description and/or stated in law;
2. Who has any contagious or communicable disease in such form that might endanger the health of the children;⁸
3. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
4. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
5. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

EMPLOYMENT

Professional Employees

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.¹² ~~have fourteen (14) days to accept or reject, in writing, the offered employment.~~¹ From the date of the written acceptance, such person is considered to be under employment with the system and is subject to all rights, privileges, and duties.

Support Employees

After checking references and receiving written recommendations from principals and/or supervisors, the Director of Schools shall hire and assign qualified applicants. The Employment at Will Agreement of each support employee shall contain a statement regarding the required ninety (90) day probationary period.

Anticipation of Advanced Degree or Academic Credentials

The teacher shall be responsible for securing a license or certificate, verifying its accuracy, maintaining its validity, registering it with the Murfreesboro City Schools Human Resources Department, and meeting the requirements of T.C.A. 49-5-101. Initial salary shall reflect the established degree shown on the Tennessee Department of Education certificate presented at the time of employment.

For budgetary purposes, all licensed employees who anticipate receiving an advanced degree or additional graduate hours to meet the MA+30 requirement shall report this to the Director of Schools no later than March 1.

The licensed employee shall be responsible for filing the necessary application papers and the supporting college transcripts with the state certification office once the required coursework has been completed or degrees have been awarded. This requires the licensed employee to complete the Add a Degree transaction in TNCompass and have their school /university send official transcripts directly to the state certification office. Once the state certification office has added the new degree to the license, the employee shall email Murfreesboro City Schools' Human Resources Department, notifying them that a new degree has been added.

If the new degree/coursework is earned in May or August, the employee has until December 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the first half of the school year. If all documentation is provided on or before December 1st, the new pay rate will be effective the date the degree was earned.

If the new degree/coursework is earned in December, the employee has until April 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the second half of the school year. If all documentation is provided on or before April 1st, the new pay rate will be effective the date the degree was earned.

Legal References

1. TCA 49-5-406
2. State Board of Education Policy 5.501
3. TCA 49-5-406 (a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; [Public Acts of 2021, Chapter No. 211](#)
7. TCA 49-5-413(e)
8. TCA 49-5-404; ~~TRR/MS 0520-01-03-08(2)(f)~~
9. TCA 49-5-405
10. TCA 49-5-413 [\(a\), \(f\)](#)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359; [8 USCA § 1101 et seq.](#)
12. TCA 49-5-406(b)

Cross References

- Orientation and Probation 5.107
- Compensation Guides & Contracts 5.110
- Background Investigations 5.118
- Recommendations and File Transfers 5.203
- Qualifications and Duties of the Director of Schools 5.802

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Tenure and Non-Tenure</h2>	Descriptor Code: <h3 style="text-align: center;">5.117</h3>	Issued Date: REVIEWED 2/20 02/19; 09/17
		Rescinds: <h3 style="text-align: center;">PER 16</h3>	Issued: 4/79; 10/11; 1/05; 8/01

1 As of July 1, 2011, there are two parallel systems of tenure operating in Murfreesboro City
 2 Schools for current employees who work in a position which requires a teacher license (hereafter
 3 referred to as a “certified employee”).¹

4
 5 The first system applies to any certified employee who obtained tenure prior to July 1, 2011.
 6 Tenure was granted to these employees based upon three (3) criteria:

- 7
- 8 1. Successful completion of a probationary period of three (3) school years.
- 9 2. Recommendation by the Director of Schools for granting tenure.
- 10 3. A majority vote of the Murfreesboro City School Board for granting tenure.²

11
 12 If the certified employee failed to meet any of these criteria, then the certified employee could
 13 not be re-employed for a fourth year.

14
 15 The second system applies to any certified employee who becomes eligible for tenure after July
 16 1, 2011. Tenure will be granted to these employees based on the following criteria:

- 17
- 18 1. A degree from an approved four-year college or any career and technical teacher who has
- 19 the equivalent amount of training established and licensed by the Tennessee State Board
- 20 of Education;
- 21 2. A valid teacher license, issued by the State Board of Education, based on training
- 22 covering the subjects or grades taught;
- 23 3. Completion of a probationary period of five (5) school years or not less than forty-five
- 24 (45) months within the last seven-year period, the last two (2) years being employed in a
- 25 regular teaching position rather than an interim teaching position;
- 26 4. Evaluations demonstrating an overall performance effectiveness level of “above
- 27 expectations” or “significantly above expectations” during the last two (2) years of the
- 28 probationary period as provided in the evaluation guidelines adopted by the State Board
- 29 of Education pursuant to TCA 49-1-302;
- 30 5. Recommendation by the Director of Schools for granting tenure; and
- 31 6. A majority vote of the Murfreesboro City School Board for granting tenure.³

33 Tenure is granted only upon the recommendation of the Director of Schools and by approval of
34 the Murfreesboro City School Board⁴ and is obtained in the system, not in a specific location or
35 position.

36
37 A certified employee who does not meet the evaluation requirements set forth by the State Board
38 of Education may continue to remain employed in a position which requires a teacher license on
39 a year-to-year contract as a probationary employee until the employee is eligible for tenure.

40 **Previous Tenure in MCS or another System**

41
42 A certified employee who had attained tenure status in Murfreesboro City Schools and later
43 resigned from the system shall serve a two-year probationary period upon re-employment by the
44 system, unless the probationary period is waived by the Murfreesboro City School Board upon
45 the request of the Director of Schools.⁵

46
47 A certified employee who had received tenure in another school system shall serve the regular
48 probationary period in Murfreesboro City Schools, unless the probationary period is waived by
49 the Murfreesboro City School Board upon the request of the Director of Schools.⁶

50 **Tenure**

51
52
53 “Tenure” is the employment status other than probation that a certified employee may be under
54 while employed in the public schools. A certified employee has no property right in the tenure
55 status and must sustain a specified performance effectiveness level required on evaluations to
56 achieve and maintain tenure status. If a certified employee acquires tenure, the teacher shall
57 remain under that status until such time as the certified employee resigns, retires, is dismissed or
58 the certified employee is returned to probationary status. Any certified employee who, after
59 acquiring tenure status, receives two (2) consecutive years of evaluations demonstrating an
60 overall performance effectiveness level of “below expectations” or “significantly below
61 expectations,” as provided by the evaluation guidelines adopted by the State Board of Education
62 pursuant to TCA 49-1-302, shall be returned to probationary status by the Director of Schools
63 until the certified employee has received two (2) consecutive years of evaluations demonstrating
64 an overall performance effectiveness level of “above expectations” or “significantly above
65 expectations.”⁷

65 If a teacher has met all other requirements for tenure eligibility but has not acquired an official
66 evaluation score during the last one (1) or two (2) years of the probationary period due to
67 allowable circumstances outlined in state law, he/she may utilize the most recent two (2) years of
68 available evaluation scores achieved during the probationary period to become eligible for tenure.⁸

69
67 Once a certified employee is eligible for tenure, the Director of Schools shall recommend the
68 certified employee for tenure or non-renewal; provided, however, that the certified employee
69 cannot be continued in employment if tenure is not granted by the Murfreesboro City School
70 Board.⁸⁹

71
72 A certified employee who is non-renewed by the Director of Schools or is not granted tenure by
73 the Murfreesboro City School Board shall be provided notice within five (5) business days
74 following the last instructional day.⁹¹⁰

Legal References

1. 2011 Tennessee Laws Pub. Ch. 70
2. TCA 49-5-503 (2009)
3. TCA 49-5-503
4. TCA 49-2-203(a)(1); TCA 49-2-301(b)(1)(J)
5. TCA 49-5-504(d)
6. TCA 49-5-509
7. TCA 49-5-504(e)
8. ~~Public Acts of 2021, Special Legislative Session Chapter No. 2~~
9. TCA 49-5-504(b)
910. TCA 49-5-409

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Attendance</h2>	Descriptor Code: 6.200	Issued Date: 08/28/18
		Rescinds: STU 9; STU 57; STU 60	Issued:

Attendance is a key factor in student achievement, and therefore, students are expected to be present each day school is in session. The Director of Schools/designee shall develop appropriate administrative procedures to implement this policy.

The attendance supervisor shall oversee the entire attendance program which shall include:¹

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school.

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent(s)/guardian(s).²

Absences shall be classified as either excused or unexcused as determined by the principal/designee. Excused absences shall include:

1. Personal illness/injury;
2. Illness of immediate family member;
3. Death in the family;
4. Extreme weather conditions;
5. Religious observances;³
6. School sponsored or school endorsed activities;⁴
7. Summons, subpoena, or court order; or
8. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:⁵

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness; and
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

General

Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes.⁶

A student who is absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent does not provide documentation within an additional five (5) days excusing those absences, or request an attendance hearing, then the Director of Schools shall implement the progressive truancy intervention plan described below prior to referral to juvenile court.

Progressive Truancy Intervention Plan⁷

Prior to referral to juvenile court, the following progressive truancy intervention plan will be implemented.

Tier I

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to, the following:

1. Physically healthy learning environment;
2. Welcoming, socially-emotionally safe, trauma-informed school climate;
3. Access to Learning Supports;
4. A culture of continuous improvement;
5. Enrichment activities and clubs;
6. Celebration of attendance; and
7. A team that monitors attendance data.

It shall also consist of system-wide parent communications reinforcing the importance of attendance and notification of available supports to assist parents with issues that may create a barrier to attendance.

Upon the accumulation of five (5) unexcused absences, the principal/designee shall send a letter to the

parent(s) or guardian(s), or other person(s) having control of the student notifying him or her of the student's absences and that the child's attendance at school is required by law. (See Sample Attendance Letter.)

The letter must further advise parent(s), guardian(s), or other person(s) having control of the student that the school must receive any documentation to excuse the absences within five (5) school days. If sufficient documentation is not provided to excuse any of the absences, the principal/designee shall implement the second tier of the progressive truancy intervention.

Tier II

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before referral to juvenile court, and includes the following:~~Tier I of the progressive truancy intervention plan shall include the following:~~

1. A conference with the student and the student's parent(s)/guardian(s);
2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and an attendance supervisor or designee. The contract shall include:
 - a. A specific description of the school's attendance expectations for the student;
 - b. The period for which the contract is effective; and
 - c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court; and
3. Regularly scheduled follow-up meetings to discuss the student's progress.
4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier II

If a student accumulates additional unexcused absences in violation of the attendance contract in Tier II, or if the parent fails to execute the contract, the student will be subject to Tier III.

~~Under this tier, a school employee shall conduct an individualized assessment detailing the reasons the student has been absent from school. This may result in referral to counseling, community based services, or other services to address the student's attendance problems.~~

Tier III

This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

Tier III shall consist of one of one or more the following interventions: School-based community services, family preservation court, referral to the Youth Services Division of the Rutherford County Juvenile Court, and other available resources. These interventions shall be determined by a team formed at each school. The interventions shall address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

If the student continues to have unsatisfactory attendance and has accumulated 10 or more unexcused absences, truancy charges may be filed with the juvenile court.

MILITARY SERVICE OF PARENT/GUARDIAN

School principals shall provide students with a one-day excused absence prior to the deployment of and a one-day excused absence upon the return of a parent or custodian serving active military service.

Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork missed during these absences.⁸

ATTENDANCE HEARING⁹

Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parents, teachers, and administrative staff.

Legal References

1. TRR/MS 0520-01-03-.08(1)(a); TCA 49-6-3006
2. TCA 10-7-504; 20 USCS § 1232g
3. TRR/MS 0520-01-03-.03(16); TCA 49-6-2904(b)(5)
4. TN Department of Education, *Student Membership and Attendance Procedures Manual* (2017)
5. TCA 49-6-3007
6. TN Department of Education, *Student Membership and Attendance Procedures Manual* (2017)
7. TCA 49-6-3007; TCA 49-6-3009; Public Acts of 2018, Chapter No. 958
8. TCA 49-6-3019
9. TRR/MS 0520-01-02-.17

Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips/Excursions/Competitions 4.302
- Reporting Student Progress 4.601
- Promotion and Retention 4.603
- Recognition of Religious Beliefs, Customs, & Holidays 4.803
- Voluntary Pre-K Attendance 6.2011
- Students in Foster Care 6.505
- Student Records 6.600

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Home Schools	Descriptor Code: 6.202	Issued Date: 4/28/20 01/23/18
		Rescinds: BO 52	Issued: 04/22/14

- 1 A "home school" is a school conducted or directed by a parent or parents or legal guardian or guardians
 2 for their own children. Home schools which teach K-12 where the parents are associated with an
 3 organization that conducts church-related schools (as defined by T.C.A. §49-50-801) are exempt from
 4 the following provisions, but must follow procedures issued by the State Department of Education.
- 5 A parent wishing to conduct a home school shall meet the following requirements:¹
- 6 1. Provide annual notice to the Director of Schools before the commencement of each school year of
 7 the intent to conduct a home school;
 - 8 2. Submit to the Director of Schools the name, number, age, grade level of children involved, location
 9 of the school, curriculum to be offered, proposed hours of instruction, qualifications of the
 10 parent/teacher;
 - 11 3. Maintain attendance records, subject to inspection of the local Director of Schools;
 - 12 4. Submit attendance records to the Director of Schools at the end of each school year;
 - 13 5. Provide instruction for at least four (4) hours per day for the same number of instructional days as
 14 are required by state law for public schools;²
 - 15 6. Possess a high school diploma, ~~or GED~~, or HiSET;³
 - 16 7. Cooperate in the administration to home school students of appropriate tests by the Commissioner
 17 of Education, his/her designee or by a professional testing service in grades five (5), seven (7), and
 18 nine (9);
 - 19 8. Take actions according to state law if home school student falls behind appropriate grade level;
 - 20 9. Submit proof to the Director of Schools that the home school student has been vaccinated as required
 21 by law;⁴
 - 22 10. Submit proof to the Director of Schools that other health services and examinations as required by
 23 law have been received by the home school student; and
 - 24 11. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject,
 25 employ a tutor having the same qualifications as required of parent/teacher.

26 If one or more of these requirements are not met, the Board authorizes the Director of Schools to take
 27 formal action to bring the child into compliance with the compulsory attendance law (until the child has
 28 reached age 17), either in the home school or in a public, private, or church-related school.

29

2830 FACILITIES USE

2931 It shall be the policy of this Board that public school facilities shall be available for home school
 3032 instruction only when all of the following conditions exist:

- 3133 1. Special needs courses are being taught which require services unavailable to the home school
 3234 student;
- 3335 2. These services cannot be provided through any means other than the public schools;
- 3436 3. Requests for services are made known by the home school parent when notice is given to the
 3537 Director of Schools of the intent to conduct a home school;
- 3638 4. The Director of Schools investigates request and make recommendations to the Board;
- 3739 5. No overcrowding, additional expenses, including providing transportation, or other special
 3840 situations which interfere with the normal operation of the school system shall be incurred; and
- 41 6. Approval by the Board on a case-by-case basis.

RECORD ACCESS

3942 The Director of Schools, through the attendance supervisor, shall have the attendance records of the
 4043 home school inspected at least two (2) times each school year in order to provide assistance in
 44 implementing the Compulsory Attendance Law.

4145 STUDENT PERFORMANCE⁵

4246 If a home school student falls more than one (1) year behind his/her appropriate grade level in his/her
 4347 comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have
 4448 taught the child at his/her grade level determines through appropriate means that the student is not
 4549 learning disabled, the Director of Schools shall require the parents to enroll the child in a public,
 4650 private or church-related school.

48

Legal References

1. TCA 49-6-3050
2. TCA 49-6-3004(a)
3. Public Acts of 2021, Chapter No. 493
4. TCA 49-6-5001
5. TCA 49-6-3050(b)(6)

Murfreesboro City School Board

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, <small>in Annual</small>	Physical Examinations and Immunizations	6.402	4/13/21 4/28/20 05/28/19
		Rescinds:	Issued:

1 PHYSICAL EXAMINATIONS

- 2 The principal shall ensure that there is a complete physical examination of each student prior to:
- 3 1. Entering school for the first time;¹ and
- 4 2. Participation as a member of any athletic team or in any other strenuous physical activity program.
- 5 Cost of the examination shall be borne by the parent or guardian of the student. These records shall be on file in
- 6 the principal's office.
- 7 Screening tests for vision, hearing, height, weight, blood pressure and lice will be conducted. Parents/Guardians
- 8 will receive written notice of any screening result that indicates a condition that might interfere or tend to interfere
- 9 with a student's progress.
- 10 In general, the school district will not conduct physical examinations of a student without parental consent to do
- 11 so or a court order, unless the health or safety of the student or others is in question.²

12 IMMUNIZATIONS

13 No students entering school, including those entering kindergarten or first grade, those from out-of-state and those

14 from nonpublic schools, will be permitted to enroll (or attend) without proof of immunization, as determined by

15 the Commissioner of Public Health.¹ It is the responsibility of the parents or guardians to have their children

16 immunized and to provide such proof to the principal of the school that the student is to attend.³

17 Exceptions will be granted to any student whose parent/guardian files with school authorities a signed, written statement that such measures conflict with the one of the following:

- 18 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an epidemic, except in the event of a COVID-19 or any variant outbreak;⁴ or
- 19 2. Due to medical reasons if the student has a written statement from his/her doctor excusing him/her from the immunization.⁵

The Director of Schools shall ensure that appropriate immunization records are maintained for each student. Exceptions, in the absence of an epidemic or immediate threat thereof, will be granted to any child whose parent

~~17 or guardian shall file with school authorities a signed, written statement that such measures conflict with his/her~~

~~18 religious tenets and practices; or due to medical reasons if such child has a written statement from his/her doctor~~

~~19 excusing him from such immunization.⁴~~

~~20 Proof of exceptions will be in writing and filed in the same manner as other immunization records.~~

~~21 A list of transfer students shall be kept at each school in order that their records may be monitored by the~~

~~22 Department of Health.~~

Legal References

1. [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
2. [Tennessee School Health Screening Guidelines,
https://www.tn.gov/content/dam/tn/education/csh/csh_school
health_screening_guidelines.pdf ; 20 USCA § 1232h\(c\)\(2\)\(C\)](#)
3. [TCA 49-6-5001\(a\),\(c\)TCA 49-06-5004\(e\)\(1\)](#)
2. ~~[Tennessee School Health Screening Guidelines,
https://www.tn.gov/content/dam/tn/education/esh/esh_school
health_screening_guidelines.pdf 34. _____ TCA 49-6-5001\(b\)\(+2\);
Public Acts of 2021, Chapter No. 513](#)~~
5. [TCA 49-6-5001\(c\)\(2\)](#)

Version Date: May 5, 2020

4. TCA 49-6-5001(b)(2),(c)(2)

Murfreesboro City School Board

Monitoring: Review: Annually, in May	Descriptor Term: <h2 style="text-align: center;">Special Education Behavioral Support</h2>	Descriptor Code: 6.501	Issued Date: Reviewed 05-26-20 06/25/19
		Rescinds: STU 59	Issued: 06/01/13

The Murfreesboro City school district shall comply with the Tennessee Department of Education restraint and isolation regulations and guidelines pursuant to the Special Education Behavioral Support Act.¹ Maintaining a school environment that is conducive to student learning requires that the environment be orderly and safe. The primary technique used to de-escalate any situation is verbal in nature; however, if the situation warrants physical holding restraint, then physically restraining a student may be necessary. Students in the district are protected by law from the unreasonable, unsafe and unwarranted use of isolation and physical restraint. Murfreesboro City Schools policy has an emphasis on positive behavioral support, prevention and de-escalation, which reduces the risk of injury to both students and program staff. The emphasis is always on the care, safety and wellbeing of our students and staff.

Definitions

1. “Behavior intervention training program” means a training program in evidence-based positive behavioral supports, evidence-based crisis intervention, and evidence-based techniques for the safe use of restraint and isolation;
2. “Chemical restraint” means a medication that is prescribed to restrict a student's freedom of movement for the control of extreme violent physical behavior. Chemical restraints are medications used in addition to, or in replacement of, a student's regular drug regimen to control extreme violent physical behavior. The medications that comprise the student's regular medical regimen, including PRN medications, are not considered chemical restraints, even if their purpose is to treat ongoing behavioral symptoms;
3. “Emergency situation” means that a child's behavior poses a threat to the physical safety of the student or others nearby;
4. “Isolation” or “seclusion” (A) means the confinement of a student alone, with no other students, staff, or persons present, in a room with or without a door, or other enclosed area or structure pursuant to § 49-10-1305(g) where the student is physically prevented from leaving because a door, object, or school personnel is blocking the student's exit.
 - a. Unlocked and incapable of being locked;
 - b. Free of any condition that could be a danger to the student;
 - c. Well ventilated and temperature controlled;
 - d. Sufficiently lighted for the comfort and well-being of the student;
 - e. Where school personnel are in continuous direct visual contact with the student at all times;
 - f. At least forty square feet (40 sq. ft.); and
 - g. In compliance with all applicable state and local fire, health, and safety codes.

40 5. Isolation or seclusion does not include time-out, a behavior management procedure in which
41 the opportunity for positive reinforcement is withheld, contingent upon the demonstration of undesired
42 behavior; provided, that time-out may involve the voluntary separation of an
43 individual student from others;

44
45 6.—“ “Isolation room” means any space, structure, or area pursuant to § 49-10-1305(g) used to
46 isolate a student.

47
48 7.—“ “Mechanical restraint” means the application of a mechanical device, material or equipment
49 attached or adjacent to the student's body, including ambulatory restraints, which the student cannot easily
50 remove and that restrict freedom of movement or normal access to the student's body. Mechanical
51 restraint does not include the use of restraints for medical immobilization, adaptive support, or
52 medical protection; or the use of a seat belt or other device, including, but not limited to, a belting
53 system or harness, to secure a child with a disability during transit on a bus or vehicle operated by
54 an LEA or a provider contracted to serve the LEA's transportation needs;

55
56 8.—“ “Noxious substance” means the use of any defense spray or substance as defined by
57 departmental rule;

58 9. —“Physical holding restraint” means the use of body contact by school personnel with a student
59 to restrict freedom of movement or normal access to the student’s body, except for:
60 a. the holding of a student by an adult in order to calm or comfort the student in the absence of an
61 emergency;
62 b. Contact necessary to physically escort a student from one area to another in the absence of an
63 emergency;
64 c. Assisting a student in completing a task or response if the student does not resist or if the
65 resistance is of minimal intensity or duration;
66 d. Physically redirecting a student if the student does not resist or if the resistance is of minimal
67 intensity or duration; or
68 e. School personnel blocking a student's exit or elopement by physically placing themselves in front
69 of the student;

70 10.—“10. “Positive behavioral supports” means a systematic approach using evidence-based practices to
71 improve school environments, and to prevent and respond to problem behavior that:

- 72 a. Is proactive and instructional, rather than reactive and punitive;
73 b. Operates on the following three (3) levels:
74 i. Individual;
75 ii. Group or classroom; and
76 iii. The whole school;
77 c. Includes a system of continual data collection;
78 d. Utilizes data-based decision-making;
79 e. Applies research-validated positive behavioral interventions; and
80 f. Improves academic and social outcomes for all students, including those with the most complex
81 and intensive behavioral needs.

82
83 11. “Restraint” means a chemical restraint, mechanical restraint, or physical holding restraint;

84
85 12. “School personnel” means an individual employed on a full-time or part-time basis by a public

86 ___ school.

88 Implementation of Restraint

89 Only the principal, or the principal's designee, may authorize the use of isolation or restraint ~~in the~~
 90 ~~ease of emergency or by IEP signature.~~ For a student receiving special education services, as defined
 91 in § 49-10-102, isolation or a physical holding restraint may only be used in emergency situations.
 92 Individualized education programs that provide for the use of isolation or a physical holding restraint
 93 for certain behavior must contain a data driven functional behavior assessment and a plan for
 94 modification of the behavior developed and implemented by a qualified team of professionals.

95 Trained school staff may use physical holding restraint only:

- 96
- 97 (1) ~~When non-physical interventions have been ineffective and the student's behavior poses threat of~~
 98 ~~imminent, serious harm to self and/or others and when the student's behavior is more dangerous than~~
 99 ~~the danger of using physical restraint; or~~
 - 100 (2) ~~Pursuant to a student's IEP or other written plan developed in accordance with state and federal~~
 101 ~~law and approved by the school and parent or guardian. Physical holding restraint will be~~
 102 ~~practiced in strict accordance with all applicable laws.~~

103 School personnel shall remain in the physical presence of any restrained student and shall
 104 continuously
 105 observe a student who is in time out, isolation, or being restrained to monitor the health and
 106 wellbeing
 107 of such student.

109 Prohibited Forms of Restraint

110 The following forms of restraint are prohibited:

- 111 1. ~~Administering a chemical restraint to a student receiving special education services is~~
 112 ~~prohibited; provided, that nothing in this policy shall prohibit the administration of a chemical~~
 113 ~~restraint when administered for therapeutic purposes under the direction of a physician and~~
 114 ~~with the child's parent or guardian's consent to administer such chemical restraint.~~
- 115 2. ~~Administering a noxious substance to a student receiving special education services is~~
 116 ~~prohibited.~~
- 117 3. ~~The use of any mechanical restraint on any student receiving special education services is~~
 118 ~~prohibited.~~
- 119 4. ~~Any form of life-threatening ~~life-threatening~~ restraint, including restraint that restricts the flow of~~
 120 ~~air into a~~
 121 ~~person's lungs, whether by chest compression or any other means, to a student receiving special~~
 122 ~~education services is prohibited.~~
- 123 5. ~~The use of isolation or physical holding restraint as a means of coercion, punishment,~~
 124 ~~convenience or retaliation on any student receiving special education services is prohibited.~~
- 125 6. ~~Removing or disabling any equipment or device that a student requires, including, but not~~
 126 ~~limited to, a power wheelchair, brace, augmentative communication device, or walker, as a~~
 127 ~~means of coercion, punishment, convenience, or retaliation on any student receiving special~~
 128 ~~education services is prohibited.~~

129 7. –The use of a locked door, or any physical structure, mechanism, or device that substantially
130 accomplishes the function of locking a student in a room, structure, or area, is prohibited.

131 **Authorized Forms of Restraint**

133 The use of physical holding restraint in the following circumstances is permitted. The school is not
134 required to notify the student's parent or guardian in any of the circumstances listed below:

- 135 1. The brief holding by an adult in order to calm or comfort;
- 136 2. The minimum contact necessary to physically escort a student from one area to another;
- 137 3. Assisting a student in completing a task or response if the student does not resist, or resistance
138 is minimal in intensity or duration; or
- 139 4. Holding a student for a brief time in order to prevent any impulsive behavior that threatens the
140 student's immediate safety.

141 Actions undertaken by school personnel to break up a fight or to take a weapon from a student are
142 not

143 prohibited; however, these acts shall be reported in accordance with administrative procedures
144 developed by the Director of Schools.

145 **Staff Training**

147 Physical restraint should only be used by faculty and staff who have received specific district
148 approved crisis intervention training in the use of physical restraint procedures and non-violent crisis
149 intervention.

150 Other school personnel may use physical restraint only in rare and clearly unavoidable emergency
151 circumstances when fully trained school personnel are not immediately available. Untrained staff
152 should request assistance from trained staff as soon as possible. The school must identify specific
153 staff to serve as school-wide resources to assist in ensuring proper administration of physical
154 restraint. These individuals must participate in in-depth training with respect to restraint and
155 implementation.

156 **Reporting Requirements and Follow Up**

158 The building administrator or designee must receive a written report documenting the circumstances
159 of the incident. School personnel authorized by MCS shall see and evaluate the student's condition
160 within a reasonable time after the intervention. The student's parent or guardian shall be notified
161 orally and in writing the same day the isolation or restraint was used. School personnel shall be held
162 harmless for failure to notify if reasonable effort has been made to notify the student's parent or
163 guardian.

164 A student receiving special education services may be restrained or isolated only if such restraint or
165 isolation is provided for in the student's IEP, or in emergency situations, if necessary to assure the
166 physical safety of the student or others nearby. If the student's IEP does not provide for the use of
167 isolation or restraint for the behavior precipitating such action or if school personnel are required to
168 use isolation or restraint over an extended period of time, an IEP meeting shall be convened within
169 ten (10) days following the use of such isolation or restraint. If the behavior precipitating such action
170 also warrants a change of placement, the child will have all rights provided under applicable state and
171 federal law.

School personnel who have used isolation or restraint shall provide a written report to the school principal or the principal's designee on the form developed by the Tennessee State Department of Education. A copy of the report form must be provided to the Special Education Supervisor who, after review of the report, will maintain statistics related to the student and the school's use of isolation and/or restraint and discuss findings with the Director of Schools and school principals. Documentation of each incident of restraint and/or isolation will be forwarded immediately to the Special Education Department, who will be responsible for completing the Easy IEP portion of documentation.

Required Reports

Each school shall maintain all records of isolation and restraint. On a semi-annual basis, using existing student-level data collection systems to the extent feasible, each school shall submit a report to the LEA that includes:

1. The number of incidents involving the use of isolation and restraint since the previous semi-annual report;
2. —The number of instances in which the school personnel imposing physical restraint or isolation were not trained and certified;
- ___ 3. Any injuries, deaths, or property damage that occurred;
4. The timeliness of parental notification;
5. Demographic information to determine whether disproportionate use of these interventions exists.

The LEA shall use the information obtained from records of isolation and restraint in developing its behavior intervention training program. The LEA shall submit information to the Tennessee Department of Education each year on the use of isolation and restraint in the school district.

Legal References

1. TCA 49-10-1301 through 1307

Approval for Director of Schools to Instruct at M.T.S.U.

Dr. Duke has been approached by the MTSU College of Education's Assessment, Leadership, and Student Success doctoral program to serve as an adjunct professor for the spring 2022 semester.

Section 12 of the Director of School's contract states:

Prior to accepting secondary or outside employment with compensation as a consultant or in a teaching position at a university or college, the DIRECTOR shall seek approval of the BOARD to determine if position would prohibit the effective performance of the DIRECTOR'S duties to the district or create an actual or potential conflict of interest.

The teaching commitment for Dr. Duke would be to provide instruction over three weekends (Friday night and Saturday) during the semester.

The specific weekend dates scheduled are...

January 28th (5:00pm – 9:00PM) and 29th (8:00am – 5:00pm)
February 25th (5:00pm – 9:00PM) and 26th (8:00am – 5:00pm)
April 1st (5:00pm – 9:00PM) and 2nd (8:00am – 5:00pm)

Murfreesboro City School Board

Monitoring: Review: Annually, in September	Descriptor Term: Public Participation in Board Meetings	Descriptor Code: 1.401	Issued Date: 05/24/16
		Rescinds: BO8	Issued: 1/00; 2/11

1 All meetings of the Board of Education are intended to allow Board members to address
2 topics on the prepared and disseminated agenda. Public participation in Board of Education
3 meetings may occur under four different circumstances.

4
5 First, the Director may ask a citizen with business before the Board to make a presentation as
6 part of the regular agenda.

7
8 Second, the Board may, when topics of general interest occur, schedule public hearings on
9 specific topics as part of its regular agenda.

10
11 Third, in accordance with other Board policies or state or federal law, the Board may schedule a
12 hearing in which members of the public may be witnesses as part of its predetermined agenda.

13
14 Fourth, the Director and the Board Chair may grant a request from an individual or a group to
15 address the Board to express a concern or complaint. Any such matter shall be scheduled by
16 the Director and Board Chair for presentation at a Board meeting only after the concern or
17 complaint has been processed in accordance with established complaint procedures. A concern
18 or complaint must first be addressed with the employee most directly involved. If the result is
19 unsatisfactory to those raising the concern or complaint, they shall seek additional review by a
20 supervisor of that employee or program and shall proceed through successive supervisors to the
21 Director of Schools. If they are not satisfied with the response of the Director, they may ask to
22 bring the matter to the Board. Any request to address the Board must be submitted to the
23 Director after completion of the complaint procedure. The Director and Board Chair shall then
24 make their determination about whether to grant the request and, if granted, shall schedule a
25 date. The request shall include the names of all persons who wish to speak and the nature of
26 their business. The Director and Board Chair may limit the number of persons given prior
27 approval to speak.

28
29 At the Board meeting, persons speaking shall address their remarks to the Chair and shall
30 state their name, address, and the subject of their presentation. Remarks will generally be
31 limited to three minutes but may be extended by the Chair or majority vote of the Board.
32 Questions may be addressed to individual Board members or staff members only with the
33 approval of the Chair. The Chair has the authority to terminate the remarks of any individual or
34 group if necessary to insure compliance with Board policies or to prevent abusive or
35 inappropriate remarks. ~~If the Chair deems it in the public interest, the Chair may recognize~~
36 ~~individuals who wish to speak on the topic but who had not requested permission to do so in~~

37 ~~advance. Any decision of the Chair can be overruled by a majority vote of the members~~
38 ~~present.~~

39

40 It is the intent of this policy to:

41

42 1. Allow the Director of Schools to take direct action when policies have already been
43 established by the Board on the subject of a request;

44 2. Provide adequate time for the Director of Schools or the Board to obtain necessary
45 information and give thorough thought in situations where a policy does exist, a change of
46 policy is proposed, or an exception to policy is specifically requested; and

47 3. See that the time so devoted does not interfere with fulfillment of the regular agenda of
48 the Board.

Murfreesboro City School Board

Monitoring: Review: Annually, in November	Descriptor Term: Virtual Education Program	Descriptor Code: 4.212	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Murfreesboro City Schools' virtual education program is an educational program designed to ensure
3 the continuity of educational opportunities through the use of technology. Utilizing this program is
4 temporary and shall not replace a student's regular instructional program.¹

5 Class size ratios for the virtual education program shall comply with the requirements as outlined in
6 state law.²

7 **ELIGIBILITY**

8 Virtual education programs³ shall be made available to students for the following purposes:

- 9 1. Continuity of educational service for students who are homebound;⁴ and
10
11 2. Continuity of educational service for students who are quarantining;⁵

12 **ATTENDANCE**

13 Student attendance in the virtual education program shall adhere to the general requirements of board
14 policy 6.200 and any relevant administrative procedures.

15 Methods of confirming student attendance shall include either

- 16 1. Students participating in synchronous virtual instruction;
17
18 Or two or more of the following:
19
20 2. Students participating in a phone call with a teacher, with parent/guardian support as
21 appropriate for the age of the student;
22
23 3. Students participating in asynchronous virtual instruction; or
24
25 4. Students submitting work via hard-copy or virtual formats.
26

27 **VIRTUAL EDUCATION PROGRAM REQUIREMENTS**

- 28
29 1. Students are expected to stay in good standing with school in regard to absences and
30 completion of assigned classwork.

1
2 2. Students and the person supervising the student shall adhere the school's code of conduct
3 during virtual education including, but not limited to, not being disruptive or distracting to the
4 virtual learning environment.

5
6 3. ESP is not available for students utilizing the virtual education program.

7
8 **REMOVAL FROM VIRTUAL EDUCATION PROGRAM**

9 A student will be removed from the virtual education program and returned to their regular
10 instructional program at the completion of the homebound or quarantine period.

11 **DEVICE AGREEMENT**

12 Parents of students who require a loaned device from Murfreesboro City Schools shall complete the
13 Device Agreement.

Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h);
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(d)(1)

Cross References

Homebound Instruction 4.206
Credit Recovery 4.210
Alternative Education 6.319

Murfreesboro City School Board

Monitoring: Review: Annually, in November	Descriptor Term: Homebound Instruction	Descriptor Code: 4.206	Issued Date:
		Rescinds:	Issued:

1 The homebound instruction program is for students who because of a medical condition are unable to
2 attend the regular instructional program.¹ The homebound instruction program shall consist of a
3 minimum of three (3) hours of instruction per week while school is in session for a period of time
4 determined, on a case-by-case basis, by the district.

5 To qualify for this program, a student shall have a medical condition that will require the student to be
6 absent for a minimum of ten (10) consecutive instructional days, or for an aggregate of at least ten (10)
7 instructional days for a student who has a chronic medical condition. The student shall be certified by
8 his/her treating physician as having a medical condition that prevents him/her from attending regular
9 classes. The services provided to the homebound student shall reflect the student's capabilities and be
10 determined by the homebound instructor, after consultation with appropriate professional staff of the
11 student's assigned school.

12 Recertification shall be obtained after the expiration of each period of homebound instruction if the
13 student's treating physician certifies, in writing, that the student has a medical condition that prevents
14 him/her from returning to regular classes.

15 **COVID-19 QUARANTINE²**

16 ~~Students on homebound instruction who are temporarily quarantined due to a positive COVID-19 test~~
17 ~~result or possible exposure to COVID-19 may participate in remote instruction during the period of~~
18 ~~quarantine only.~~

Legal References

1. TCA 49-10-1101; TRR/MS 0520-01-02-.10
~~TRR/MS 0520-01-13-.01(d)(1)~~

Cross References

Alternative Credit Options 4.209
Virtual Education Program 4.212
Student Communicable Diseases 6.403
Acquired Immune Deficiency Syndrome 6.404

Recommendation to Hire an Additional Assistant Principal

As the student enrollment for Murfreesboro City Schools continues to grow, we are seeing the need for additional administrative support in our larger schools.

Salem Elementary has an approximate enrollment of 1086 students and holds 54 general education classrooms.

Scales Elementary has an approximate enrollment of 957 and 45 general education classrooms.

In addition to large student enrollment numbers and large staff numbers, Salem currently has two Comprehensive Development Classrooms (CDC). Scales currently has both CDC and integrated Pre-K classrooms. These classrooms increase the number of IEP meetings held in the school.

The additional assistant principal will assist with the large number of IEP meetings, teacher evaluations, and other administrative duties specifically at Salem Elementary and Scales Elementary.

ESP Parent Advisory Board Members

2021-2022

District Office Representatives

ESP Supervisor: Kandy Powers

ESP Accounts Manager: Jessica Weakley

Site Director Representative: Brooke Zeis, Overall Creek

Individual Site Representatives:

Black Fox: Kimberly Nelson, BF Teacher and Parent Rep.

Bradley: Kuilani Mills, Parent

Cason Lane: Amanda Mowery, Parent

Discovery: Erika Harper, Parent

Erma Siegel: Mary Beth Jones and Kristina Danko, Parents

Hobgood: Candice Coman, Parent

John Pittard: Katherine Tennant, Parent

Mitchell-Neilson: Summer Bowman, Parent

Northfield: Justin Reed and Matthew Reed, Parents

Overall Creek: George Deshields, Parent

Reeves-Rogers: Tab King, Parent

Salem: Kelly Goad, Parent

Scales: Tiffany Pitts, Parent

2021-2022 Members of the Murfreesboro City Schools CPAC

Dr. Trey Duke	Director of Schools	Murfreesboro City Schools
Sheri Arnette	Assistant Supt of Curriculum/Instruction	Murfreesboro City Schools
Angela Fairchild	Supervisor of Special Education	Murfreesboro City Schools
Butch Campbell	Chairman of the MCS School Board	Murfreesboro City Schools
Roxana Dove	Preschool Specialist	Murfreesboro City Schools
LaToya Pinkney	Area Manager	Mid-Cumberland Head Start
Jan Gillum	VPK Teacher – PLC Team Leader	Hobgood Elementary
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
Katie Turner	Youth Services	Linebaugh Public Library System
Beth Duffield	Senior VP, Director of Ed. & Workforce Development	Chamber of Commerce

**MURFREESBORO CITY BOARD OF EDUCATION RESOLUTION
MMCAP INFUSE COOPERATIVE PURCHASING**

WHEREAS, the Murfreesboro City Board of Education has adopted policy 2.805, allowing Murfreesboro City Schools to enter into agreements with other governmental entities for the joint exercise of purchasing authority as a means of meeting competitive bidding requirements; and

WHEREAS MMCAP Infuse is a free, voluntary, public sector group purchasing organization for government-authorized facilities and is operated by the Office of State Procurement of the State of Minnesota's Department of Administration.

WHEREAS Membership in MMCAP Infuse is limited to facilities with which the State of Minnesota may contract, as defined by Minnesota Statutes Section 471.59, subdivision 10;

WHEREAS MMCAP Infuse combines the purchasing power of its members to receive the best prices available for the products and services for which it contracts; and

WHEREAS the Murfreesboro City School Board wishes to access MMCAP Infuse's programs to purchase COVID-19 tests.

NOW, THEREFORE, BE IT RESOLVED BY THE MURFREESBORO CITY BOARD OF EDUCATION AS FOLLOWS:

SECTION 1. Pursuant to the powers granted by T.C.A. §12-3-1205 and its procurement code, Murfreesboro City Schools is hereby authorized to procure goods and services pursuant to and in accordance with the terms and conditions of cooperative purchasing agreements made available to public agencies through MMCAP Infuse cooperative purchasing program. The Murfreesboro Board of Education further authorizes the Director of Schools and/or the Finance Director to execute any documentation that may, from time to time, be necessary to facilitate Murfreesboro City Schools' participation in MMCAP Infuse cooperative purchasing program.

SECTION 2. This Resolution shall be effective immediately upon its passage and adoption.

Adopted and approved this 24th day of August, 2021. Yeas: 7 Nays: 0

Butch Campbell
Butch Campbell, Board Chair

Trey Duke
Dr. Trey Duke, Director of Schools

\$600 Stipend for Cafeteria Employees

Murfreesboro City Schools values the hard work and dedication of its nutrition staff. Currently, we are finding ourselves in a workforce shortage. The nutrition department is recommending a signing/retention bonus for its kitchen staff. The bonus would be paid out in two increments of \$300. To be eligible, they must meet the following requirements:

- For the first round they must be hired by September 30, 2021, and still employed as of December 31, 2021.
- For the second round they must be hired by January 3, 2022, and still employed as of May 26, 2022.

These bonuses will be paid out on the check following the last day of required employment.

If you have any questions about the eligibility of employees or other details, please contact the nutrition department.

Schools Federal Projects Fund

22-142-1-CC1

Fiscal Year 2021-2022

Account Codes	Description	BUDGET AS PASSED OR PREV AMENDED		AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
Revenues					
142 R 47402 000 901	Federal - ARP IDEA Part B	\$	-	\$ 473,087	\$ 473,087
142 R 47404 000 911	Federal - ARP IDEA Preschool	\$	-	\$ 31,541	\$ 31,541
	Increase in Revenues	\$	-	\$ 504,628	\$ 504,628
Expenditures 901					
Expenditures ARP IDEA Part B					
142 E 71200 116	Special Education - Teachers	\$	-	\$ 168,300	\$ 168,300
142 E 71200 163	Special Education - Educational Assistants	\$	-	\$ 96,000	\$ 96,000
142 E 71200 201	Special Education - Social Security	\$	-	\$ 16,550	\$ 16,550
142 E 71200 204	Special Education - Retirement	\$	-	\$ 24,700	\$ 24,700
142 E 71200 206	Special Education - Life Insurance	\$	-	\$ 1,040	\$ 1,040
142 E 71200 207	Special Education - Medical Insurance	\$	-	\$ 42,000	\$ 42,000
142 E 71200 208	Special Education - Dental Insurance	\$	-	\$ 1,698	\$ 1,698
142 E 71200 212	Special Education - Medicare	\$	-	\$ 4,015	\$ 4,015
142 E 71200 299	Special Education - Fringe Benefits	\$	-	\$ 3,000	\$ 3,000
142 E 71200 399	Special Education - Other Contracted Services	\$	-	\$ 25,000	\$ 25,000
142 E 71200 429	Special Education - Instructional Supplies	\$	-	\$ 500	\$ 500
142 E 71200 499	Special Education - Other Supplies & Materials	\$	-	\$ 53,900	\$ 53,900
142 E 71200 725	Special Education - SpEd Equipment	\$	-	\$ 19,492	\$ 19,492
142 E 72220 524	Support Services/SpEd - Staff Development	\$	-	\$ 3,000	\$ 3,000
142 E 99100 504	Transfers Out - Indirect Costs	\$	-	\$ 13,892	\$ 13,892
	Subtotal ARP IDEA Part B award	\$	-	\$ 473,087	\$ 473,087
Expenditures 911					
Expenditures ARP IDEA Preschool					
142 E 71200 163	Special Education - Educational Assistants	\$	-	\$ 24,000	\$ 24,000
142 E 71200 201	Special Education - Social Security	\$	-	\$ 1,488	\$ 1,488
142 E 71200 212	Special Education - Medicare	\$	-	\$ 350	\$ 350
142 E 72220 524	Support Services/SpEd - Staff Development	\$	-	\$ 5,703	\$ 5,703
	Subtotal ARP IDEA Preschool	\$	-	\$ 31,541	\$ 31,541
	Increase in Expenditures	\$	-	\$ 504,628	\$ 504,628

CHANGE IN FUND BALANCE (CASH)

-

MCS received two IDEA (Individuals with Disabilities Education Act) federal awards to address challenges faced by students participating in special education programs during the on-going COVID 19 pandemic.

The Part B award of \$473,087 will fund a certified Vision teacher, homebound teachers for students who cannot attend school due to medical conditions, and Educational Assistants to allow teachers to provide individualized instruction. Funds will also be used for Reading, Language and Math curriculum, and assistive technology.

The Preschool award of \$31,541 will fund two part-time Mid-Day Assistants to provide support to Integrated Preschool students and teachers, and professional development in integrated therapy, structured teaching and inclusion.

Kim Williams
 Reviewed by Finance Director/Finance Manager

8/19/21
 Date

Approved	<input type="text"/>	Director of Schools	Date
Declined	<input type="text"/>		

FY22 IDEA & PS ARP grants

School Nutrition Fund

22-143-1-CC1

Fiscal Year 2021-2022

Account Codes	Account	BUDGET		AMENDMENT INCREASE (DECREASE)
		AS PASSED OR PREV AMENDED	AMENDED BUDGET	
<u>Revenues</u>				
143 R 47114	USDA - Other	\$ 25,000	\$ 429,166	\$ 404,166
	Increase in Revenues	\$ 25,000	\$ 429,166	\$ 404,166
<u>Expenditures</u>				
143 E 73100 165	School Nutrition - Cafeteria Personnel	\$ 1,983,529	\$ 2,207,633	\$ 224,104
143 E 73100 189	School Nutrition - Other Salaries - PT Asst Farmer	\$ 135,108	\$ 159,983	\$ 24,875
143 E 73100 201	School Nutrition - Matching Social Security	\$ 138,364	\$ 189,913	\$ 51,549
143 E 73100 212	School Nutrition - Matching Medicare	\$ 32,359	\$ 35,997	\$ 3,638
143 E 73100 336	School Nutrition - Maintenance & Repair Equipment	\$ 30,000	\$ 60,000	\$ 30,000
143 E 73100 399	School Nutrition - Other Contracted Services	\$ 30,000	\$ 70,000	\$ 40,000
143 E 73100 710	School Nutrition - Food Service Equipment	\$ 30,000	\$ 60,000	\$ 30,000
	Increase in Expenditures	\$ 2,379,360	\$ 2,783,526	\$ 404,166

CHANGE IN FUND BALANCE (CASH) \$ (0)

The MCS School Nutrition program was awarded \$404,166 from the USDA for the School Programs Emergency Operational Costs Reimbursement Program Grant for the 2021-2022 school year. To address a staffing shortage in the cafeterias, MCS will offer a \$600 bonus to attract and retain kitchen staff. In addition, Nutrition requests funding for 39 part-time lunch monitors at 14 feeding sites.

Nutrition also requests an additional part-time Farmer to assist with the continued growth of the Farm to School program. There are currently two full-time and two part-time Farmers who maintain 26 tower gardens, 46 raised beds and 8 greenhouses located throughout the District. In less than two years, Farmers and students have raised almost two tons of fresh vegetables.

The increase in the Maintenance & Repair and Contract Services line-items will provide funds for the increased cost of annual hood inspections, grease trap cleaning, and parts for routine maintenance. Pass-through warmers and coolers will be purchased with the additional Equipment funds.

Fin Williams
 Reviewed by Finance Director/Finance Manager

8/19/21
 Date

Approved	<input type="text"/>	Director of Schools	Date
Declined	<input type="text"/>		

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021-2022 General Purpose Fund 141
BOE Meeting Date: August 24, 2021

22-141-2

Account	Description	Increase	Decrease
141 E 72410 139	Office of the Principal - Assistant Principal	81,000	
141 E 72410 189	Office of the Principal - Other Salaries (Attendance EA's)		81,000
141 E 71200 311	Special Education - Contracts with Other School Systems	6,000	
141 E 71200 399	Special Education - Other Contracted Services		6,000
141 E 76100 711	Capital Outlay - Furniture & Fixtures	12,500	
141 E 76100 707	Capital Outlay - Building Improvements		12,500
Total		99,500	99,500

Explanation:

To budget funds for an additional Assistant Principal due to a significant increase in student population. The AP growth position will be funded from savings in the Attendance Assistant line item. A portion of Attendance salaries were budgeted in the Epidemiology & Laboratory Capacity (ELC/Nursing) grant for this school year.

The change in Special Education contract line items reflects the more descriptive budget category for Contracts with Other School Districts. Rutherford County Schools provides bus transportation for MCS students who attend Tennessee School for the Blind in Nashville.

The change in Capital Outlay equipment categories is to provide funding for furniture and fixtures due to growth.

Jim Williams

8/20/2021

Reviewed by Finance Director/Finance Manager

Date

Approved

Director of Schools

Date

Declined

General Purpose Schools Fund

22-141-3-CC2

Fiscal Year 2021-2022

Account Codes	Account Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Account Codes</u>	<u>Expenditures</u>			
141 E 71100 116	Regular Education - Teachers	\$ 33,427,600	\$ 33,730,100	\$ 302,500
141 E 71100 163	Regular Education - Ed Assistants	\$ 3,194,600	\$ 3,374,600	\$ 180,000
141 E 71100 201	Regular Education - Social Security	\$ 2,290,974	\$ 2,320,889	\$ 29,915
141 E 71100 204	Regular Education - Retirement	\$ 3,607,388	\$ 3,660,452	\$ 53,064
141 E 71100 207	Regular Education - Medical Insurance	\$ 4,497,500	\$ 4,560,500	\$ 63,000
141 E 71100 208	Regular Education - Dental Insurance	\$ 147,850	\$ 149,850	\$ 2,000
141 E 71100 212	Regular Education - Medicare	\$ 535,792	\$ 542,788	\$ 6,996
141 E 71100 299	Regular Education - Fringe Benefits	\$ 220,000	\$ 228,000	\$ 8,000
	Subtotal Regular Education	\$ 47,921,704	\$ 48,567,179	\$ 645,475
141 E 72120 131	Health Services - Medical Personnel (Nurses)	\$ 558,050	\$ 75,550	\$ (482,500)
141 E 72120 201	Health Services - Social Security	\$ 41,780	\$ 11,865	\$ (29,915)
141 E 72120 204	Health Services - Retirement	\$ 80,220	\$ 27,156	\$ (53,064)
141 E 72120 207	Health Services - Medical Insurance	\$ 73,000	\$ 10,000	\$ (63,000)
141 E 72120 208	Health Services - Dental Insurance	\$ 2,500	\$ 500	\$ (2,000)
141 E 72120 212	Health Services - Medicare	\$ 9,770	\$ 2,774	\$ (6,996)
141 E 72120 299	Health Services - Fringe Benefits	\$ 12,000	\$ 4,000	\$ (8,000)
	Subtotal Health Services	\$ 765,320	\$ 131,845	\$ (645,475)
	Increase in Expenditures	\$ 48,699,024	\$ 48,699,024	\$ -

CHANGE IN FUND BALANCE (CASH) \$ -

MCS is experiencing rapid student growth at the beginning of the 2021-22 school year. The increase in the Regular Ed Teacher and Ed Asst's salary and benefit line items will provide additional funds for growth positions.

These funds will be transferred from the Health Services category from savings in Medical Personnel (Nurses) salary and benefit line items. FY22 Nursing positions are funded in the Epidemiology & Laboratory Capacity (ELC or Nursing grant).

Kim Williams
Reviewed by Finance Director/Finance Manager

8/20/2021
Date

Approved	<input type="text"/>	Director of Schools	Date
Declined	<input type="text"/>		



June 2021 Financial Highlights

General Purpose Fund REVENUES

- June 2021 Revenue and Expenditure Reports are not final/audited numbers, but adequately reflect MCS position as of August 18, 2021.
- Total Revenue received is \$93,112,408.
- The General Purpose fund has an estimated net increase of Actual YTD Revenue over Actual Expenditures of just over \$1.5 million.
- An estimated \$600,000 will increase Unassigned Fund Balance, and the difference, \$900,000, will be set aside as a Reserve for unspent State grant funds that were budgeted in the general operating fund.
- Total Property Taxes received was \$17,212,360, or \$50,000 over budget.
- Total Local Option Sales Tax received was \$14,036,889, or a 10% increase over last year.
- The ratio of MCS students to RCS students was adjusted from 15.08% in FY20 to 14.60% in FY21. This is an annual adjustment based on student attendance during the first 60 days of school. The net result was a decrease of about \$900,000 in County shared property tax and sales tax revenues. However, sales tax receipts continued to be robust and the property tax collection rate was higher than anticipated.
- MCS did not receive an estimated \$750,000 in growth funds as previously budgeted; however, the state sent an additional \$409,000 in BEP funds to pay for a one-time bonus for teachers and nurses.
- Of the \$93,562,028 budgeted in Revenue, over \$3.7m are state or federal grant funds restricted for specific use as approved by the State Department of Education.

General Purpose Fund EXPENDITURES

- Total Expenditures for the year total are \$91,584,892.
- The Regular Education Instruction category (71100) is under budget by \$1.1 million. However, \$700,000 of this available balance is Reserved for unspent Summer Learning grant funds.
- \$200,000 in the Transportation category (72710) is Reserved for unspent Transportation grant funds.
- ESSER 1.0 and ESSER 2.0 federal funds reimbursed General Purpose funds for loss of revenue of over \$1 million for eligible COVID related expenditures. These include additional amounts spent on substitute teachers, nurses, cleaning supplies and PPE, student hot spots, a one-time COVID bonus for all employees.

COMPARISON OF BUDGET TOTALS
July 1, 2020 Through June 30, 2021

TOTAL INCOME	7/1/20 - 6/30/21	\$	93,112,407
TOTAL EXPENSES	7/1/20 - 6/30/21		91,584,892
			<hr/>
NET INCOME	6/30/21	\$	1,527,515
			<hr/> <hr/>

YEAR-TO-DATE REVENUE COMPARISON

JUNE 2021

PAGE 1

	BUDGET CLASS.	2019-20 BUDGET	2019-20 YTD REV.	2019-20 OVR/(UNDR) BUDGET	2019-20 %	2020-21 BUDGET	2020-21 YTD REV.	2020-21 OVR/(UNDR) BUDGET	2020-21 %
1	40110-Current Prop. Tax	14,308,810	15,265,313	956,503	106.7%	15,312,150	15,243,616	(68,534)	99.6%
2	40210-Local Option Sales Tax	11,843,830	12,227,307	383,477	103.2%	12,330,550	14,036,889	1,706,339	113.8%
3	40000-41110-Other County Rev	1,830,000	1,762,450	(67,550)	96.3%	1,850,000	1,968,744	118,744	106.4%
4	43300-44000-Other Local Revenue	594,500	451,759	(142,741)	76.0%	698,941	582,030	(116,911)	83.3%
5	46511-Basic Educ. Program	46,301,465	45,979,585	(321,880)	99.3%	48,350,000	47,216,205	(1,133,795)	97.7%
6	46515-Early Childhood Ed.	-	-	-	N/A	1,072,125	1,063,813	(8,312)	99.2%
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46590-Other State Education	279,600	412,589	132,989	147.6%	1,976,159	1,330,266	(645,893)	67.3%
9	46610-Career Ladder Program	91,000	73,581	(17,419)	80.9%	88,000	109,182	21,182	124.1%
10	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
11	46591-Coordinated School Health	-	-	-	N/A	100,000	100,000	-	100.0%
12	46595-Family Resource	-	-	-	N/A	29,600	29,612	12	100.0%
13	46800-46990-Other State Revenue	-	250	250	N/A	262,503	216,244	(46,259)	82.4%
14	47000- Federal Funds	1,109,977	1,191,377	81,400	107.3%	283,653	7,459	(276,194)	2.6%
15	49100-49800 Bond & City Transfers	-	6,761,820	6,761,820	N/A	3,244,831	3,244,831	-	100.0%
16	49810-Approp./City Gen. Fund	7,885,103	7,885,103	-	100.0%	7,885,103	7,885,103	-	100.0%
17	49820-Operating Transfers	1,300,000	1,299,800	(200)	100.0%	78,413	78,413	-	100.0%
	TOTALS	\$ 85,544,285	\$93,310,936	\$ 7,766,651	109.1%	\$93,562,028.00	\$ 93,112,408	\$ (449,620)	99.5%

YEAR-TO-DATE EXPENDITURE COMPARISON

JUNE 2021

PAGE 1

	2019-20 BUDGET	2019-20 YTD EXP.	2019-20 OVR/(UNDR) BUDGET	2019-20 %	2020-21 BUDGET	2020-21 YTD EXP.	2020-21 OVR/(UNDR) BUDGET	2020-21 %	
1	71100-Reg. Instruction	46,539,548	46,570,771	31,223	100.1%	50,568,178	49,389,509	(1,178,669)	97.7%
2	71200-Sp. Ed. Instruction	9,147,978	9,045,658	(102,320)	98.9%	9,646,900	9,379,339	(267,561)	97.2%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	167,489	161,560	(5,929)	96.5%	157,489	139,813	(17,676)	88.8%
5	72120-Health Services	951,390	896,146	(55,244)	94.2%	948,039	906,488	(41,551)	95.6%
6	72130-Guidance	2,667,036	2,589,444	(77,592)	97.1%	2,743,401	2,436,062	(307,339)	88.8%
7	72210-Reg. Instr. Support	2,130,181	2,095,997	(34,184)	98.4%	2,315,361	2,214,748	(100,613)	95.7%
8	72220-Sp. Ed. Support	1,793,880	1,709,810	(84,070)	95.3%	1,841,650	1,612,104	(229,546)	87.5%
9	72250-Technology	1,793,131	1,580,294	(212,837)	88.1%	1,954,363	1,775,371	(178,992)	90.8%
10	72310-Bd. Of Education	1,525,937	1,557,991	32,054	102.1%	1,646,370	1,616,796	(29,574)	98.2%
11	72320-Office of Supt.	381,240	374,797	(6,443)	98.3%	388,039	274,801	(113,238)	70.8%
12	72410-Office of Principal	4,663,756	4,616,397	(47,359)	99.0%	4,739,039	4,624,258	(114,781)	97.6%
13	72510-Fiscal Services	579,593	572,018	(7,575)	98.7%	470,480	446,789	(23,691)	95.0%
14	72520-Personnel Services	428,543	332,316	(96,227)	77.5%	587,033	504,243	(82,790)	85.9%
15	72610-Oper. Of Plant	6,051,082	5,325,186	(725,896)	88.0%	6,304,017	5,648,793	(655,224)	89.6%
16	72620-Maint. Of Plant	2,724,053	2,313,276	(410,777)	84.9%	2,809,034	2,130,377	(678,657)	75.8%
17	72710-Pupil Transp.	3,230,544	3,086,471	(144,073)	95.5%	3,883,591	3,112,480	(771,111)	80.1%
18	73300-Community Service	540,533	473,764	(66,769)	87.6%	557,708	435,867	(121,841)	78.2%
19	73400-Early Childhood Educ.	1,251,966	1,217,841	(34,125)	97.3%	1,249,350	1,175,095	(74,255)	94.1%
20	76100-Reg. Cap. Outlay	1,505,500	1,455,949	(49,551)	96.7%	150,500	107,927	(42,573)	71.7%
21	82130-Education Debt Serv.		6,761,820	6,761,820	N/A	3,244,831	3,244,831	-	100.0%
22	99100-Operating Transfers	413,105	409,190	(3,916)	99.1%	409,200	409,200	-	100.0%
	TOTALS	88,486,485	93,146,697	\$ 4,660,212	105.3%	96,614,573	91,584,892	\$ (5,029,681)	94.8%