

**Board of Education Regular Meeting**

December 14, 2021 6:00 PM

City Hall Council Chambers

<b>I. CALL TO ORDER</b> Procedural Item	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item	
B. Moment of Silence Procedural Item	
<b>II. APPROVAL OF AGENDA</b> Action Item	Chair Butch Campbell
<b>III. COMMUNICATIONS</b> Information Item	Mrs. Lisa Trail
A. Public Comment Action Item	Dr. Trey Duke
B. The Best of MCS Recognition-Rana Elfagi from Cason Lane Academy Information Item	Dr. Trey Duke
C. Spotlight on Education-Season of Sharing Information Item	Dr. Trey Duke
<b>IV. CONSENT ITEMS</b> Consent Agenda	Chair Butch Campbell
A. Approval of 11-9-21 Board Minutes Consent Item	
B. Approval of School Fees Consent Item	
<b>V. ACTION ITEMS</b> Action Item	Chair Butch Campbell
A. Approval of First Reading of the Proposed 2022-2023 School Calendar Action Item	Dr. Trey Duke
B. Approval of Board Policy 6.306 Interference/Disruption of School Activities on First Reading Action Item	Dr. Trey Duke
C. Approval of Board Policy 6.313 Code of Behavior and Discipline on First Reading Action Item	Dr. Trey Duke
D. Approval of Budget Amendments/Transfers Action Item	Ms. Kim Williams
<b>VI. REPORTS AND INFORMATION</b> Information Item	Chair Butch Campbell
A. Personnel Report Information Item	Mr. Ralph Ringstaff
B. Enrollment (PTR) Report Information Item	Mr. Joe Marlin
C. Revenue and Expenditure Report- November Information Item	Ms. Kim Williams
D. Director's Update Information Item	Dr. Trey Duke
<b>VII. OTHER BUSINESS</b> Information Item	Chair Butch Campbell
<b>VIII. ADJOURNMENT</b> Action Item	Chair Butch Campbell





Murfreesboro City Schools  
**Season of Sharing**





# What is Season of Sharing?


Season of Sharing is a centralized effort to work with our community partners that wish to assist families during the holiday season.





# Community Partners

## Businesses

- General Mills/Yoplait
  - Parks Realty
  - First Community Mortgage
  - MARS Pet Food
  - Pathways Counseling Service
  - Southeast Restoration Service
  - Radio Station 93.1
- 

## Local Churches

- North Blvd Church of Christ Band of Brothers
  - North Blvd Church of Christ Youth Group
  - Bethel United Methodist Church
  - Kingwood Church of Christ
  - Salem United Methodist Church
  - Calvary Baptist Church
  - Arrington Church of Christ
  - Grace Community Church
  - First Methodist Church
  - First Baptist Church-Castle St.
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# Community Partners

## Community Organizations

- Murfreesboro Police Department
- Salvation Army
- Official Liverpool Soccer Club of Murfreesboro, TN
- Young Women Small Group
- Delta Sigma Theta Sorority, Inc.

## Families & MCS Staff

- Salem PTO
  - MCS Instruction Department
  - Hudson Family
  - Holt Family
  - McDonald Family
  - Urban Family
  - Ballou Family
  - Reeves Rogers Faculty Members
  - MCS Finance Department
- 

# How are children and families selected for Season of Sharing?

**Backpack  
Food  
Recipients**

**School  
Counselors,  
Socialworkers,  
Outreach Staff**

**Individual  
Schools**





1,045

Children served  
in 2021



# North Blvd. Youth Group Christmas Party



# Parks Realty



# North Blvd. Band of Brothers



# General Mills/Yoplait



# 2021 Season of Giving



## Participating Schools:

- Black Fox
- Cason Lane Academy
- Hobgood

## Season of Giving Donors:

- Families/Individuals
- Sam's Club
- NAACP
- Murfreesboro Chapter of Omega Psi Phi Fraternity
- The Mission Sustains Us



# Acknowledgements

Murfreesboro City Schools would like to thank our community partners and district employees for their generosity toward our students and families during the 2021-2022 Season of Sharing.



# Special Thanks

School Counselors  
Social Workers  
Outreach Team  
Hobgood Administration  
Maintenance Department  
MTSU Omega Psi Phi Fraternity  
Student Support Services Department

**Board of Education Regular Meeting**

November 9, 2021 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Becky Goff, Amanda Moore, and Jimmy Richardson.</p> <p>Staff: Dr. Trey Duke, Ralph Ringstaff, Sheri Arnette, Joe Marlin, Angela Fairchild, Lisa Trail, Kim Williams, Greg Lyles, Sara Walker, April Zavisa, Emily Spencer, Emily Clark, Caitlin Bullard, and Quinena Bell</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p><b>A. Pledge of Allegiance</b> Procedural Item The Pledge of Allegiance was led by Nia Steele, a 6th grade student at Cason Lane Academy, and Prince Roshell II, a 6th grade student at Hobgood Elementary.</p>	
<p><b>B. Moment of Silence</b> Procedural Item During the moment of silence, Chair Campbell asked that everyone remember the family of Ms. Jodie Stone, an EA at Hobgood Elementary, that unexpectedly passed away this week.</p>	
<p><b>II. APPROVAL OF AGENDA</b> Action Item Motion to approve the agenda. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> Information Item American Education Week is next week! November 15-November 19</p> <p>Mitchell Neilson Primary would like to thank Mars Unify for their generous donations that will allow us to help 40 families at Christmas.</p> <p>Congratulations to Lisa Trail for recently being named runner-up in the Read to Succeed Spelling Bee.</p>	Mrs. Lisa Trail
<p><b>A. Spotlight on Education-City Schools Foundation</b> Information Item The Spotlight on Education focused on the City Schools Foundation and the good work and donations made to the staff of our district over the years.</p> <p>Mrs. Trail shared some background information about the City Schools Foundation and told who the current board members are. She also informed the board that over the years, they have raised one million dollars for grants for Murfreesboro City Schools' teachers.</p> <p>Emily Clark, a teacher at Erma Siegel and Mrs. Emily Spencer, principal at Erma Siegel attended the meeting. Ms. Clark explained the grant that she was awarded during this school year for an outdoor campus that will greatly benefit the students of Erma Siegel. Mrs. Emily Spencer thanked the City Schools Foundation board for everything that they have done to help the students of MCS and for the partnership that they have had with MCS over the years.</p>	Mrs. Lisa Trail

Roseann Barton thanked Mrs. Trail for all of her hard work and dedication to the City Schools Foundation over the years.	
<b>IV. CONSENT ITEMS</b> Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)	Chair Butch Campbell
A. Approval of 10-26-21 Board Minutes Consent Item	
B. Minor Change to Board Policy Consent Item	
i. Approval of Board Policy 4.200 Curriculum Development Consent Item	
ii. Approval of Board Policy 4.400 Instructional Materials Consent Item	
iii. Approval of Board Policy 4.406 Use of the Internet Consent Item	
iv. Approval of Board Policy 4.600 Grading System and Reporting Progress Consent Item	
v. Approval of Board Policy 4.4001 Selection of Instructional Materials (Other Than Textbooks) Consent Item	
C. Approval of School Fees Consent Item	
<b>V. ACTION ITEMS</b> Action Item	Chair Butch Campbell
A. COVID Protocol Action Item Dr. Duke explained that the current mask mandate expires tomorrow, November 10. He said that the opt-out forms have gone from 700 to 816 recently. That is 91% of our students that have not opted out of wearing masks. He told the board that there had been a decrease in COVID cases until the first two days of this week and there was an uptick in cases.  Since parents can now vaccinate their children, and to give them time to do that, Dr. Duke was recommending that the mask mandate be extended until Friday, December 17, or until the governor signs the bill that would prohibit school systems from requiring masks, and that law would, of course, supersede the mask requirement and masks would become optional immediately. He said that if Governor Lee does not sign or veto the bill, it will go into effect by the end of the week.  Becky Goff said that she would go with the recommendation from Dr. Duke, but she would like to see masks dropped. Motion to extend the current COVID protocol until the end of the semester or until the Governor signs the proposed bill.. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)	Dr. Trey Duke
B. Approval of Immigrant Grant Action Item Motion to approve the Immigrant Grant. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (7-0)	Dr. Trey Duke
C. Approval of Budget Amendments/Transfers Action Item	Dr. Trey Duke
i. Approval of Consolidated Funding Application Action Item	Dr. Trey Duke

Motion to approve the Consolidated Funding Application. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)	
ii. Approval of Summer Learning Camps and Transportation Grants Action Item Motion to approve the Summer Learning Camps and Transportation Grants. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke
<b>VI. REPORTS AND INFORMATION</b> Information Item	Chair Butch Campbell
A. Inclement Weather/School Closing Procedure Information Item Mrs. Trail reviewed our procedure for inclement weather as she has in the past.	Mrs. Lisa Trail
B. Budget Development Timeline Information Item	Ms. Kim Williams
C. Director's Update Information Item Dr. Duke welcomed the group from Leadership Rutherford to the board meeting.  Dr. Duke updated the board on the impending legislation on face masks, quarantines, and vaccinations, and Ms. Taylor updated the board on federal laws coming from state and local levels on what they now at this time.  After the update, some board members had questions regarding the pandemic and another upsurge and the fact that principals have to get approval from the board to require their individual school to return to masks. Chair Campbell asked if that happened, would the board be allowed to meet by zoom to make that decision. Ms. Taylor was going to check into that and get back to Chair Campbell.  Mr. Settles asked if the board would have the authority to authorize the principal to make that call for their school without having a special called meeting. Again, Ms. Taylor said that she would investigate that and get back with the board.  Dr. Duke wanted parents to know that he is watching this very closely and is prepared to respond very quickly and get information out and also make sure that we are in compliance with the law.  To end the Director's Update, Dr. Duke said that Veteran's Day is Thursday and that day is an in-service day for teachers and a day out for students.	Dr. Trey Duke
<b>VII. OTHER BUSINESS</b> Information Item Chair Campbell told the board of the upcoming TSBA Leadership Conference and Convention at Gaylord Opryland on November 18-21.  He informed the board that there was a Meet and Greet at Rutherford County Schools on Friday, November 12.  Mr. Settles asked to make a statement to close the meeting. Mr. Settles said that this was concerning a statement that was made at the last meeting by a citizen that addressed the board. He said that it was something that he found to be rude, disrespectful, and beneath the proceedings of this body. Mr. Settles said that these board meetings, in his opinion, should not be used for partisan divisions or political statements. He said that he and the others that he serves on this board with do not come in representing a particular party but only as members of	Chair Butch Campbell

<p>the city of Murfreesboro, citizens whose main concern is the continuing of excellent educational opportunities for our most vulnerable citizens. He asked that in the future that such rhetoric be used to address this board, and he condemns such speech in its strongest terms, and he would not dignify the statement that was made at the end of his speech.</p>	
<p>A. TSBA Annual Leadership Conference and Convention November 18-November 21 at Gaylord Opryland Convention Center Information Item</p>	<p>Chair Butch Campbell</p>
<p><b>VIII. ADJOURNMENT</b> Action Item The meeting adjourned at 6:51 p.m. Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Chair Butch Campbell</p>

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Director of Schools



**To: Board of Education**

**RE: Proposed 2022-2023 School District Calendar**

**Board Meeting Date: December 14, 2021**

The proposed academic calendar for the 2022-2023 school year meets all requirements from the Tennessee Department of Education.

The first week of school for teachers and students, fall break, spring break, the beginning of winter break, and the last day of school all coincide with the proposed dates for Rutherford County Schools.

This calendar utilizes three stockpile days for professional learning and one for Parent/Teacher Conferences. Nine stockpile days will be saved for inclement weather.

New to our calendar this year, we are recommending that MCS is closed the entire week of Thanksgiving.

This calendar was developed in conjunction with input from each of our schools through our Teacher Advisory Council.

Updated 12/13/2021

**MURFREESBORO CITY SCHOOLS  
2022-2023 ACADEMIC CALENDAR  
DRAFT**

**AUGUST 2022**

\*\*Monday, August 1: School-Based In-service  
\*Tuesday, August 2: District In-service Day  
\*Wednesday, August 3: School-Based Work Day  
\*\*Thursday, August 4: In-Service Day/Open House  
\*Friday, August 5: Half Day for Students Grades 1-6 (1/2 Admin Day)  
Monday, August 8: First Full Day Grades 1-6 Students  
Tuesday, August 9: Grades 1-6 Students, Second Full Day; Kindergarten, Half-Day for A-L  
Wednesday, August 10: Grades 1-6 Students, Third Full Day; Kindergarten, Half Day for M-Z  
Thursday, August 11: Grades 1-6 Students, Fourth Full Day; All Kindergarten Half-Day  
Friday, August 12: Grades K-6 Full Day

**SEPTEMBER 2022**

Monday, September 5: Labor Day (Day Out for All)  
++Friday, September 23: In-service Day (Day Out for Students)

**OCTOBER 2022**

Monday, October 3-Friday, October 7: Fall Break (Days Out for School-Based Personnel)  
++Friday, October 31-Teacher In-Service Day (Day out for Students)

**NOVEMBER 2022**

++Tuesday, November 8: Parent/Teacher Conferences (Day Out for Students)  
Monday, November 21-Wednesday, November 23: Thanksgiving Break (Day Out for School-Based Personnel)  
Thursday, November 24-Friday, November 25: Thanksgiving Break (Days Out for All)

**DECEMBER 2022**

Friday, December 16: Last Day of First Semester (Full Day)  
Monday, December 19-Friday, December 30: Winter Break (Days Out for School-Based Personnel)

**JANUARY 2023**

\*\*Tuesday, January 3: Teachers Return; In-service (Day Out for Students)  
Wednesday, January 4: Students Return  
Monday, January 16: Martin Luther King, Jr. Day (Day Out for All)

**FEBRUARY 2023**

\*Friday, February 17: Half Day for Students (7:30-11:00 or 8:30-12:00) Afternoon Teacher In-Service Day (1/2 Admin Day)  
Monday, February 20: Presidents' Day (Day Out for All)

**MARCH 2023**

\*Thursday, March 9 Afternoon Parent/Teacher Conferences (3:00-6:00 or 4:00-7:00)  
++Friday, March 10: In-Service Day for Teachers (Day Out for Students)  
Monday, March 27-Friday, March 31: Spring Break (Days Out for School-Based Personnel)

**APRIL 2023**

Friday, April 7: Good Friday (Day Out for All)

Updated 12/13/2021

**MAY 2023**

Friday, May 26: Last Half Day for Students

Monday, May 29: Memorial Day (Day Out For All)

The first ten days out for inclement weather will be made up according to state law through a seven-hour school day by stockpiling time. Three of the thirteen stockpiled days are used for staff professional development.

\*Board Assigned Administrative Days: the fifth administrative day is earned through approved summer flex hours.

++Stockpiled in-service days

\*\*In-service days: the fourth and fifth in-service days are earned through twelve (12) approved points.

Attendance Periods

August 5 – September 1

September 2 – October 10

October 11 – November 9

November 10 – December 14

December 15 – January 30

January 31 – February 28

March 1 – April 5

April 6 – May 4

May 5 – May 26

End of Report Card Periods

October 14

January 11

March 17

May 26

Report Card Days

October 28

January 18

April 4

May 26

180 Student Days (4 of these days will be used as stockpiled in-service days)

5 Board Assigned Administrative Days\*

5 In-Service Days\*\*

10 Vacation Days

200

**To: Board of Education**

**RE: Policies 6.306 and 6.313**

**Board Meeting Date: December 14, 2021**

On March 31, 2021, Governor Lee signed the Teacher Discipline Act into law. The Act, which goes into effect on January 1, 2022, grants educators the ability to submit a written request to their principal requesting that a student who repeatedly or substantially disrupts the educational environment be removed from their classroom for a specified period of time.

As a result of the new law, we recommend adopting a new policy to address removal and amending an existing policy to add removal as a discipline option. Policy 6.306 is a new model policy recommended by TSBA and covers student removal. Policy 6.313 is an existing board policy, and this amendment adds removal as a Level 2 misbehavior consequence in accordance with the Act.

Many of the requirements of the law are currently in place as part of our multi-tiered, evidence-based behavioral support plan.

# Mufreesboro City School Board

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Interference/Disruption of School Activities</b>	Descriptor Code: <b>6.306</b>	Issued Date:
		Rescinds:	Issued:

1 General

2 A student shall not engage in conduct which causes the disruption or interference with the operation of  
3 the school while on school property, in school vehicles or buses, or at school-sponsored events, whether  
4 on or off campus. The student shall not urge other students to engage in such conduct.

5 Employees are authorized to take reasonable measures to establish appropriate school behavior and have  
6 the authority to control the conduct of any student while under the supervision of the school district.<sup>1</sup>

7 A student may receive disciplinary action ranging from verbal reprimand to suspension and/or expulsion  
8 depending on the severity of the offense and the student's prior record.<sup>2</sup>

9 **REMOVAL OF STUDENT<sup>3</sup>**

10 If a student repeatedly or substantially interferes with the learning environment, the teacher may submit  
11 a written request along with the required documentation to the principal/designee to remove the student  
12 from the teacher's classroom. The student will be given notice of the rationale for the request as well as  
13 the opportunity to offer an explanation.

14 The principal/designee will investigate the request and make a decision regarding the student's  
15 placement. The principal will notify the teacher as to his/her decision.

16 If a teacher abuses or overuses the student removal process, the principal/designee shall address the  
17 abuse or overuse with the teacher and may require the teacher to complete additional professional  
18 development to improve the teacher's classroom management skills.

19 Appeal Process

20 If the teacher's request for removal is denied, he/she may file an appeal with the Director of  
21 Schools/designee. He/she will review the teacher's request for removal as well as the decision of the  
22 principal/designee and make a determination as to the student's placement.

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Legal References

1. TCA 49-6-4102
2. TCA 49-6-3401
3. Public Acts of 2021, Chapter No. 77

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Cross References

- Code of Conduct 6.313  
Suspension/Expulsion/Remand 6.316  
Safe Relocation of Students 6.4081

# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Code of Behavior and Discipline</h2>	Descriptor Code: <h3 style="text-align: center;">6.313</h3>	Issued Date: <h3 style="text-align: center;">4/28/20 09/24/19</h3>
		Rescinds: <h3 style="text-align: center;">STU 23 and STU 29</h3>	Issued:

1 The Board delegates to the Director of Schools the responsibility of developing specific codes of  
 2 behavior and discipline which are appropriate for each level of school. The development of each code  
 3 shall involve principals and faculty members of each level and shall be consistent with the relevant  
 4 policies as adopted by the Board.<sup>1</sup>

5 The following levels of misbehavior and disciplinary procedures and options are standards designed to  
 6 maintain a safe learning environment where orderly learning is possible and encouraged.<sup>2</sup> These  
 7 misbehaviors apply to student conduct on school buses, on school property, and while students are on  
 8 school sponsored outings.  
 9

## 10 Misbehavior: Level One

Minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes with the orderly operation of the school, but which can usually be handled, by an individual staff member, with Tier One supports and interventions (Board Policy 6.3132).		
<b>Examples (not an exclusive listing):</b> <ul style="list-style-type: none"> <li>• Demonstrated lack of respect for school staff or any authorized individual</li> <li>• Demonstrated lack of respect for fellow students</li> <li>• Classroom disturbances</li> <li>• Classroom tardiness</li> <li>• Wearing, while on the grounds of a public school during the regular school day, clothing that exposes underwear or body parts in an indecent manner that disrupts the learning environment.<sup>3</sup></li> <li>• Cheating and lying</li> <li>• Abusive language</li> <li>• Non-defiant failure to do assignments or carry out directions</li> <li>• Victimization of any student (Bullying, Cyber-bullying, Harassment, or Hazing)</li> </ul>	<b>Disciplinary Procedures:</b> <ul style="list-style-type: none"> <li>• Immediate intervention by a staff member</li> <li>• Determine what offense was committed and the severity</li> <li>• Determine offender and that offender understands the nature of the offense</li> <li>• Employ disciplinary options</li> <li>• Maintain a written record of the</li> </ul>	<b>Disciplinary Options:</b> <ul style="list-style-type: none"> <li>• Re-teach and reinforce school-wide and classroom expectations and procedures</li> <li>• Review classroom behavior system and adjust as needed</li> <li>• Parent/student conference</li> <li>• Social skills instruction</li> <li>• Written reflection activity</li> <li>• Counseling</li> <li>• Verbal reprimand</li> <li>• In-school suspension</li> </ul>

<ul style="list-style-type: none"> <li>Any of the above listed behaviors committed on a school bus</li> </ul>	<p>offense and disciplinary action</p>	<ul style="list-style-type: none"> <li></li> </ul>
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## 11 Misbehavior: Level Two

<p>Misbehavior whose frequency or seriousness tends to disrupt the learning environment of the school and/or behaviors that have not responded to consistent implementation of Tier One interventions. These misbehaviors do not represent a direct threat to the health and safety of others but have educational consequences serious enough to require action on the part of administrative personnel.</p>		
<p>Examples (not an exclusive listing):</p> <ul style="list-style-type: none"> <li>Continuation of unmodified Level 1 behaviors</li> <li>School or classroom truancy</li> <li>School or classroom tardiness</li> <li>Use of tobacco</li> <li>Use of forged notes or excuses</li> <li>Disruptive classroom behavior</li> <li>Harassment in violation of Board Policy</li> <li>Defiant failure to do assignments of carry out directions</li> <li>Bullying</li> <li>Unauthorized use of personal electronic devices</li> <li>Victimization of any student (Bullying, Cyber-bullying, Harassment, or Hazing)</li> <li>Creation, transmission, or carrying of material that may be considered obscene on school grounds, as defined by T.C.A. §39-17-1901</li> <li>Any of the above listed behaviors committed on a school bus</li> </ul>	<p>Disciplinary Procedures:</p> <ul style="list-style-type: none"> <li>Student is referred to principal for appropriate disciplinary action</li> <li>Principal meets with student and teacher</li> <li>Principal hears accusation made by accusing party and permits student the opportunity of explaining the student's conduct, denying it, or explaining any mitigating circumstances</li> <li>Principal takes appropriate disciplinary action and notifies teacher of action</li> <li>Depending on severity, notify parents</li> <li>Principal shall maintain a written record of the offense and disciplinary action</li> <li>Referral to behavior support team</li> </ul>	<p>Disciplinary Options:</p> <ul style="list-style-type: none"> <li>Confirm that Tier I Interventions are implemented and monitored consistently</li> <li>Tier Two Interventions (Board Policy 6.3132)</li> <li>Parent/student conference</li> <li>Written reflection activity</li> <li>Teacher/schedule change</li> <li>Peer mediation</li> <li>Conflict resolution</li> <li>Social skills instruction</li> <li>Small group counseling</li> <li>In-school suspension</li> <li>Referral to appropriate community resources</li> <li>Out-of-school suspension (not to exceed ten (10) days)</li> <li><u>Removal</u></li> </ul>

12

13 **Misbehavior: Level Three**

Acts directly against persons or property, but the consequences do not seriously endanger the health or safety of others in the school.		
<p>Examples (not an exclusive listing):</p> <ul style="list-style-type: none"> <li>• Continuation of unmodified Level 1 or Level 2 behaviors</li> <li>• Fighting (simple)</li> <li>• Hazing, Bullying, Cyber-bullying</li> <li>• Vandalism (minor)</li> <li>• Stealing</li> <li>• Threats to others</li> <li>• Harassment in violation of Board Policy</li> <li>• Look-alike drugs</li> <li>• Look-alike weapons</li> <li>• Any of the above listed behaviors committed on a school bus</li> </ul>	<p>Disciplinary Procedures:</p> <ul style="list-style-type: none"> <li>• Student is referred to principal for appropriate action</li> <li>• Principal meets with student and teacher</li> <li>• Principal hears accusation made by accusing party and permits student the opportunity of explaining the student's conduct, denying it, or explaining any mitigating circumstances</li> <li>• Principal takes appropriate disciplinary action and notifies teacher of action</li> <li>• Principal may refer incident to Director of Schools and make recommendations for consequences.</li> <li>• Notify parents</li> <li>• If student's school assignment is to be changed, adequate notice shall be given to the student and the student's parents of the charges against the student, the student's right to appear at a hearing, and to be represented by person</li> </ul>	<p>Disciplinary Options</p> <ul style="list-style-type: none"> <li>• Confirm that Tier I and Tier II Interventions have been implemented and monitored consistently</li> <li>• Tier III Interventions</li> <li>• Parent/student conference</li> <li>• Written reflection activity</li> <li>• Teacher/schedule change</li> <li>• Peer mediation</li> <li>• Conflict resolution</li> <li>• Small group counseling</li> <li>• Social skills instruction</li> <li>• Restitution for loss, damage, or stolen property</li> <li>• In-school suspension</li> <li>• Out-of-school suspension not to exceed ten (10) days</li> <li>• Individual counseling</li> <li>• Referral to appropriate community resources</li> </ul>

	<p>of the student's choosing</p> <ul style="list-style-type: none"> <li>• A student may appeal a change in school assignment to the Board</li> <li>• Director/Principal shall maintain a written record of the offense and disciplinary action</li> <li>• Referral to behavior support team (Tier Two/Tier Three)</li> </ul>	
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**15 Misbehavior: Level Four**

<p>Acts which result in violence to another's person or property or which pose a threat to the safety of others in the school. These acts are so serious that they usually require administrative actions which result in the immediate removal of the student from the school, the intervention of law enforcement authorities, and/or action by the Board of Education.</p>		
<p>Examples (not an exclusive listing):</p> <ul style="list-style-type: none"> <li>• Continuation of unmodified Level 1, Level 2, or Level 3 behaviors</li> <li>• Death threat (hit list)</li> <li>• Extortion</li> <li>• Bomb threat</li> <li>• Possession/transfer of firearm* (See Board Policy – Zero Tolerance)</li> <li>• Possession/use/transfer of dangerous weapons</li> <li>• Assault</li> <li>• Battery of a student</li> <li>• Battery of a teacher, principal, administrator, or any other school staff members*</li> <li>• Hazing</li> <li>• Vandalism</li> <li>• Theft/possession/sale of stolen property</li> <li>• Arson</li> <li>• Possession of unauthorized substances* (See Board Policy STU 38 – Zero Tolerance)</li> </ul>	<p>Disciplinary Procedures:</p> <ul style="list-style-type: none"> <li>• Principal confers with appropriate staff member(s) and with the student</li> <li>• Principal hears accusation by accusing party and permits the student the opportunity of explaining conduct</li> <li>• Parents are notified</li> <li>• Law enforcement officials are contacted when appropriate or when a delinquent act has been committed</li> <li>• Incident is reported and recommendations are made to the Director of Schools</li> </ul>	<p>Disciplinary Options:</p> <ul style="list-style-type: none"> <li>• Confirm that all Tier Two Interventions are implemented and monitored consistently</li> <li>• Parent/student conference</li> <li>• Individual counseling</li> <li>• Referral to appropriate community resources</li> <li>• Restitution for loss, damage, or stolen property</li> <li>• Out-of-school suspension</li> <li>• Expulsion</li> </ul>

<ul style="list-style-type: none"> <li>• Use/transfer of unauthorized substances</li> <li>• Possession/use/sale/transfer of alcoholic beverages</li> <li>• Possession/distribution of any drug paraphernalia</li> <li>• Harassment in violation of Board Policy</li> <li>• Bullying</li> <li>• Any of the above listed behaviors committed on a school bus</li> </ul>	<ul style="list-style-type: none"> <li>• Complete and accurate reports are submitted to the Director of Schools</li> <li>• Student is given right to request a hearing before the Disciplinary Hearing Authority</li> <li>• Referral to behavior support team</li> </ul>	<ul style="list-style-type: none"> <li>• Other hearing authority or Board action which results in appropriate placement</li> </ul>
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16 \*Expulsion/Remand for a period of not less than one (1) calendar year subject to modification by the  
 17 Director of Schools on a case-by-case basis.

18 **ADDITIONAL GUIDELINES:**

- 19 1. A student shall not be suspended solely because charges are pending against the student in juvenile  
 20 court or another court.
- 21 2. A principal shall not impose multiple consecutive short-term suspensions that cumulatively exceed  
 22 ten (10) days for the same offense.
- 23 3. A teacher or other school official shall not reduce or authorize the reduction of a student's grade  
 24 because of discipline problems except in the conduct grade.

25

26

Legal References

<sup>1</sup> TCA 49-6-4005; Public Acts of 2018,  
 Chapter No. 958

<sup>2</sup> TCA 49-6-4002 to 4005; 20 USCA 7114, 7118

<sup>3</sup> TCA 49-6-4009

**To: Board of Education**

**RE: FY22 General Purpose Fund Budget Transfers**

**Board Meeting Date: December 14, 2021**

This budget transfer is necessary to increase two previously budgeted line items from savings in other line items within the same major categories.

Staff requests an increase of \$3,000 to the Director's professional development line item for the Director to attend national and state conferences, meetings and seminars related to the change in the state funding, instructional, legal and fiscal issues, and other relevant topics. This increase is funded from savings in the Postage line item. Specifically, this will allow the Director to attend the national school superintendents' conference that will be held in Nashville this year.

The Transportation Supervisor requests an increase in the Transportation – Vehicle Maintenance & Repair line item for repair of district vehicles and several buses. This increase in Repairs is funded from savings in the Parts budget.

There are no increases to total revenues and expenditures, and no change to unassigned fund balance.

# Murfreesboro City Schools

## INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021-2022 General Purpose Fund 141  
BOE Meeting Date December 14, 2021

22-141-6

Account	Description	Increase	Decrease
141 E 72320 348	Office of Director - Postage		3,000
141 E 72320 524	Office of Director - In-Service/Staff Development	3,000	
141 E 72710 338	Transportation - Maintenance & Repair - Vehicles	20,000	
141 E 72710 453	Transportation - Vehicle Parts		20,000
<b>Total</b>		<b>23,000</b>	<b>23,000</b>

Explanation: This budget transfer increases the Director's Professional Development line item by \$3,000 from savings in the Postage line item. The Transportation Repair line item is increased by \$20,000 to cover repair services needed for several buses and other district vehicles.  
These budget transfers are within major categories and do not reflect new revenue or a change in fund balance.

*Jim Linn*  
 Reviewed by Finance Director/Finance Manager

12/8/21  
 Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby J. Duke III</i></u> Director of Schools	<u>12/8/2021</u> Date
Declined	<input type="checkbox"/>		

## Human Resources Personnel Report 10/22/2021 - 12/08/2021

### Certified Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Varghese	Ashley	11/9/2021	BF	SPED Teacher	
Porter	Deanna	11/15/2021	SA	5th Grade Teacher	
Davis	Briana	11/16/2021	CO	Vision Teacher	District Wide

### Certified Interims

<u>Last Name</u>	<u>First Name</u>	<u>Interim Dates</u>	<u>Location</u>	<u>Position</u>	<u>Interim For/Replacing</u>
Jackson	Peggy	11/8 - 12/17	BF	3rd Grade Interim	Savannah Bailey
Bjork	James	11/8 - 12/17	BF	3rd Grade Interim	Emily Pitts
Dadson	Fifi	12/1 - EOY	BR	6th Grade Interim	Tanya Richard
Hodges	Kelly	12/8 - EOY	OCE	Kindergarten Interim	Shelby Mallory

### Certified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>	<u>Tenure Y/N</u>
Smith	Lynn	11/5/2021	SA	Interventionist	Y
Pitts	Emily	11/5/2021	BF	3rd Grade Teacher	N
Bailey	Savannah	11/5/2021	BF	3rd Grade Teacher	N
Hamilton	Brandon	11/23/2021	OCE	SPED Teacher	N
Davis	Meredith	11/23/2021	SC	Interventionist	Y
Richard	Tanya	12/3/2021	BR	6th Grade Teacher	N
Barbier	Natalie	12/7/2021	CLA	SPED Teacher	N

### Certified Transfers / Changes

<u>Last Name</u>	<u>First Name</u>	<u>Date of Change</u>	<u>FROM</u>	<u>TO</u>
Smith	Petrina	11/15/2021	5th Grade Teacher @ SA	ESL Teacher @ MNE
Qualls	Melanie	11/23/2021	3rd Grade Teacher @ NF	Virtual Teacher (District Wide)
Novak	Jessica	11/29/2021	Virtual Teacher (District Wide)	Interventionist @ SC

### Classified New Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Lorenzo	Ana	10/25/2021	HG	FT Custodian	pt to ft
Glidwell	Cassidy	10/29/2021	MNP	Little Sprouts	pt to ft
Johns	George	11/1/2021	SHOP	Bus Asst	
Martin	Deborah	11/1/2021	JP	FT Custodian	pt to ft
Farag	Aisha	11/2/2021	MNP	SPED EA	
Nelson	Herman	11/10/2021	CO	Inst. Tech EA	
Hernandez	Sonia	11/10/2021	OCE	FT Custodian	pt to ft
Kukkonen	Ashley	11/23/2021	RR	EA	
Hughes	Natalie	11/29/2021	CO	Courier	
Blady	Alyssa	11/30/2021	HG	SPED EA	

### Classified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
Hicks	Felicia	10/26/2021	SHOP	Bus Asst
Earle	Eric	10/28/2021	SHOP	Grounds Foreman
Mullins	Sharon	10/29/2021	MNS	Little Sprouts
Jones	Hope	11/1/2021	SA	EA
Flippe	Allison	11/1/2021	BF	SPED EA
Pirtle	Terrance	11/2/2021	BR	EA
Hough	Joshuae	11/5/2021	RR	EA
Stone	Jodi	11/5/2021	MNE	EA
Boaz	Teresa	11/10/2021	SHOP	Bus Driver
Schmidt	Vincent	11/22/2021	MNE	FT Custodian
Fox	LuAnn	11/26/2021	MNE	SPED EA

**Enrollment Period 3 - 10/12/21 to 11/10/21**

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS
Black Fox	762	38	20	10	39			869
Bradley	337							337
Cason Lane	659	59	22	16	26			782
Discovery	398							398
Erma Siegel	724		24	10	20		5	783
Hobgood	593	78						671
John Pittard	690	39			29			758
Mitchell-Neilson	545	39				14		598
Northfield	559	40	15	15	31			660
Overall Creek	1005							1005
Reeves-Rogers	425							425
Salem	1087				14			1101
Scales	927		17	10	37			991
								9378

<b>Totals</b>	<b>8711</b>	<b>293</b>	<b>98</b>	<b>61</b>	<b>196</b>	<b>14</b>	<b>5</b>	<b>9378</b>
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	

BEP Funded	8711				196	14	5	8926
Non-BEP Funded		293	98	61				452

Growth Over Last Year	
End of 2020-2021 -----	<b>9000</b>
Growth from 20-21 to 21-22 ---	<b>378</b>

Average Attendance Percentage
95.2%

**PTR Period 3 - 10/12/21 to 11/10/21**

	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total K-6			
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio				
<b>Black Fox</b>	132	7	18.86	115	6	19.17	110	6	18.33	115	6	19.17	472	25	18.88	101	5	20.20	106	5	21.20	83	4	20.75	290	14	20.71				<b>762</b>
<b>Bradley</b>	47	3	15.67	48	3	16.00	57	3	19.00	50	3	16.67	202	12	16.83	49	3	16.33	45	3	15.00	41	2	20.50	135	8	16.88				<b>337</b>
<b>Cason Lane</b>	115	6	19.17	101	5	20.20	103	5	20.60	100	5	20.00	419	21	19.95	100	5	20.00	104	5	20.80	36	2	18.00	240	12	20.00				<b>659</b>
<b>Discovery</b>	60	3	20.00	60	3	20.00	61	3	20.33	60	3	20.00	241	12	20.08	65	3	21.67	66	3	22.00	26	1	26.00	157	7	22.43				<b>398</b>
<b>Erma Siegel</b>	122	7	17.43	100	6	16.67	117	6	19.50	118	6	19.67	457	25	18.28	116	5	23.20	129	6	21.50	22	1	22.00	267	12	22.25				<b>724</b>
<b>Hobgood</b>	93	5	18.60	99	6	16.50	85	4	21.25	90	5	18.00	367	20	18.35	88	4	22.00	82	4	20.50	56	3	18.67	226	11	20.55				<b>593</b>
<b>John Pittard</b>	105	6	17.50	97	6	16.17	101	6	16.83	116	7	16.57	419	25	16.76	109	6	18.17	111	5	22.20	51	2	25.50	271	13	20.85				<b>690</b>
<b>Mitchell-Neilson</b>	85	5	17.00	67	4	16.75	92	5	18.40	88	5	17.60	332	19	17.47	96	5	19.20	75	4	18.75	42	2	21.00	213	11	19.36				<b>545</b>
<b>Northfield</b>	91	5	18.20	90	5	18.00	101	5	20.20	89	5	17.80	371	20	18.55	68	4	17.00	79	4	19.75	41	2	20.50	188	10	18.80				<b>559</b>
<b>Overall Creek</b>	158	8	19.75	171	9	19.00	159	8	19.88	166	9	18.44	654	34	19.24	163	8	20.38	153	7	21.86	35	2	17.50	351	17	20.65				<b>1005</b>
<b>Reeves-Rogers</b>	61	4	15.25	74	4	18.50	68	4	17.00	78	4	19.50	281	16	17.56	61	3	20.33	55	3	18.33	28	2	14.00	144	8	18.00				<b>425</b>
<b>Salem</b>	184	9	20.44	178	9	19.78	199	10	19.90	159	8	19.88	720	36	20.00	174	8	21.75	153	6	25.50	40	2	20.00	367	16	22.94				<b>1087</b>
<b>Scales</b>	158	9	17.56	143	7	20.43	161	8	20.13	140	7	20.00	602	31	19.42	139	6	23.17	128	6	21.33	58	3	19.33	325	15	21.67				<b>927</b>
<b>Totals by Grade</b>	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade												
	1411	77	18.32	1343	73	18.40	1414	73	19.37	1369	73	18.75	1329	65	20.45	1286	61	21.08	559	28	19.96							<b>8711</b>			

Regular Education PTR		
Kindergarten thru Third Grade	-----	
Fourth Grade thru Sixth Grade	-----	
District Totals		

Pupils	Teachers	PTR
5537	296	18.71
3174	154	20.61
8711	450	19.36

## TRUANCY 10+ Days - Unexcused Absences

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
<b>Black Fox</b>		5	10						
<b>Bradley</b>		4	2						
<b>Cason Lane</b>	1	5	10						
<b>Discovery</b>									
<b>Erma Siegel</b>	3	1	1						
<b>Hobgood</b>	1	2	3						
<b>John Pittard</b>		1							
<b>Mitchell-Neilson</b>	1	3	10						
<b>Northfield</b>		2	1						
<b>Overall Creek</b>		5	1						
<b>Reeves-Rogers</b>		2	1						
<b>Salem</b>									
<b>Scales</b>			2						
<b>TOTALS</b>	6	30	41	-	-	-	-	-	-

## Chronic Absenteeism = missing 10% or more

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
	2+ days	4+ days	6+ days	8+ days	10+ days	12+ days	14+ days	16+ days	18+ days
<b>Black Fox</b>	231	234	210						
<b>Bradley</b>	132	185	154						
<b>Cason Lane</b>	203	197	157						
<b>Discovery</b>	66	36	17						
<b>Erma Siegel</b>	167	122	95						
<b>Hobgood</b>	191	204	180						
<b>John Pittard</b>	162	149	137						
<b>Mitchell-Neilson</b>	189	152	130						
<b>Northfield</b>	155	159	144						
<b>Overall Creek</b>	185	123	104						
<b>Reeves-Rogers</b>	124	99	79						
<b>Salem</b>	248	159	120						
<b>Scales</b>	243	212	176						
	2,296	2031	1703	-	-	-	-	-	-

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2021 Through November 30, 2021**

<b>TOTAL INCOME</b>	<b>7/1/21 - 11/30/21</b>	<b>\$</b>	<b>29,037,207</b>
<b>TOTAL EXPENSES</b>	<b>7/1/21 - 11/30/21</b>		<b><u>31,748,316</u></b>
<b>NET INCOME</b>	<b>11/30/21</b>	<b>\$</b>	<b><u><u>(2,711,109)</u></u></b>

## YEAR-TO-DATE REVENUE COMPARISON

NOVEMBER 2021

PAGE 1

	BUDGET CLASS.	2020-21 BUDGET	2020-21 YTD REV.	2020-21 OVR/(UNDR) BUDGET	2020-21 %	2021-22 BUDGET	2021-22 YTD REV.	2021-22 OVR/(UNDR) BUDGET	2021-22 %
1	40110-Current Prop. Tax	15,312,150	1,149,565	(14,162,585)	7.5%	15,700,000	999,155	(14,700,845)	6.4%
2	40210-Local Option Sales Tax	12,330,550	3,275,868	(9,054,682)	26.6%	13,000,000	3,812,947	(9,187,053)	29.3%
3	40000-41110-Other County Rev	1,850,000	705,762	(1,144,238)	38.1%	1,705,000	585,898	(1,119,102)	34.4%
4	43300-44000-Other Local Revenue	698,941	231,381	(467,560)	33.1%	1,792,500	221,552	(1,570,948)	12.4%
5	46511-Basic Educ. Program	48,350,000	18,718,000	(29,632,000)	38.7%	48,115,000	19,246,000	(28,869,000)	40.0%
6	46515-Early Childhood Ed.	1,072,125	-	(1,072,125)	N/A	1,063,812	260,322	(803,490)	24.5%
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46590-Other State Education	1,976,159	46,206	(1,929,953)	2.3%	354,248	369,716	15,468	104.4%
9	46610-Career Ladder Program	88,000	56,595	(31,405)	64.3%	82,000	46,785	(35,215)	57.1%
10	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
11	46591-Coordinated School Health	100,000	-	(100,000)	N/A	100,000	31,738	(68,262)	31.7%
12	46595-Family Resource	29,600	-	(29,600)	N/A	29,600	7,403	(22,197)	25.0%
13	46800-46990-Other State Revenue	262,503	-	(262,503)	N/A	227,419	26,912	(200,507)	11.8%
14	47000- Federal Funds	283,653	278,090	(5,563)	98.0%	161,041	143,320	(17,721)	89.0%
15	49100-49800 Bond & City Transfers	3,244,831	-	(3,244,831)	N/A	450,000	-	(450,000)	0.0%
16	49810-Approp./City Gen. Fund	7,885,103	3,285,460	(4,599,643)	41.7%	7,885,103	3,285,460	(4,599,643)	41.7%
17	49820-Operating Transfers	78,413	-	(78,413)	0.0%	-	-	-	N/A
	<b>TOTALS</b>	<b>\$ 93,562,028</b>	<b>\$27,746,927</b>	<b>\$ (65,815,101)</b>	<b>29.7%</b>	<b>\$90,665,723.00</b>	<b>\$ 29,037,207</b>	<b>\$ (61,628,516)</b>	<b>32.0%</b>

**YEAR-TO-DATE EXPENDITURE COMPARISON**

NOVEMBER 2021

PAGE 1

	BUDGET CLASS.	2020-21 BUDGET	2020-21 YTD EXP.	2020-21 OVR/(UNDR) BUDGET	2020-21 %	2021-22 BUDGET	2021-22 YTD EXP.	2021-22 OVR/(UNDR) BUDGET	2021-22 %
1	71100-Reg. Instruction	50,568,178	16,495,486	(34,072,692)	32.6%	50,700,907	\$17,206,545.10	(33,494,362)	33.9%
2	71200-Sp. Ed. Instruction	9,646,900	3,081,012	(6,565,888)	31.9%	10,154,810	3,237,870	(6,916,940)	31.9%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	157,489	50,098	(107,391)	31.8%	100,155	45,351	(54,804)	45.3%
5	72120-Health Services	948,039	346,493	(601,546)	36.5%	330,370	62,080	(268,290)	18.8%
6	72130-Guidance	2,743,401	988,386	(1,755,015)	36.0%	2,621,215	871,171	(1,750,044)	33.2%
7	72210-Reg. Instr. Support	2,315,361	876,205	(1,439,156)	37.8%	2,291,054	884,092	(1,406,962)	38.6%
8	72220-Sp. Ed. Support	1,841,650	577,705	(1,263,945)	31.4%	1,734,075	570,163	(1,163,912)	32.9%
9	72250-Technology	1,954,363	984,710	(969,653)	50.4%	2,075,760	884,134	(1,191,626)	42.6%
10	72310-Bd. Of Education	1,646,370	710,688	(935,682)	43.2%	1,739,681	724,239	(1,015,442)	41.6%
11	72320-Office of Supt.	388,039	89,019	(299,020)	22.9%	428,330	150,338	(277,992)	35.1%
12	72410-Office of Principal	4,739,039	1,738,666	(3,000,373)	36.7%	4,857,825	1,828,208	(3,029,617)	37.6%
13	72510-Fiscal Services	470,480	241,150	(229,330)	51.3%	519,200	246,967	(272,233)	47.6%
14	72520-Personnel Services	587,033	240,488	(346,545)	41.0%	467,240	216,052	(251,188)	46.2%
15	72610-Oper. Of Plant	6,304,017	2,019,058	(4,284,959)	32.0%	6,445,115	2,203,844	(4,241,271)	34.2%
16	72620-Maint. Of Plant	2,809,034	772,775	(2,036,259)	27.5%	2,905,842	723,697	(2,182,145)	24.9%
17	72710-Pupil Transp.	3,883,591	1,170,520	(2,713,071)	30.1%	3,691,951	1,179,959	(2,511,992)	32.0%
18	73300-Community Service	557,708	167,399	(390,309)	30.0%	581,565	168,996	(412,569)	29.1%
19	73400-Early Childhood Educ.	1,249,350	392,066	(857,284)	31.4%	1,208,825	371,430	(837,395)	30.7%
20	76100-Reg. Cap. Outlay	150,500	26,865	(123,635)	17.9%	130,000	13,240	(116,760)	10.2%
21	82130-Education Debt Serv.	3,244,831	-	(3,244,831)	N/A	-	-	-	N/A
22	99100-Operating Transfers	409,200	159,900	(249,300)	39.1%	350,900	159,940	(190,960)	45.6%
	<b>TOTALS</b>	<b>96,614,573</b>	<b>31,128,688</b>	<b>\$ (65,485,885)</b>	<b>32.2%</b>	<b>93,334,820</b>	<b>31,748,316</b>	<b>\$ (61,586,504)</b>	<b>34.0%</b>