

Board of Education Regular Meeting

March 22, 2022 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Becky Goff, Amanda Moore, and Jimmy Richardson</p> <p>Staff: Dr. Trey Duke, Ralph Ringstaff, Sheri Arnette, Kim Williams, Joe Marlin, Angela Fairchild, Don Bartch, Ken Rocha, Emily Spencer, Don Bartch, Sara Walker, Tiffany Strelvel, Maria Johnson, Kathy Daugherty, Sia Phillips, Lisa Trail, Adam Bryson, Beth Prater, Kim Inglis, Kristy Lewis, Macari Harrison, Amy Walker, Kristy Timberlake, Devontae Kelley, Jennifer George, Francina Jackson, Stephanie Stephens, Shirelle Ford-Jackson, Anna McDonald, Amanda Turnbo, Kimberly Kahle, Lance Percy, Jessica Sorth, Kayla Embry, Kim Taylor</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	<p>Chair Butch Campbell</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Aleks Georgiev, a 6th grade student at Overall Creek Elementary, and Amaura McMullin, a 3rd grade student at Bradley Academy.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item</p>	<p>Chair Butch Campbell</p>
<p>III. COMMUNICATIONS Information Item Murfreesboro City Schools would like to thank Atmos Energy for their \$1500.00 donation to purchase books for Bob.</p> <p>The United Way Service Day at Bradley Academy was a huge success. The Touchstone Energy Community Service Project along with Middle Tennessee Electric provided new lighting throughout the building as well mulch and paint to spruce up the campus.</p> <p>STEAM in the City was a huge success on March 10. Lane Agri Park was filled with community partners and families enjoying STEAM activities. This event was hosted by our five STEM designated schools along with our three schools in process of applying for the STEM designation.</p> <p>Over 200 family buckets were donated to Healing Hands International to help Ukrainian Refugees. Thanks to Don Bartch and Overall Creek for leading this district effort.</p> <p>MCS student art is now on display at the City Hall Rotunda through April 29 and at The Frist through April 12. An art show will also be held May 10-21 at MTSU's Todd Art Gallery.</p>	<p>Mrs. Lisa Trail</p>

<p>MTSU Men's and Women's Tennis will host over 100 students for a tennis clinic on March 23. This is an event that happens each Fall and Spring.</p> <p>The City Schools Foundation's Excellence in Education is scheduled for Saturday, April 9 at Copper Ridge Event Venue.</p> <p>The Gifted Academy graduation has been rescheduled to Saturday, April 23.</p> <p>After Mrs. Trail's portion of communications, Dr. Duke then recognized Erin Nunley, 6th grade teacher at Overall Creek, for being chosen as one of three state finalists for the Presidential Award for Excellence in Science Teaching. She will go on to compete at the National Level.</p>	
<p>A. Recognition of Teachers of the Year/Principal of the Year/Supervisor of the Year Procedural Item Dr, Duke asked the Teachers of the Year, Principal of the Year, and Supervisor of the Year to come forward to be recognized. This group will also be recognized at the Employee Celebration coming up on April 21. Dr. Duke congratulated the group for a job well done. The board concurred.</p>	Dr. Trey Duke
<p>B. Spotlight on Education-Sounds First and Reading 360 District Procedural Item Ms. Kathy Daugherty and a teacher, Ms. Kim Taylor, spoke about what a wonderful program that Sounds First is. They also presented a Power Point for the board explaining how the program works. There were many positive comments from board members regarding this program and the wonderful results it has already provided.</p>	Dr. Trey Duke
<p>C. Best of MCS Recognition-Mr. Zachary Trull and Mr. Ryan Stewart Procedural Item</p>	Dr. Trey Duke
<p>IV. CONSENT ITEMS Consent Agenda</p>	Chair Butch Campbell
<p>A. Approval of 2-22-22 Board Meeting Minutes and 3-3-22 Legislative Forum Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item Mr. Ballard stated that he was excited to see field trips off campus being taken by students again since we are hopefully past the worst of the pandemic.</p>	
<p>C. Minor Changes to Board Policies Consent Item</p>	
<p>i. Approval of Board Policy 2.702 Inventories on First and Final Reading (minor change) Consent Item</p>	
<p>ii. Approval of Board Policy 5.500 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) on First and Final Reading Consent Item</p>	
<p>iii. Approval of Board Policy 5.602 Staff Time Schedules on First and Final Reading Consent Item</p>	
<p>D. Second Reading of Board Policies Consent Item</p>	

i. Approval of Board Policy 5.104 Equal Opportunity Employment on Second Reading Consent Item	
ii. Approval of Board Policy 5.117 Tenure and Non-Tenure on Second Reading Consent Item	
iii. Approval of Board Policy 5.302 Sick and Bereavement Leave on Second Reading Consent Item	
iv. Approval of Board Policy 5.304 Long-Term Leaves of Absence for Certified Personnel on Second Reading Consent Item	
v. Approval of Board Policy 5.307 Physical Assault Leave on Second Reading Consent Item	
vi. Approval of Board Policy 5.701 Substitute Teachers on Second Reading Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 5.700 Interim Faculty Positions on First Reading Action Item	Dr. Trey Duke
B. Approval of Board Policy 6.200 Attendance on First Reading Action Item	Dr. Trey Duke
C. Approval of Board Policy 6.309 Zero-Tolerance Offenses on First Reading Action Item	Dr. Trey Duke
D. Approval of the 5-Year Strategic Plan Action Item Mrs. Moore said that she wanted to thank everyone who was involved with developing this plan. She was very excited about it and felt that it is good to have this as a guide for our district. She is also so happy that it is a working document and not sitting on a shelf somewhere.	Dr. Trey Duke
E. Approval of Budget Amendments/Transfers Action Item	Dr. Trey Duke
i. Approval of GPS Budget Transfer-Attendance Clerk Computer Action Item	Dr. Trey Duke
ii. Approval of Budget Transfer-FY22 School Federal Fund ELC/ Nursing Grant Action Item Roseann Barton said that she is so happy that we can do something to repay our nurses for their hard work over the past few challenging years.	Dr. Trey Duke
iii. Approval of One Time Bonus for Employees Action Item The consensus of the board was that this bonus was a wonderful thing, and they were very pleased that this could be done. Jimmy Richardson said that it is an investment in our teachers.	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. TISA Funding Update Information Item	Dr. Trey Duke

<p>Dr. Duke presented a short Power Point to better explain the TISA funding bill and what is being proposed in the General Assembly right now. He said that this formula has a base amount of \$6860.00 per student, and students would generate additional funds based on unique learning needs. The difference is that the BEP is a resource based funding model whereas TISA is a student based funding model. The TISA plan also includes direct funding for specific programs and outcome funding for achievements made in the school district. Dr. Duke said that he was cautiously optimistic about the TISA funding bill.</p>	
<p>B. Board of Distinction/Board Member Self Evaluation Information Item The board is up for Board of Distinction status again in August of this year. There are certain requirements that must be met, the board self evaluation being one of those requirements. The board was each given a self evaluation document to complete and return to Lisa VanCleave in April.</p>	<p>Dr. Trey Duke</p>
<p>C. Personnel Report Information Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>D. Enrollment (PTR) Report Information Item</p>	<p>Mr. Joe Marlin</p>
<p>E. Revenue and Expenditure Report for February Information Item</p>	<p>Ms. Kim Williams</p>
<p>F. Director's Update Information Item In the Director's Update, Dr. Duke informed the board of several things happening in the district at this time.</p> <ul style="list-style-type: none"> • Much needed updates to the MNE nursing clinic would begin soon. • Ms. Andrea Blackburn, 6th grade teacher at Scales Elementary that was recently recognized as the February National Teacher of the Month. • TNReady testing will begin on April 19 and that would be a two-week testing period. • The TN General Assembly passed a new zoning and zone waiver process. It states that we have to publish the number of open seats at school, and parents would have to apply through a lottery process. In our district, this process opened on March 1. • Health screenings are happening at every school. Dr. Duke also stated that Darla Sampson, our Coordinated School Health Supervisor, had received an email from a parent thanking them for the health screenings because they caught a hearing problem with her child. Dr. Duke stated that we do more than just educate students in our system. 	<p>Dr. Trey Duke</p>
<p>VII. OTHER BUSINESS Information Item</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item The meeting adjourned at 7:23 p.m.</p>	<p>Chair Butch Campbell</p>

Teachers of the Year 2021-2022:

School Level Teachers of the Year are:

Black Fox – Kim Inglis and Kristy Lewis

Bradley Academy – Macari Harrison and Donna Beers

Cason Lane – Amy Walker Kristy Timberlake

Discovery – Kelly Holman and Melissa Carnes

Erma Siegel – Devontae Kelley and Jennifer George

Hobgood – Nichole Bell and Olivia Calvo

John Pittard – Francina Jackson and Stephanie Stephens

Mitchell-Neilson – Amy Adcock, Ashlee Walker, and Clinton Staggs

Northfield – Rachel Davenport and Shirelle Ford-Jackson

Overall Creek – Anna McDonald and Amanda Turnbo

Reeves-Rogers – Malia Rankins and Brittany Davison

Salem – Kimberly Kahle and Lance Percy

Scales – Jessica Sorth and Kayla Embry

Kim Inglis from Black Fox and Lance Percy from Salem were selected System-level honorees and will represent MCS at the regional level.

Principal of the Year 2021-2022: Tiffany Strevel

Supervisor of the Year 2021-2022: Sheri Arnette

MINUTES

Board of Education Regular Meeting

February 22, 2022 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Becky Goff, Amanda Moore, and Jimmy Richardson.</p> <p>Staff: Dr. Trey Duke, Ralph Ringstaff, Sheri Arnette, Angela Fairchild, Lisa Trail, Kim Williams, Kim Fischer, Beth Prater, Angela Fairchild, Amy Miller, April Zavisa, Kim Frank, Sandy Scheele, Tiffany Strevel, Robin Newell, Adam Bryson, MCS School Counselors and MCS tenured teachers.</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by the following students: Jax Peek, a 4th grade student at Black Fox Elementary August Golden, a 5th grade student at Mitchell Neilson Elementary Elias Espejo, a 4th grade student at Mitchell Neilson Elementary Calvin and Ryker Scruggs, both 1st grade students and twins at Mitchell Neilson Primary-twins for 2/22/22 (Twosday!) Jack David Wilson, a 1st grade student at John Pittard Elementary</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 Ms. Amanda Moore and seconded by Ms. Becky Goff, passed. (7-0)</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item Murfreesboro City Schools would like to thank First Community Mortgage for the donation of coats. We would also like to thank Friends of Linebaugh Library for their donation of books to BOB.</p> <p>Erma Siegel would like to thank the Guitar Center Music Foundation for awarding Mark Hale a \$2500 grant to purchase instruments.</p> <p>The Board is invited to STEAM in the city on March 10, 5-7 p.m. STEAM in the City is the first time our STEM designated schools and those in process of STEM designation have come together to showcase STEM education.</p> <p>February 15 was National School Resource Officer appreciation day. We want to take this opportunity with the board to celebrate our school officers.</p>	Mrs. Lisa Trail

<p>MCS students participated in Invention Convention on Feb 17. Winners names include Ariyanna Killings, Chloe Graves,Chloe White, Hayden Thornell, Bridget Millsaps, Mallory Bush, Jayvion Miles, Jordan Frierson, Lennon Kirby, Abbey Dell, Perla Sanche, London Williams, Layla Gobelet, Omar Mohamed, and Ashton Taylor. These students attend Erma Siegel, Salem, Bradley and Mitchell-Neilson Elementary Schools</p> <p>The MCS student art show with be in the city hall rotunda from March 1 - April 28. MCS will also be participating in the Frist Art Show at the Frist Art Museum in Nashville. Student artwork will be displayed March 19-April 2.</p> <p>Bradley and Patterson Park are hosting Moments in African American History on Thursday (2/24/22) from 5-7 p.m. (This event was postponed from January.)</p> <p>Mr. Ballard commended Lisa Trail on her selection to join the National Superintendent’s Conference last week.</p>	
<p>A. Spotlight on Education-Recognition of School Counselors Procedural Item Earlier this month, MCS celebrated National School Counselor Week. Dr. Duke recognized our 19 school counselors for their critical role to ensure we are meeting our goals in providing whole child supports to every student in our district.</p> <p>Ms. Barton stressed how invaluable our counselors are to everyone at our schools. Ms. Moore thanked all the counselors also, especially this year.</p>	Mr. Joe Marlin
<p>B. Best of MCS Recognition-Amy Miller, SPED Liaison Procedural Item Dr. Duke presented the Best of MCS certificate to Ms. Amy Miller to recognize her work as a Special Education liaison at Central Office providing support to our teachers and special education students across our district.</p>	Dr. Trey Duke
<p>C. Audit Report Information Item Mr. Jimmy Jobe reported on their FY21-22 audit of MCS. Mr. Jobe mentioned that Kim Williams and her staff were a tremendous help with sending them all the information they needed for this audit. Mr. Jobe stated the audit resulted in a clean opinion on the audit and the district is in good financial health. MCS had two findings. Mr Jobe stated that this is not unusual for a system of this size. The procedures associated with these findings have already been corrected.</p> <p>Mr. Richardson thanked Mr. Jobe for the thorough report. Mr. Ballard asked Mr. Jobe if there was anything alarming to him while performing the audit. Mr. Jobe said the two findings were discussed thoroughly and corrections have already been made, so he did not find anything alarming. Ms. Barton commended and thanked Ms. Williams for her hard work and noted that is hasn’t gone unnoticed. Mr. Campbell commented that only two findings is wonderful and thanked the Finance Department.</p>	Dr. Trey Duke
<p>IV. CONSENT ITEMS</p>	Chair Butch Campbell

<p>Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Roseann Barton and seconded by Mr. David Settles, passed. (7-0)</p>	
<p>A. Approval of 1-25-22 Board Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	Chair Butch Campbell
<p>A. Approval of Tenured Teachers Action Item Mr. Ringstaff and Ms. Arnette presented the teachers who were present with their letter of tenure.</p> <p>Motion for approval of 44 tenured teachers. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	Dr. Trey Duke
<p>B. Approval of the Minimal Zoning Plan Action Item Dr. Duke requested approval of the Minimal Rezoning Plan for the 22-23 school year where approximately 110 students from Overall Creek would be rezoned to Northfield, 133 students from Salem would be rezoned to Cason Lane and 121 students from Salem would be rezoned to Black Fox. We are not recommending any changes on the zones from what the Board and community has already seen; however, we are proposing changes to the grandfathering policy based on feedback gathered at the three community meetings. Our revised proposal adds out-of-city 5th students eligible for grandfathering also. We are also recommending that Black Fox, Cason Lane, Overall Creek, Salem and Scales be listed as closed zone schools for the 2022-2023 school year.</p> <p>Mr. Settles questioned the net effect of the grandfathering change for out-of-city 5th graders to stay. Dr. Duke answered that 4 students from Overall Creek and 8 students from Salem would be able to stay at their school. The reason behind this request would prevent these students from attending a different school in 4th grade, 5th grade and 6th grade. Ms. Moore thanked all the parents who came to the meetings and submitted comments. She also asked how many of our open zoned schools are STEM designated. Dr. Duke said we currently have five STEM designated schools. Northfield, Hobgood, and Salem are going through the process and hope to have that designation by the end of the year. Ms. Moore also asked whether rezoned families can still try to test into Discovery School even though their application process has already closed. Dr. Duke said we could make that happen and students who qualify can be put on the waiting list. Mr. Richardson asked if the only changes to the plan were due to feedback from meetings. Dr. Duke confirmed this. Mr. Settles commented that rezoning is not comfortable but has to happen but the encouraging thing is that all MCS schools are excellent schools. He wants our parents to know that Board has done the least harm that they could while still ensuring all our schools operate far below the state requirement for pupil-to-teacher ratio. The Board has listened to and read all the comments and have done the best they could with this situation. Mr. Settles commended Ms. Zavisa and Dr. Duke for the tireless job they did with this rezoning. Mr. Campbell agreed with Mr. Settles. Mr. Campbell said even though we have some newer buildings all of our schools are wonderful. Mrs. Goff asked how many students it would affect if the new grandfathering proposal of allowing 5th grade county students to stay were adopted. Dr. Duke reported that it would affect 4 students at Overall Creek and 8 students at Salem.</p>	Dr. Trey Duke

<p>Motion to approve the minimal rezoning plan. This motion, made by Jimmy Richardson III, adopting the new grandfathering clause along with the request by Ms. Moore regarding Discovery School, and seconded by Mr. David Settles, passed. (7-0)</p>	
<p>C. Approval of Board Policy 5.104 Equal Opportunity Employment on First Reading Action Item Mr. Settles questioned if this policy change was a result of TSBA. Ms. Taylor explained that it was just a result of our annual policy review and to ensure our policy is in line with all protected classes under federal law.</p> <p>Motion to approve Board Policy 5.104 Equal Opportunity Employment on First Reading. This motion, made by Ms. Roseann Barton, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>D. 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 Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>E. Approval of Board Policy 5.302 Sick and Bereavement Leave on First Reading Action Item Mr. Settles asked for clarification on bereavement leave. Mr. Ballard asked whether bereavement leave and sick days are separate. Mr. Ringstaff clarified to the Board members that we have been offering bereavement leave to employees already, and we are just putting it in a Board policy.</p> <p>Motion to approve Board Policy 5.302 Sick and Bereavement Leave on First Reading. This motion, made by Mr. Wesley Ballard and seconded by Ms. Roseann Barton, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>F. Approval of Board Policy 5.304 Long-Term Leaves of Absence for Certified Personnel on First Reading Action Item Motion to approve Board Policy 5.304 Long-Term Leaves of Absence for Certified Personnel on First Reading. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>G. Approval of Board Policy 5.307 Physical Assault Leave on First Reading Action Item Motion to approve Board Policy 5.307 Physical Assault Leave on First Reading. This motion, made by Ms. Roseann Barton and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>H. Approval of Board Policy 5.701 Substitute Teachers on First Reading Action Item Mr. Campbell questioned what changed. Dr. Duke answered that we changed the language to match the State Board rule. Mr. Settles asked what we do if a sub is not qualified. Dr. Duke said this type of situation is usually not a surprise and HR and the building principal work together to get a qualified sub in the school.</p> <p>Motion to approve 5.701 Substitute Teachers on First Reading. This motion, made by Ms. Becky Goff and seconded by Jimmy Richardson III, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>I. Approval of Budget Transfers-Amendments Action Item</p>	<p>Dr. Trey Duke</p>

<p>Dr. Duke recommended and explained changes to Nutrition budget. There is no change to fund balance. Mr. Ballard questioned the unemployment fee. Mr. Settles asked about supply change issues - has it loosened? Ms. Scheele explained we are still having supply chain issues and said it is probably going to be 2023-2024 before it eases up. Mr. Settles commended Ms. Scheele on her hard work. Ms. Moore asked about the decrease in the food line. Ms. Scheele explained that she added extra funds in the food line and she's been able to use her commodity funds for food. That's why funds are being shifted from the food line.</p>	
<p>i. Approval of FY22 School Nutrition Fund Budget Transfer Action Item Motion to approve the FY22 School Nutrition Fund Budget Transfer. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)</p>	
<p>ii. Approval of FY22 General Purpose Fund Budget Transfers Action Item Motion to approve the FY22 General Purpose Fund Budget Transfers. This motion, made by Mr. David Settles and seconded by Ms. Roseann Barton, passed. (7-0)</p>	
<p>VI. REPORTS AND INFORMATION Information Item</p>	<p>Chair Butch Campbell</p>
<p>A. Summer School Update Information Item Ms. Arnette reported that plans are well underway for summer school. It will be held from 6/6-6/30 at four schools - HG, JP, CLA and NF. We've sent out an interest form to our teachers and over 100 teachers are interested. Summer school will serve current K-6 students. The schedule will look the same at last year with hours of 7:30 to 12:30 each day. We will provide transportation, and breakfast and lunch will be served. MCS will be using our adopted curriculum and will be providing training for teachers also.</p> <p>Ms. Moore asked how our summer school invitations work. Ms. Arnette reported that we are going to send invitations by looking at Benchmark data and teacher recommendations. We will send invitations first at parent/teacher conferences and then open spots will be available. Ms. Goff asked what the teacher pay will be for summer school. Ms. Arnette replied that it will be the same as last year-\$200 per day. We will have an administrator in each building with 2 EAs and an office assistant. Mr. Ballard questioned enrollment last year. Ms. Arnette stated that we started with 1,600 students and ended with 600. Attendance really dwindled during July 4th week. Ms. Arnette expects to serve 1,200 students this year. Dr. Duke clarified that due to the July 4th decrease MCS decided to focus on 4 weeks in June and that the invitation is a state requirement.</p>	<p>Mrs. Sheri Arnette</p>
<p>B. Personnel Report Information Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>C. Enrollment (PTR) Report Information Item</p>	<p>Mr. Joe Marlin</p>
<p>D. Revenue and Expenditure Report for January Information Item Mr. Ballard questioned if extra funds will carry over to next fiscal year. Ms. Williams answered yes. Mr. Settles encouraged everyone to shop local because it matters. Ms. Goff asked if we are still leading other districts with beginning teacher pay. Mr. Ringstaff said we've surveyed 9 other districts and only one other district is paying their starting teachers more than we do. We pay on years of experience and degrees.</p>	<p>Ms. Kim Williams</p>

<p>E. Director's Update Information Item</p> <p>Dr. Duke informed the Board that we are expecting the governor to release draft legislation this Thursday on the school funding model. We are watching this closely as it will have a huge impact on how schools are funded. Dr. Duke will keep the Board informed on this matter. If this legislation passes, it will go into effect in 2023-2024.</p> <p>Dr. Duke reported that STEM in the City will take place on March 10th at Lane Agri-park Center. This is the first time MCS has participated.</p> <p>MCS was recognized by the state as Best For All district by State for our commitment of using our federal funds to support student success.</p> <p>Ms. Goff gave a shout out to John Pittard on their Predators Grant featured on Channel 5.</p>	<p>Dr. Trey Duke</p>
<p>VII. OTHER BUSINESS Information Item</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item</p> <p>The meeting adjourned at 7:17 p.m. Motion to adjourn. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed.</p>	<p>Chair Butch Campbell</p>

Director of Schools

MINUTES

Board of Education Legislative Forum

March 3, 2022 5:30 PM

MCS Administrative Offices

I. CALL TO ORDER Procedural Item	MCS Chair Butch Campbell
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Ms. Tiffany Johnson, Chair of the Rutherford County Board of Education.	RCS Chair Tiffany Johnson
B. Moment of Silence Procedural Item	MCS Chair Butch Campbell
II. INTRODUCTION OF THE PANEL Procedural Item Ms. Johnson started by introducing her school board which included Vice Chair Sheila Bratton, Tammy Sharp, Coy Young, Tim Holden, Claire Maxwell, Jim Estes, and Director Bill Spurlock. She also introduced Representative Mike Sparks, Representative Tim Rudd, and Senator Shane Reeves, and thanked them for attending. Representative Charlie Baum joined the group later in the meeting. Senator Dawn White and Representative Bryan Terry were absent. Chair Butch Campbell introduced himself and the MCS School Board, which included Wes Ballard, Amanda Moore, Becky Goff, Roseann Barton, City Council Liaison Bill Shackett, City Attorney Elizabeth Taylor, and Director Trey Duke. Vice Chair David Settles was absent.	RCS Chair Tiffany Johnson
III. REPORTS AND INFORMATION Information Item	MCS Chair Butch Campbell
A. Update from Representatives Information Item To begin the meeting, Senator Reeves thanked the School Board members and said that he appreciated the job they do for students each day. Senator Reeves mentioned the things that were happening in the legislature, which included re-districting, the Governor's State of the Union Address, Tennessee's budget increase from 42 billion dollars to 52 billion dollars, TISA (the new funding formula), and finally getting COVID behind us. Representative Rudd mentioned the items that he was presently involved with, which included election security and integrity, seventy-seven bills in elections, reforming sentencing and pardons, and finally the biggest issue in the state being transportation and road issues. To that, he stated that we have no debt on our roads in the state of Tennessee. He also mentioned that he couldn't really figure the new TISA funding formula out and would like input from the boards on that issue. He felt that locals may have to increase their share of this funding formula at some point, and that, he felt, could cause a tax hike. Mr. Bill Spurlock, Director of Rutherford County Schools said that his understanding was that local school systems would have five years to build up to that. Representative Mike Sparks mentioned several items that he was involved with, including the	

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Recorded by L. VanCleave

MISSION STATEMENT: To assure academic and personal success for each child.

district that he represents. He asked that everyone pay attention to the Grove Farm off of I-24 and make sure that farm is supported as events are taking place there. He mentioned a bill that is in place now that will allow a public school teacher one college class at no cost. He spoke about gun safe legislation, music therapy week, a social worker bill, along with a nursing bill and littering bill that he was working on.

**B. Questions from Board Members
Information Item**

MCS Chair Butch Campbell began the question and answer section of the meeting by stating that the legislators are always wanting to hear from school boards, however, in the past year, the MCS board has contacted them several times regarding the partisan election bill and only two of the representatives voted against it. He asked why they voted the way they did. Senator Reeves stated that he voted against it because he felt that some school board members would not be able to serve at all if they put a party with their name. He felt that keeping partisanship out of school boards just makes sense.

Representative Rudd and Representative Sparks voted for it. Representative Rudd said that you can never guarantee what people are thinking based on their party, but you have a good background. Representative Sparks echoed what Representative Rudd stated.

There were several comments against partisan elections from both boards.

RCS Chair Tiffany Johnson asked about the new funding formula, TISA. She wanted to know how much this new formula would impact the local school board's portion in maintenance of effort.

Representative Rudd said that Representative Baum, who serves on the finance committee would be able to explain the funding formula better. Senator Reeves said that he felt that this was a step in the right direction.

MCS Director of Schools, Dr. Trey Duke said that it was his understanding that there would be no change in maintenance of effort for the first four years.

There was more discussion regarding the maintenance of effort with the new funding formula after Representative Baum arrived to the meeting. He explained that at the end of the four years, it would depend on the local system's ability to pay. This would all take place in 2027. He explained that if a local school system was unable to pay, the comptroller would recognize that and not require as much of that system.

MCS Board Member Roseann Barton asked about charter schools. She said that the consensus is that legislators are trying to get rid of public schools by allowing charter schools. She added that the average citizen doesn't know what charter schools are.

Representative Rudd said that Rutherford County may need a few charter schools to serve a certain population. He added that they are public schools, just independent. He said that people are seeing this as a personal threat to their territory, and they really just don't know what is going on.

Some board members wanted clarification on what Representative Rudd meant by "areas that need them." He said the parts that are in poverty.

Senator Reeves made the comment that he feels that the charter school issue is like the "wine in

the grocery store" issue. He said that charter schools are coming state-wide and legislators will have to address it. He said that he doesn't really know what it's going to look like, but was hoping that somehow it could be a positive thing.

There was much discussion from all board members with opposition to charter schools. Ms. Barton feels that the Governor is pushing charter schools. Ms. Goff added that she feels that they are selling our public schools out to a hedge fund. She explained that they are not, in fact, a public school, and they are also low performing. Representative Sparks asked the group if anyone had ever visited a charter school and if not, he recommends that they do so.

Senator Reeves feels that charter schools are coming to Rutherford County, and he asked that as a board and leaders of the community, how can we do this in a way that is thoughtful for our children.

RCS Board Member Sheila Bratton asked the legislators to please look at the charter school notebook and what they have to do to apply for a license before making a decision on this issue.

Representative Charlie Baum added that the Governor is putting one billion dollars into education and is an advocate for charter schools. He said that prices are going up all the time to build schools and charter schools are providing the facility at no cost to us. He said that if charter schools are low quality, then parents shouldn't choose them. Charter schools will provide parents with a choice.

RCS Board Member Coy Young asked Representative Baum if public schools have to share funds with charter schools, and he said no.

MCS Board Member Jimmy Richardson asked for more funding in USDA for Farm to School programs.

Representative Rudd said that he is willing to vote for a replacement for the BEP, but asked that everyone let him know their thoughts on the TISA funding formula.

RCS Director of Schools Bill Spurlock said that he is supportive of the TISA. He feels that it is a great investment for our students.

MCS Director of Schools Dr. Trey Duke thanked the group for coming to the meeting. He said that it is important to have these conversations. He wanted everyone to keep in mind who is going to be teaching the children of our community. He said some bills that we have to be very aware of are those that send the message that we don't trust our teachers. He said that we have to think about the message we are sending our teachers. He also added that we are not flying them in from other cities, they live among us, and if we do our job right, we can trust our teachers.

IV. OTHER BUSINESS

Information Item

MCS Chair Butch
Campbell

V. ADJOURNMENT

Action Item

MCS Chair Butch Campbell thanked everyone for coming to the meeting.
The meeting adjourned at 7:01 p.m.

MCS Chair Butch
Campbell

Director of Schools

Minutes
Page 4 of 4
March 3, 2022
Recorded by L. VanCleave

MISSION STATEMENT: To assure academic and personal success for each child.

Murfreesboro City School Board

Monitoring: Review: Annually, in January	Descriptor Term: Inventories	Descriptor Code: 2.702	Reviewed Data: 1/15/19
		Rescinds:	Issued Date: 11/28/17

1 *General*

2 The Director of Schools shall establish an accurate inventory procedure for all school real and personal
3 (e.g., material and equipment) property, and this system shall be implemented at each school and
4 system facility. Administrative personnel shall ensure that a physical count of all such property is taken
5 at the end of each fiscal year, and this inventory shall be properly entered on the appropriate records
6 for accounting purposes.¹

7 Each school shall maintain a complete inventory with a duplicate maintained in the central office.

8 **EQUIPMENT PROCURED WITH FEDERAL DOLLARS**

9 Property records of equipment purchased with federal dollars must be maintained that include a
10 description of the property; a serial number or other identification number; the source of property; who
11 holds title; the acquisition date; the cost of the property; the percentage of federal participation in the
12 cost of the property; the location, use and condition of the property; and any ultimate disposition data
13 including the date of disposal and sale price of the property.

14 A physical inventory of the property must be taken and the results reconciled with the records at least
15 once every two years.

16 The Director shall establish procedures that meet all federal requirements, including guidelines for the
17 purchasing, inventorying, security and disposition of all equipment purchased with federal funds.²

Legal References

1. Tennessee Internal School Uniform Accounting Policy Manual, Section 4-24, Section 4-25
2. [34 CFR 80.32](#) ~~EDGAR 34 Subtitle A Part 80.32~~

Cross References

- Personal Property Sales 2.403
Security 3.205
Equipment & Supplies Management 3.300

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Discrimination / Harassment of Employees (Sexual, Racial, Ethnic, Religious)	Descriptor Code: 5.500	Issued Date: 4/13/21 08/13/19
		Rescinds: PER 35	Issued: 04/01/12

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

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

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

16 Alleged victims of discrimination/harassment shall report these incidents immediately.²⁻¹ This report
17 should be made to the immediate supervisor, except when the immediate supervisor is the alleged
18 offending party. If the immediate supervisor is the alleged offending party, the report may be made
19 to the Federal Rights Coordinator or the Assistant Superintendent for Human Resources. Allegations
20 of discrimination/harassment shall be fully investigated (as set forth in *Complaints and Grievances*
21 5.501). An oral complaint may be submitted; however, such complaint must be reduced to writing to
22 ensure a more complete investigation. The complaint should include the following information:

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

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

33 A substantiated charge against an employee shall result in disciplinary action up to and including
34 termination. A substantiated charge against a student may result in corrective or disciplinary action up
35 to and including expulsion.

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

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

Legal References

1. 29 CFR §1604.11, 42 U.S.C. §2000e,
~~2.~~—20 USCS § 1681

Cross References

Complaints and Grievances 5.501

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Staff Time Schedules	Descriptor Code: 5.602	Issued Date: 03/12/19 09/26/17
		Rescinds:	Issued:

1 WORK SCHEDULES

2 The workday for full-time licensed and professional staff will be a minimum of seven hours and thirty
3 minutes (450 minutes)¹ and will continue until professional responsibilities to the student and the
4 school are completed. Administrative meetings, curriculum development, student supervision,
5 assigned duties, parent conferences, group or individual planning and extra-curricular activities may
6 require hours beyond the stated minimum. When a school has activities beyond the school day and
7 teacher participation is needed, these hours will be distributed as equitably as possible among the
8 faculty.

9 Teachers shall be allotted an individual duty-free planning period of two and one-half (2 1/2) hours each
10 week to provide time for planning, preparation for effective teaching and attention to major program
11 improvement.² Work schedules for other employees will be defined by the Director of Schools or their
12 designee, consistent with the Fair Labor Standards Act and provisions of this policy.

13 WORKWEEK DEFINED

14 Working hours for all employees not exempted under the Fair Labor Standards Act,³ including
15 secretaries, bus drivers, cafeteria, custodial and maintenance personnel, will conform to federal and state
16 regulations. The Director of Schools will ensure that job positions are classified as exempt or non-
17 exempt and that employees are made aware of such classifications. Supervisors will make every effort
18 to avoid circumstances which will require non-exempt employees to work more than forty (40) hours
19 each week. For purposes of compliance with the Fair Labor Standards Act, the workweek for school
20 district employees will be 12:00 a.m. Sunday until 11:59 p.m. Saturday.

21 OVERTIME AND COMPENSATORY TIME⁴

22 The Board discourages overtime work by non-exempt employees. A non-exempt employee shall not
23 work overtime without the express approval of their supervisor. All overtime work shall be expressly
24 approved in writing by the Director of Schools or their designee. All supervisory personnel shall monitor
25 overtime on a weekly basis and report such time to the Director of Schools/designee. Principals and
26 supervisors shall monitor employees' work, ensure that overtime provisions of this policy and the Fair
27 Labor Standards Act are followed, and ensure that all employees are compensated for any overtime
28 worked. Principals or supervisors may need to adjust daily schedules to prevent non-exempt employees
29 from working more than forty (40) hours in a workweek. Accurate and complete time records of actual
30 hours worked during the workweek will be recorded by each employee and submitted to the Assistant
31 Superintendent for Human Resources and ESP. The ~~Director of Finance~~ ~~Assistant Superintendent of~~
32 ~~Finance and Support Services~~ will review work records of employees on a regular basis to make an
33 assessment of overtime use.

34 In lieu of overtime compensation, non-exempt employees may receive compensatory time off at a rate
 35 of not less than one and one-half (1.5) hours for one hour of overtime worked, if such compensatory time
 36 is: (1) ~~is~~ pursuant to an agreement between the employer and employee reached before overtime work is
 37 performed, and (2) ~~is~~ authorized by the immediate supervisor.

38 Employees will be allowed to use compensatory time within a reasonable period after requesting such
 39 use if the requested use of the compensatory time does not unduly disrupt the operation of the school
 40 district. Employees may accrue a maximum of sixty (60) compensatory time hours before they will be
 41 provided overtime pay at the rate earned by the employee at the time the employee receives such
 42 payment. In addition, upon leaving the school district, an employee must be paid for any unused
 43 compensatory time at the rate of not less than the higher of (1) the average regular rate received by the
 44 employee during his/her last three (3) years of employment, or (2) the final regular rate received by the
 45 employee.

46 Non-exempt employees whose workweek is less than forty (40) hours will be paid at the regular rate of
 47 pay for time worked up to forty (40) hours. Such employees shall be provided overtime pay or
 48 compensatory time as provided for working more than forty (40) hours in a workweek.

49 This policy shall be included in the staff handbook, however, employees will be provided with a copy
 50 of this policy and will be required to sign this policy to acknowledge their understanding of overtime
 51 and compensatory time provisions. Such signed policy shall be placed in the employee's personnel file
 52 and shall constitute the written agreement in this section.

53 ATTENDANCE EXPECTATIONS

54 All employees are expected to be present during all work hours. Absence without prior approval, chronic
 55 absences, habitual tardiness or abuses of designated working hours are all considered neglect of duty and
 56 will result in disciplinary action up to and including dismissal.

57 Three consecutive absences without reporting will be considered voluntarily quitting.

Legal References

1. TRR/MS 0520-01-03-.03(1)
2. TRR/MS 0520-01-03-.03(4); TCA 49-1-302 (e)(2)
3. 29 CFR 541
4. 29 CFR 553.20-28

Cross References

- School Day 1.801
- Curriculum Development 4.200
- Reporting Student Progress 4.601
- In-Service & Staff Development Activities 5.113
- Supervision of Students 6.408

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Equal Opportunity Employment</h2>	Descriptor Code: 5.104	Issued Date: REVIEWED 2/20 04/23/19
		Rescinds: PER 5; PER 43	Issued: 08/08; 04/12; 09/17

- 1 Opportunity for employment, as well as continuation and advancement in employment, shall be
- 2 afforded equally to members of all races, creeds, colors, genders, sexual orientations, religions, ages, national
- 3 origins, and individuals with disabilities or veteran status and any other protected class with regard only for
- 4 qualifications for the positions involved.

- 5 Murfreesboro City Schools shall comply with all state and federal regulations in providing employment.

Legal References

1. U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; and 42 USC § 12101-12213

Cross References

Section 504 & ADA Grievance Procedures 1.802

Murfreesboro City School Board			
Monitoring: Review: Annually, in February	Descriptor Term: Tenure and Non-Tenure	Descriptor Code: 5.117	Issued Date: REVIEWED 2/20 02/19; 09/17; 8/24/21
		Rescinds: PER 16	Issued: 4/79; 10/11; 1/05; 8/01

1

2 General

3 To attain tenure status,¹ a teacher shall: (1) meet tenure eligibility requirements; (2) be renewed and
 4 recommended by the Director of Schools; and (3) receive a majority vote of the Board.

5 **TENURE ELIGIBILITY²**

6 A teacher that meets the following requirements is eligible for tenure:

- 7 1. Has a degree from an approved four-year college or any career and technical teacher who has
 8 the equivalent amount of training established and is licensed by the State Board of Education;
- 9
- 10 2. Holds a valid teacher license issued by the State Board of Education, based on training
 11 covering the subjects or grades taught;
- 12
- 13 3. Has completed a probationary period of five (5) school years or not less than forty-five (45)
 14 months within the last seven-year period with the last two (2) years being employed in a regular
 15 teaching position rather than an interim teaching position; and
- 16
- 17 4. Has received evaluations demonstrating an overall performance effectiveness level of “above
 18 expectations” or “significantly above expectations” as provided in the evaluation guidelines
 19 adopted by the State Board of Education, during the last two (2) years of the probationary
 20 period.

21 If a teacher has met all other requirements for tenure eligibility but has not acquired an official
 22 evaluation score during the last one (1) or two (2) years of the probationary period due to allowable
 23 circumstances outlined in state law, he/she may utilize the most recent two (2) years of available
 24 evaluation scores achieved during the probationary period to become eligible for tenure.³

25 **ACQUISITION OF TENURE STATUS**

26 Once a teacher is eligible for tenure, he/she shall be either recommended by the Director of Schools for
 27 tenure or nonrenewed. If tenure is denied by the Board, the teacher shall be dismissed.⁴

28 The following additional guidelines shall apply:

- 1 1. The Director of Schools will recommend teachers eligible for tenure at a board meeting in ample
2 time to send notice of non-renewal to each teacher not recommended for tenure within five (5)
3 business days following the last instructional day for the school year.⁵
4
- 5 2. The decision to grant tenure is solely within the discretion of the Board.⁶ Only those teachers who
6 receive a majority vote of the membership of the Board will be granted tenure.⁷
7
- 8 3. A teacher who is eligible for tenure, but tenure is denied by the Board, shall not be rehired beyond
9 the current contract year.⁴

10 **TEACHER RETURNING TO EMPLOYMENT**

11 A teacher who has acquired tenure status in the school district and later resigns shall serve a two-year
12 probationary period upon reemployment, unless the probationary period is waived by the Board upon
13 request of the Director of Schools. Upon completion of the two-year period, the teacher shall either be
14 recommended by the Director of Schools for tenure or non-renewed. If tenure is denied by the Board,
15 the teacher shall be dismissed.⁸

16 **TEACHER TRANSFERRING FROM ANOTHER SCHOOL DISTRICT⁹**

17 A tenured or nontenured teacher with five (5) or more years of prior service that transfers from another
18 school district to begin employment in the Murfreesboro City School District shall serve the regular
19 probationary period. The Board, upon the recommendation of the Director of Schools, may waive the
20 probationary period and grant tenure status or shorten the probationary period.

21 If a nontenured teacher with fewer than five (5) years of service transfers from another school district,
22 such teacher shall not be eligible for tenure status until the teacher has served at least five (5) years
23 when service in both school districts is counted.

24 All tenure decisions made under this section are subject to the requirements concerning overall teacher
25 performance effectiveness levels.

26 **TEACHER RETURNING TO PROBATIONARY STATUS¹⁰**

27 Any tenured teacher who receives two (2) consecutive years of evaluations demonstrating an overall
28 performance effectiveness level of “below expectations” or “significantly below expectations” shall be
29 returned to probationary status by the Director of Schools until the teacher has received two (2)
30 consecutive years of evaluations demonstrating an overall performance effectiveness level of “above
31 expectations” or “significantly above expectations.”

32 When a teacher who has returned to probationary status has received two (2) consecutive years of
33 evaluations demonstrating an overall performance effectiveness level of “above expectations” or
34 “significantly above expectations,” the teacher is again eligible for tenure and shall be either
35 recommended by the Director of Schools for tenure or nonrenewed; provided, however, that the
36 teacher shall be dismissed if tenure is denied by the Board.⁴

37 This section does not apply to teachers who acquired tenure prior to July 1, 2011.

Legal References

1. TCA 49-5-501(11)(A)
2. TCA 49-5-503
3. Public Acts of 2021, Special Legislative Session Chapter No. 2
4. TCA 49-5-504(b)
5. TCA 49-5-409(b); Public Acts of 2021, Chapter No. 378
6. TCA 49-2-203(a)(1)
7. TCA 49-2-202(g)
8. TCA 49-5-504(d)
9. TCA 49-5-509
10. TCA 49-5-504(e), (f)
11.

Cross References

- Separation Practices for Tenured Teachers 5.200
Separation Practices for Non-Tenured Teachers 5.201

~~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~~

~~32~~

~~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.~~

~~39
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
51 — **Tenure**~~

~~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 remain under that status until such time as the certified employee
resigns, retires, is dismissed or
57 — the certified employee is returned to — probationary status. — Any certified
employee who, after
58 — acquiring tenure status, receives two (2) consecutive years of evaluations
demonstrating an
59 — overall performance effectiveness level of “below expectations” or
“significantly below
60 — expectations,” as provided by the evaluation guidelines adopted by the State Board~~

of Education
 61—pursuant to TCA 49-1-302, shall be returned to probationary status by the
 Director of Schools
 62—until the certified employee has received two (2) consecutive years of evaluations
 demonstrating
 63—an overall performance effectiveness level of “above expectations” or
 “significantly above
 64—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

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.⁹

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.¹⁰ 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)

8Public Acts of 2021, Special Legislative Session
 Chapter No. 2

9.TCA 49-5-504(b)

10. TCA 49-5-409

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: Sick and Bereavement Leave	Descriptor Code: 5.302	Issued Date: 02/26/19
		Rescinds: PER 25 PER 26	Issued: 09/01/11

SICK LEAVE

Sick leave shall mean illness of the employee from natural causes or accident or annual wellness visits; or illness or annual wellness visits or death of the employee's spouse, parent, grandparent, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, step-relatives as listed above, or other family member with approval of the Director of Schools, which necessitates the absence of the employee.¹

The time allowed for sick leave with pay shall be one day for each month of employment.² Sick leave shall be cumulative for all earned days not used. At retirement, the unused accumulated sick leave may be used as retirement credits.

Employees may elect to participate in the Murfreesboro City Schools' Sick Leave Bank, established by the Board pursuant the Teachers' Sick Leave Bank Act, T.C.A. 49-5-801 et. Seq., to facilitate the voluntary pooling and irrevocable donation of accumulated personal sick leave for the purpose of providing sick leave to members of the program who have suffered an unplanned personal illness, injury, disability or quarantine and whose personal sick leave is exhausted.

If an employee uses more sick days than they have earned, the sick days shall be deducted from the employee's paycheck. The amount will be based on the employee's daily rate of pay sufficient to cover any excess sick leave days used by the employee. If such final check is insufficient for this purpose, the employee shall be liable for reimbursement of any amount in excess of the employee's final paycheck for the year.

When an employee will be absent from work, the employee shall notify the principal/ supervisor or the principal's/supervisor's designee as soon as possible before their scheduled time to report to work.

The professional employee shall notify the principal or the principal's designee within a reasonable length of time before they intend to return to the classroom and not later than one (1) hour before school opens that morning, so that the principal or the principal's designee may be able to notify the substitute.

An employee, including an employee on pre-approved leave or other type of leave, shall not be charged with a day of leave for any day on which the employee's school or the school district is closed due to natural disaster, inclement weather, serious outbreak of contagious illness, or other unexpected event.

A physician's statement shall be filed with the Principal/Supervisor for each period of illness of five (5) or more consecutive work days. The physician's statement should include the date of commencement of the illness/injury and an expected date of return to work. The Director of Schools may require a physician's statement for any sick leave claim.² In the event of the absence of an employee in excess of the sick leave days available to the employee, the Director of Schools may require an examination, paid for by the Board, by a physician certifying the previous absences.

If an employee fails to provide appropriate notice or certification for sick leave, forfeiture of the paid leave will result, with the exception of those cases deemed an emergency by the Principal/Supervisor. The Human

35 Resources Department shall keep a record of the accumulated sick leave for each eligible employee and shall
36 provide a verified copy to the employee upon request.

37 An employee, upon employment, may transfer any accumulated sick leave from another Tennessee school
38 system, provided that the Director of the system in which any such leave was accumulated provides notarized
39 verification.²

40 **BEREAVEMENT LEAVE.**

41 Employees shall be granted bereavement leave up to three (3) days per occurrence in the event of death of an
42 immediate family member. Immediate family member shall include the employee's spouse/legal guardians,
43 parents, grandparents, children, grandchildren, siblings, mother-in-law, father-in-law, daughter-in-law, son-in-
44 law, brother-in-law, sister-in-law, stepmother, stepfather, stepsiblings, stepchildren, step grandchildren, and foster
45 children. Employees shall be granted bereavement leave up to one (1) day per event in the event of death of a
46 cousin, aunt, uncle, niece, or nephew.

47
48 If additional days are needed for bereavement of an immediate family member, employees can use up to four (4)
49 additional sick days without the requirement of a doctor's note. If more than four (4) additional days are needed,
50 the employee will need to contact Human Resources to provide documentation and complete paperwork for
51 FMLA leave (see Board Policy 5.305.)

52
53 The Director of Schools, or the Director's designee, may require documentation to verify the bereavement event
54 or familial relationship involved in any bereavement leave claim.

55
56 Employees will be responsible for completing bereavement documentation within five (5) working days of
57 returning to work.

Legal References

1. TRR/MS 0520-01-02-.04(2)
2. TCA 49-5-710

Cross References

- Family and Medical Leave 5.305
Physical Assault Leave 5.307

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: Long-Term Leaves of Absence for Certified Personnel	Descriptor Code: 5.304	Issued Date: REVIEWED 2/20 02/12/19 09/12/17
		Rescinds: PER 19	Issued: 02/01/12

1 All personnel holding a position that requires a teacher's license shall be granted leave for military
 2 service, legislative service, maternity, adoption, recuperation of health, or visitation of a spouse, child or
 3 parent deployed for military duty out of the country who has been granted rest and recuperation leave.
 4 Such personnel may be granted leave for educational improvements or other sufficient reasons as
 5 determined by the Director of Schools. Except for leave required under state or federal law¹, a leave of
 6 absence may not be requested until the employee has served at least two years of continuous service. If
 7 -granted, such leave -shall- not result in the forfeiture of accumulated leave credits, tenure status or other
 8 -fringe benefits.¹

9 All leaves shall be requested in writing at least thirty (30) days in advance on forms provided by the
 10 Director of Schools. The 30-day notice may be waived or reduced by the Director of Schools upon sub-
 11 mission of a certified statement by a physician. The application for leave forms shall require:

- 12 1. A description of the type of leave requested;
- 13 2. The requested dates for beginning and ending the leave; and
- 14 3. A statement of intent to return to the position from which leave is granted.¹

15 Each request for leave must be acted upon by the Director of Schools within fifteen (15) days. Each
 16 applicant shall be notified in writing of the action of the Director and the beginning and ending dates of
 17 the leave which is granted.² No leave request, except those required under state or federal law, will be
 18 granted in two consecutive years. The Director of Schools has the authority to modify this in the event of
 19 extenuating circumstances.

20 All leaves, except military leave, shall be from a specific date to a specific date. However, any leave
 21 may be extended by the Director of Schools upon written request from the teacher. Military leave shall
 22 be granted for whatever period may be required. The procedure and condition for extending a leave are
 23 the same as those used when originally requesting and granting the leave.

24 Leave to visit a spouse, child, or parent deployed for military duty out of the country who has been
 25 granted rest and recuperation leave shall be granted for no longer than ten (10) days.³

26 Positions vacated for less than twelve (12) months by teachers on leave shall be filled with an interim
 27 teacher while the teacher is on leave. If the teacher returns from leave within 12 months, the interim
 28 teacher shall relinquish the position. If the leave exceeds twelve (12) months, the teacher shall be placed
 29 in the same or a comparable position upon return.⁴

~~2530~~ Part-time leaves may be granted by the Director of Schools upon written request for the same conditions ~~2631~~ as for full-time leave.

~~2732~~ Any teacher on leave shall notify the Director of Schools at least thirty (30) days prior to the date of ~~2833~~ return if the teacher does not intend to return to the position from which he/she is on leave. Failure to ~~2934~~ give such notice shall be considered breach of contract.⁵

~~3035~~ **PAY AND BENEFITS**

~~3136~~ All leave granted in conformance with this policy shall be without pay except as may be covered by ~~3237~~ sick leave in the case of maternity and recuperative leaves. Employees shall have the opportunity to ~~3338~~ continue participation, at their own expense, in group insurance plans subject to restrictions of the ~~3439~~ insuring carrier.

Legal References

1. TCA 49-5-702, [TCA 4-21-408, Federal Family and Medical Leave Act of 1993, 29 USCA § 2601, 2611—2619](#)
2. [TCA 49-5-702](#),
- ~~23.~~ TCA 49-5-703
- ~~34.~~ TCA 49-5-704
- ~~45.~~ TCA 49-5-705
- ~~56.~~ TCA 49-5-706

Cross References

- Family and Medical Leave 5.305
- Military Leave 5.306
- Physical Assault Leave 5.307
- Sabbatical Leave 5.308
- Legislative Leave 5.309
- Interim Employees 5.700

Murfreesboro City School Board

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Physical Assault Leave</h2>	Descriptor Code: <h3 style="text-align: center;">5.307</h3>	Issued Date: REVIEWED 2/20; 2/21 02/12/19 09/12/17
		Rescinds:	Issued:

1 An employee who is absent from assigned duties as a result of personal injury caused by physical assault
 2 or other violent criminal acts committed in the course of the employee 's employment duties shall receive
 3 workers' compensation or comparable benefits without loss of accumulated or granted sick, personal or
 4 professional leave.¹

5 The school system shall continue to pay the teacher's-employee's full benefits including, but not limited
 6 to health insurance benefits, until the earlier of the date on which the teacher-employee is released
 7 by the employee 's physician to return to work or the date on which the teacher-employee is determined
 8 by the employee's physician to be permanently disabled from returning to work.²

9 A signed statement listing the cause of the absence shall be provided by the employee on forms
 10 furnished by the Director of Schools and shall promptly be given to the immediate supervisor in
 11 support of all claims. A certificate from the physician on forms furnished by the Director of Schools
 12 may also be required to verify the extent of the injury.³

Legal References

1. TCA 49-5-714(a)
2. TCA 49-5-714(b)
3. TRR/MS 0520-01-02-.04(4)(b)

Cross References

Worker's Compensation 3.602

Murfreesboro City Schools

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Substitute Teachers</h2>	Descriptor Code: 5.701	Issued Date: REVIEWED 2/20; 2/21 03/12/19 10/24/17
		Rescinds:	Issued:

1. Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies.^{1,2}
2. Substitute teachers may be employed and paid directly by the Board or by a third-party public or private employer through an agreement between such third-party employer and the Board.
- 3.
4. Substitute teachers employed by third party entities shall be subject to the same unemployment benefit eligibility conditions as substitute teachers employed directly by the Board.²

6. APPLICATION/QUALIFICATIONS

7. Criminal history record checks and fingerprinting of applicants for substitute teaching are required.³
8. Applicants with revoked licenses or certificates according to the Department of Education shall not be hired.⁴
- 9.
10. Qualifications for substitute teachers shall be determined by the Director of Schools in compliance with state laws and regulations.
- 11.
12. A list of substitute teacher(s) will be prepared by the Assistant Superintendent of Human Resources who will maintain file(s) which may include transcripts, credentials, recommendations, and other pertinent information.
- 13.
- 14.

15. COMPENSATION

16. If employed directly by the Board, the compensation of substitute teachers shall be determined annually by the Board.
- 17.

18. CERTIFICATION

19. When substituting for a regular teacher who has been absent for twenty (20) consecutive days, a substitute teacher must possess a teaching certificate with endorsement in the discipline(s) to be taught.⁶⁵
- 20.
- ~~21. After the regular teacher's accumulated leave is exhausted, the substitute teacher must be licensed and~~
- ~~22. hold the appropriate endorsement for the assignment or be a retired teacher and have held the appropriate endorsement and must be paid based on the substitute teacher's training and experience record in~~
- ~~23. accordance with the state and local salary schedules. When substituting for a teacher without sick leave,~~
- ~~24. the substitute shall be certified and paid according to the state salary schedule.¹~~

~~24-25.~~ Retired teachers may substitute one-hundred twenty (120) days per year without loss of retirement benefits¹ and may substitute for additional days if the Director of Schools certifies in writing to the Division ~~23-27.~~ of Retirement that no other qualified personnel are available to substitute teach.⁷⁶

EMERGENCY NEEDS

~~24-28.~~ All teacher aides, secretaries, and clerks are approved substitute teachers for use in emergency situations.

~~25-29.~~ Said -substitutes shall receive the proportionate equivalent salary regular substitute teachers would

~~26-30.~~ receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay

~~27-31.~~ for both positions at the same time.

~~28-32.~~ TRAINING AND ORIENTATION

~~29-33.~~ The Director of Schools shall be responsible for ensuring that there are appropriate training and

~~30-34.~~ development programs for substitute teachers.

~~31-35.~~ RESPONSIBILITIES

~~32-36.~~ Substitute teachers shall assume the same responsibilities as the regular teacher, including, but not

~~33-37.~~ limited to, bus duty and playground supervision.

~~34-38.~~ RE-EMPLOYMENT/TERMINATION

~~35-39.~~ The Director of Schools, with input from the principals, shall determine which substitute teachers are

~~36-40.~~ performing at an acceptable level. Substitute teachers who perform below an acceptable level shall be

~~37-41.~~ terminated. Substitute teachers must substitute teach at least one day per the number of school weeks in

~~38-42.~~ that month to remain on the active substitute list. To return to the active list, the substitute teacher will

~~39-43.~~ need to contact the Human Resources Department.

~~40-44.~~ All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying

~~41-45.~~ the principal and/or third-party employer if they wish to terminate their service as substitutes.

Legal References

1. TRR/MS 0520-1-2-.04(~~65~~)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(14)
- ~~5. Public Acts of 2017, Chapter No. 387~~
- ~~65.~~ TCA 49-3-312; TRR/MS 0520-01-02-.04(~~65~~)(b)
- ~~76.~~ ~~Public Acts of 2017, Chapter No. 287~~ TCA 8-36-805(3)

To: Board of Education

RE: Policy 5.700

Board Meeting Date: March 22, 2022

Policy 5.700 governs interim teachers. We are recommending this amendment which deletes “for the remainder of the year” because it is not always necessary to hire interims for the remainder of the year.

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Interim Faculty Positions	Descriptor Code: 5.700	Issued Date: 03/12/19 10/24/17
		Rescinds: PER 33	Issued: 02/01/12

1 Employees shall be hired on an interim contract only when a vacancy is created by an employee taking
2 a leave of absence as set forth in TCA 49-5-702.¹ Such interim employees shall be considered as
3 temporary replacements ~~for the remainder of the school year~~, and the contract term shall not be
4 considered as initial employment.

5 Said positions shall be filled at the discretion of the Director of Schools in a manner that is the least
6 disruptive to the educational process of students. Said positions shall be filled as quickly as possible to
7 ensure a continuous function of the specified position.

8 Persons filling any temporary positions shall have no expectation of continued employment, but such
9 persons may be considered for employment in filling vacancies as specified in the section dealing with
10 initial employment. The contract of each temporary employee shall contain the following statement: *I
11 understand that in filling a temporary position, I have no expectancy of continued employment, but may
12 be considered for initial employment to fill other vacancies.*

Legal References

1. TCA 49-2-203(a)(1)(A); TCA 49-5-702

To: Board of Education

RE: Policy 6.200

Board Meeting Date: March 22, 2022

Policy 6.200 governs student attendance. We are recommending this amendment which removes “school sponsored activity” from the list of excused *absences* because pursuant to State Board of Education policy 4.100, students participating in school-sponsored events shall be counted *present* provided the events or activities are school directed, related to an instructional activity, and have prior approval of the local board of education.

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; reviewed 8/24/21
		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: 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.

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.

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. 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

To: Board of Education

RE: Policy 6.309

Board Meeting Date: March 22, 2022

Policy 6.309 governs Zero Tolerance Offenses. We are recommending this amendment which removes remand to alternative school as an option for students who have committed a zero-tolerance offence because Murfreesboro City School does not operate an alternative school for students to attend.

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Zero Tolerance Offenses	Descriptor Code: 6.309	Issued Date: 04/28/20
		Rescinds: STU 38	Issued: 05/08/11

1 In order to ensure a safe and secure learning environment, the following offenses shall not be tolerated:¹

- 2 1. Unauthorized possession of a firearm on school property;²
- 3
- 4 2. Unlawful possession of any drug, including any controlled substance, controlled substance
- 5 analogue, or legend drug on school grounds or at a school-sponsored event;³ and
- 6
- 7 3. Aggravated assault⁴ or assault that results in bodily injury⁵ upon any teacher, principal,
- 8 administrator, any other employee of the school, or school resource officer.
- 9
- 10 4. Transmittal by an electronic device any communication containing a credible threat to cause
- 11 bodily injury or death to another student or school employee and the transmission of such threat
- 12 creates actual disruptive activity at the school that requires administrative intervention.⁶

13 Committing any of these offenses shall result in a student being expelled from regular attendance at
14 school for at least one (1) calendar year, unless modified by the Director of Schools. Modification to the
15 length of time shall be granted on a case-by-case basis. ~~Students that commit zero tolerance offenses~~
16 ~~shall be assigned to an alternative school or program if staff and space are available as determined at the~~
17 ~~time of the infraction.~~⁷

~~18~~16 DETERMINATION AND NOTIFICATION

~~19~~17 The principal or the principal's designee shall be responsible for investigating alleged violations of this
~~20~~18 policy. If the investigation reveals that a violation of this policy has occurred, the principal shall expel
~~21~~19 the student for not less than (1) calendar year, subject only to the due process procedures set forth in
~~22~~20 Board Policy 6.316 and this policy and the authority of the Director of Schools to modify the expulsion
~~23~~21 requirement on a case-by-case basis.

~~24~~22 When it is determined that a student has violated this policy, the principal of the school shall notify the
~~25~~23 student's parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by
~~26~~24 law.⁸

~~27~~25 APPEAL

~~28~~26 An appeal of a principal's determination that a student has committed a zero-tolerance offense must be
~~29~~27 filed in accordance with the procedures set forth in Board Policy 6.316. The review on appeal, by either
~~30~~28 the Disciplinary Hearing Authority or the School Board, of a principal's determination that a student
~~31~~29 committed a zero-tolerance offense shall be limited in scope to the question of whether the evidence
~~32~~30 supports the principal's determination that the student committed the offense.

3331 PUBLICATION OF POLICY

3432 This policy shall be published in the Code of Conduct as set forth in the *Parent Handbook*, and provided 3533 annually to all teachers, administrative staff, and parents.

Legal References

1. TCA 49-6-3401(g)
2. 18 USCA § 921(a)(3); 20 USCA § 7961(b)(3)
3. TCA 39-17-454; TCA 53-10-101
4. TCA 39-13-102
5. TCA 39-13-101(a)(1)
6. TCA 49-6-4002 (d)(5)
- ~~7. TCA 49-6-3401(g)(2); TCA 49-6-3042~~
- ~~8~~7. TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961(h)(1)

Cross References

Code of Conduct 6.300
Drug-Free Schools 6.307
Suspension 6.316
Student Disciplinary Hearing Authority 6.317
Alternative School Programs 6.319

To: Board of Education

RE: Strategic Plan 2022-2027

Board Meeting Date: March 22, 2022

Over the past six months, MCS leadership has worked with the board to update the Murfreesboro City Schools' five year strategic plan. The development of this plan included stakeholder input from educators, parents, and community members.

A draft of the plan was presented to the Board during the Board workshop on January 11, 2022. The following additions have been made to the strategic plan based on feedback from the Board, parents, community members, and the Teacher Advisory Council on the draft plan.

- Inclusion of a strategy under the **Safe** category designed to promote healthy lifestyles in response to our health screening data as a measure to decrease chronically absent students.
- Inclusion of a strategy under the **Safe** category focused on bullying awareness to prevent incidents.
- Inclusion of a performance objective under the **Challenged** category to measure educator responses on perceptions of school leadership.
- Inclusion of a performance objective under the **Empowered** category to measure student success and growth on district level benchmarks in addition to state level assessments.

We are recommending approval of the proposed five-year strategic plan. Progress on performance objectives will be monitored regularly, and the Board will review the plan annually for needed adjustments.

Mission: To assure academic and personal success for each child

*Every student in Murfreesboro City Schools will be
Known, Safe, Challenged, and Empowered.*

Goal	Performance Objectives	Strategies
<p><u>Known</u></p> <p>Every student will be known through whole-child programs and support.</p> <p><i>MCS will support the whole child by ensuring access to mental health staff, engaging in partnerships with high-quality providers, providing relevant classroom extension opportunities, supporting family involvement, and focusing on positive behavior supports.</i></p>	<ol style="list-style-type: none"> 1. Maintain a 1:500 ratio for school counselors in all buildings and decrease our ratio for school social workers district wide to 1:1,600 2. Increase school coverage for mental health providers from 60% to 100% daily for coverage in all schools 3. Decrease the percentage of students who are chronically absent from 14.2 % to 9% by meeting yearly chronically absent AMOs 4. Provide extracurricular opportunities for students in STEAM, agriculture, performing arts, advanced academics and athletics 5. Relaunch and reposition choice school opportunities to meet changing expectations and needs of students and community 6. Increase the percentage of parents who indicate they are encouraged to be involved in school activities from 80% to 90% 7. Increase the percentage of parents who indicate they receive information from the school about how to help their child to from 85% to 90% 8. Expand Book Bus route by 20% (including Mobile Family Resource Center routes) 9. Decrease the percentage of students experiencing Out of School Suspension (OSS) annually based on 2021-2022 baseline year data using the state’s AMO reduction target formula 	<ul style="list-style-type: none"> • Ensure annual budget includes funding for growth of mental health supports • Maintain and increase partnerships with third-party mental health providers for in-school counseling • Provide resources, materials, activities, and training to promote healthy lifestyles for students and families in response to our health screening data • Identify, implement, and support a variety of extracurricular programs to ensure all students have opportunities for engagement based on their interest • Create formal partnership agreements to identify and connect students and families with resources and supports in our community • Create a Mobile Family Resource Center to offer monthly trainings to families in a variety of settings across our community • Continue TN-MTSS implementation to ensure all schools maintain school level distinctions • Implement annual bullying awareness programs to appropriately define the behavior and prevent incidents

Goal	Performance Objectives	Strategies
<p style="text-align: center;"><u>Safe</u></p> <p>Every student will be safe through equitable access to buildings, facilities, and infrastructure that meet their needs.</p> <p><i>MCS will ensure operational excellence and prioritize safety, technology, resource allocation, and facilities to meet the needs of our growing community.</i></p>	<ol style="list-style-type: none"> 1. Ensure school facilities remain between 80% and 100% capacity. No buildings will operate at over 110% capacity for multiple years. 2. Fully implement the district’s five-year capital improvement plan to maintain facilities with annual updates to reprioritize needs 3. Maintain 1:1 devices in 2nd – 6th grades and 2:1 devices in Kindergarten - 1st grades through budget planning and/or grants 4. Update cabling and switches in 10 schools over a 4-year period beginning 2022-23 5. Maintain a security software agreement which allows for 20% growth over the next five years to ensure complete coverage 6. Secure a new transportation facility to meet the needs of our growing population and ensure we maintain an adequate number of buses and equipment (radios, routing system, etc.) to meet our daily rider averages 7. Ensure TDOE district security assessment reports 100% of all schools meet security domains 8. Maintain MOU with MPD regarding full time SROs in all buildings 9. Maintain labor costs so that they do not exceed 88% of the total general purpose budget 10. Maintain a minimum of 7% unassigned fund balance per financial audit 	<ul style="list-style-type: none"> • Create a rezoning plan that will account for expected growth over the next three years • Work with city planning to project areas of growth and impact on schools • Develop a timeline for projects on the capital improvement plan for each year detailing a start date and projected completion date • Implement the 3-5 year device replacement plan providing for the replacement of approximately 3000 student devices per year beginning 2023-24 • Plan for and maximize eRate funds • Work with the city government to identify land or an existing structure that will accommodate the bus fleet and employee work space with room for projected growth • Coordinate yearly safety assessments in collaboration with District Safety Coordinator and school administration • Utilize the safe schools grant to address needs identified in the safety assessments • Coordinate with Human Resource and Finance departments to create position control and staffing criteria to monitor labor costs • Obtain approved budgets for legal authorization to spend • Maintain budget integrity with ongoing fiscal monitoring • Create and provide public-facing budget documents • Ensure compliance with yearly audit requirements • Ensure fund balances and reserves are accurately stated • Safeguard district assets by implementing sound internal controls

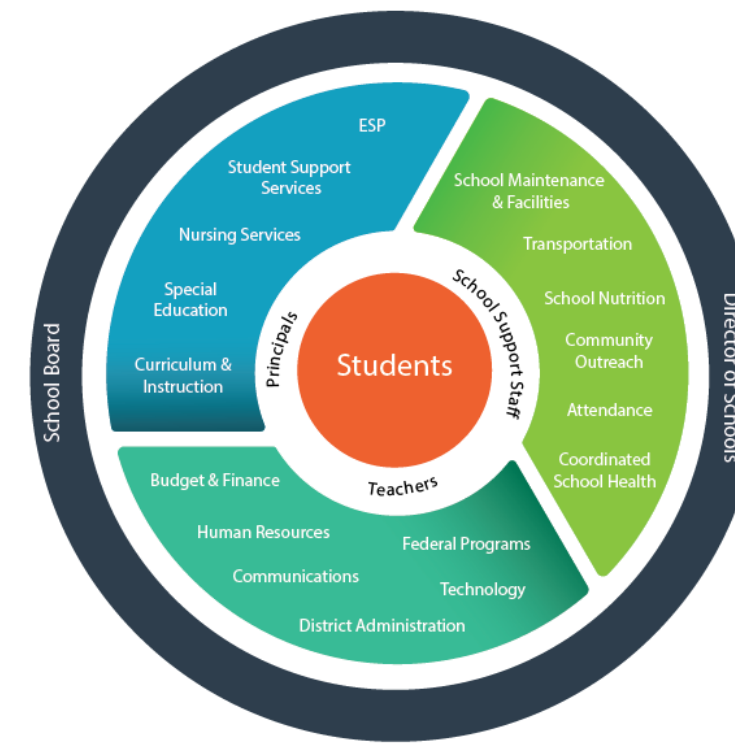
Goal	Performance Objectives	Strategies
<p><u>Challenged</u> Every student will be challenged by learning from highly effective educators and employees.</p> <p><i>MCS will recruit, retain, and train highly-qualified and culturally competent educators and employees to ensure MCS is the place where talented individuals choose to work.</i></p>	<ol style="list-style-type: none"> 1. Partner with at least four educator preparation providers, one of which will be an HBCU, to place teaching candidates/interns in MCS classrooms 2. Attend at least three university job fairs annually with at least one being at an HBCU 3. Increase the percentage of minority certified staff annually to ensure our faculty demographics more closely match our student population 4. Retain 93% of highly effective educators as measured by LOE scores of 4 or 5 5. Ensure 80% of employee exit surveys indicate that employees would work for MCS again if the opportunity presented itself 6. Adjust and maintain salary scale for certified and classified positions to ensure MCS offers competitive pay at all pay steps 7. Ensure 90% of educator responses to the Tennessee Educator Survey indicate that the professional learning they have received has led to improvements in their teaching 8. Ensure 90% of educator responses to the Tennessee Educator Survey indicate favorable ratings in perceptions of school leadership 9. Provide a minimum of one leadership training program annually (Teacher Advisory Council, Administrator Academy, Teacher Leadership Academy) 10. Ensure all department supervisors update transition plans annually 	<ul style="list-style-type: none"> • Maintain and create new formal partnerships with universities for student teaching placement • Extend job-embedded programs to fill hard-to-staff positions • Host annual on-site job fairs for certified and classified employees • Annually evaluate and plan for incentives for hard-to-staff positions, including retention incentives • Offer multiple leadership development and feedback programs (School-based meetings, Teacher Advisory Council, feedback sessions, etc.) • Annually evaluate salary comparisons with neighboring districts • Ensure all new teachers (years 1-3) receive ongoing mentorship • Maintain and support the work of the Diversity Task Force • Include topics of cultural competency and appreciation of diversity in our required annual trainings • Seek out and provide ongoing professional development opportunities for educators and employees

Goal	Performance Objectives	Strategies
<p><u>Empowered</u> Every student will be empowered through academic success</p> <p><i>MCS will ensure all students, especially those who have been historically underserved, grow and achieve at high levels in all content areas.</i></p>	<ol style="list-style-type: none"> 1. Meet or exceed the AMOs for all students and in each subgroup on state-assessed subjects annually 2. Maintain TVAAS scores of a minimum of 3 (at expectations) or higher in ELA and math 3. Reduce the percentage of students scoring below the 25th percentile on the 1st grade universal reading screener by 50%, from 50.6% in 2021 to 25.3% 4. Increase the percentage of students scoring on-track or mastered on the TNReady ELA assessment from 34% in 2021 to 66% 5. Increase the percentage of students scoring on-track or mastered on the TNReady math assessment from 40% in 2021 to 75% 6. Increase the percentage of students scoring on-track or mastered on the TNReady science assessment from 39.4% in 2021 to 65% 7. Decrease the percentage of all students and students in each subgroup scoring at the below level on state-assessed subjects annually 8. Increase the identification of minority gifted students from 34.5% in 2021 to 42% of our total gifted population so that it more closely mirrors our demographics (1.5% per year) 9. Increase the percentage of MCS schools recognized as TN STEM designated schools to 100% 10. 80% of students scoring in the early on or below grade level range will improve their placement from the fall to spring i-Ready benchmark annually in both math and ELA. 	<ul style="list-style-type: none"> ● Ensure all students have access to high quality instructional materials in each subject area. Implement and use our adopted instructional materials with integrity and as intended. ● Offer ongoing, effective professional development that is coherent, curriculum-based, and responsive to data-based instructional needs ● Ensure every pre-K - 2nd grade teacher and interventionist completes the early literacy Sounds First training and implements the sounds first approach during skills instruction ● Ensure every interventionist implements and uses the intervention curriculum with fidelity ● Provide tools that support curricular ease-of-use, such as curriculum maps and scope-and-sequence documents ● Support teachers in implementing the NCTM Mathematics Teaching Practices in classroom instruction ● Support STEM designated schools with leadership network meetings ● Implement a district-wide science benchmark to inform instruction ● Partner with higher education institutions to engage in research for improvement in student outcomes

DRAFT

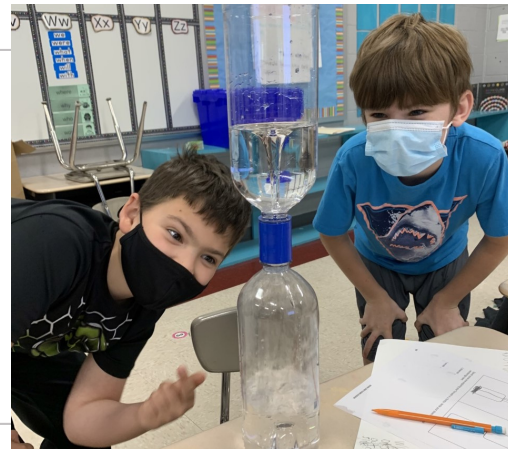
EMPOWERING MCS

A five year strategic plan.
2022-2027



Known

Every student will be known through whole-child programs and support.



Safe

Every student will be safe through equitable access to buildings, facilities and infrastructure that meet their needs



Challenged

Every student will be challenged by learning from highly effective educators and employees.



Empowered

Every student will be empowered through academic success.



Murfreesboro
City Schools

KNOWN

Every student will be known through whole-child programs and support.

MCS will support the whole child by ensuring access to mental health staff, engaging in partnerships with high-quality providers, providing relevant classroom extension opportunities, supporting family involvement, and focusing on positive behavior supports.

Objectives

1. Maintain a 1:500 ratio for school counselors in all buildings and decrease our ratio for school social workers district wide to 1:1,600
2. Increase school coverage for mental health providers from 60% to 100% daily for coverage in all schools.
3. Decrease the percentage of students who are chronically absent from 14.2 % to 9% by meeting yearly chronically absent AMOs.
4. Provide extracurricular opportunities for students in STEAM, agriculture, performing arts, advanced academics and athletics
5. Relaunch and reposition choice school opportunities to meet changing expectations and needs of students and community.
6. Increase the percentage of parents who indicate they are encouraged to be involved in school activities from 80% to 90%.
7. Increase the percentage of parents who indicate they receive information from the school about how to help their child to from 85% to 90%
8. Expand Book Bus route by 20% (including Mobile Family Resource Center routes)
9. Decrease the percentage of students experiencing Out of School Suspension (OSS) annually based on 2021-2022 baseline year data using the state's AMO reduction target formula

Strategies

- Ensure annual budget includes funding for growth of mental health supports
- Provide resources, materials, activities, and training to promote healthy lifestyles for students and families in response to our health screening data
- Maintain and increase partnerships with third-party mental health providers for in school counseling
- Identify, implement, and support a variety of extracurricular programs to ensure all students have opportunities for engagement based on their interest
- Create formal partnership agreements to identify and connect students and families with resources in our community
- Create a Mobile Family Resource Center to offer monthly trainings to families in a variety of settings across our community
- Maintain TN-MTSS implementation to ensure all schools maintain school level distinctions
- Implement annual bullying awareness programs to appropriately define the behavior and prevent incidents

SAFE

Every student will be safe through equitable access to buildings, facilities, and infrastructure that meet their needs.

MCS will ensure operational excellence and prioritize safety, technology, resources, allocation, and facilities to meet the needs of our growing community.

Objectives

1. Ensure school facilities remain between 80% and 100% capacity. No buildings will operate at over 110% for multiple years.
2. Fully implement the district's five-year capital improvement plan to maintain facilities with annual updates to reprioritize needs
3. Maintain 1:1 devices in 2nd – 6th grades and 2:1 devices in Kindergarten - 1st grades through budget planning and/or grants
4. Update cabling and switches in 10 schools over a 4-year period beginning 2022-23
5. Maintain security software agreement which allows for 20% growth over the next five years to ensure complete coverage
6. Secure a new transportation facility to meet the needs of our growing population and ensure we maintain an adequate number of buses and equipment (radios, routing system, etc.) to meet our daily rider averages
7. Ensure TDOE district security assessment reports 100% of all schools meet security domains
8. Maintain MOU with MPD regarding full time SROs in all buildings
9. Maintain labor costs so that they do not exceed 88% of the total general purpose budget
10. Maintain a minimum of 7% unassigned fund balance per financial audit

Strategies

- Create a rezoning plan that will account for expected growth over the next three years
- Work with city planning to project areas of growth and impact on schools
- Develop a timeline for projects on the capital improvement plan for each year detailing a start date and projected completion date
- Implement the 3-5 year device replacement plan resulting in the replacement of approximately 3000 student devices per year beginning 2023-24
- Maximize and plan for eRate funds
- Work with the city government to identify land or an existing structure that will accommodate the bus fleet and employee work space with room for projected growth
- Coordinate yearly safety assessments in collaboration District Safety Coordinator and school administration.
- Utilize safe schools grant to address needs identified in the safety assessments
- Coordinate with Human Resources and finance to create position control/staffing criteria to monitor labor costs
- Obtain approved budgets for legal authorization to spend
- Maintain budget integrity with ongoing fiscal monitoring
- Create and provide public-facing budget documents
- Ensure compliance with yearly audit requirements
- Ensure fund balances and reserves are accurately stated
- Safeguard district assets by implementing sound internal controls

CHALLENGED

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Objectives

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8. Ensure 90% of educator responses to the Tennessee Educator Survey indicate favorable ratings in perceptions of school leadership
9. Provide a minimum of one leadership training program annually (Teacher Advisory Council, Administrator Academy, Teacher Leadership Academy)
10. Ensure all department supervisors update transition plans annually

Strategies

- Maintain and create new formal partnerships with universities for student teaching placement
- Extend job-embedded programs to fill hard-to-staff positions
- Host annual on-site job fairs for certified and classified employees
- Annually evaluate and plan for incentives for hard-to-staff positions, including retention incentives
- Offer multiple leadership development and feedback programs (School-based meetings, Teacher Advisory Council, feedback sessions, etc.)
- Annually evaluate salary comparisons with neighboring districts
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Strategies

- Ensure all students have access to high quality instructional materials in each subject area. Implement and use our adopted instructional materials with integrity and as intended.
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- Support teachers in implementing the NCTM Mathematics Teaching Practices in classroom instruction
- Support STEM designated schools with leadership network meetings
- Implement a district-wide science benchmark to inform instruction
- Partner with higher education institutions to engage in research for improvement in student outcomes

To: Board of Education

RE: FY22 General Purpose Schools Budget Transfer

Board Meeting Date: March 22, 2022

The Finance Director requests Board approval to transfer previously approved funds within the same budget category.

This amendment transfers a total of \$2,000 to cover an increase in the Attendance Equipment line-item from savings in Other Materials & Supplies. This increase will cover the cost of a replacement computer and dual monitors for the attendance clerk at Reeves-Rogers Elementary.

All increases are covered from savings in other categories. There are no new revenues and no change to Fund Balance.

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021-2022 General Purpose Fund 141 22-141-8
BOE Meeting Date March 22, 2022

Account	Description	Increase	Decrease
141 E 72110 704	Attendance Equipment	2,000	
141 E 72110 499	Attendance Other Supplies & Materials		2,000
Total		<u>2,000</u>	<u>2,000</u>

Explanation: To increase the Attendance Equipment line item to purchase a replacement computer for the
Attendance clerk at Reeve-Rogers.

Jim Buchanan 3/16/22
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby W Duke III</i></u> Director of Schools	<u>3-16-2022</u> Date
Declined	<input type="checkbox"/>		

To: Board of Education

RE: FY22 School Federal Fund ELC/Nursing Grant Budget Transfer

Board Meeting Date: March 22, 2022

The Finance Director requests Board approval to transfer funds within previously approved ELC/Nursing grant line-items. These expenditures are reasonable, necessary and allowable within the federal program guidelines. The ELC/Nursing grant was awarded to Murfreesboro City because of our willingness to fully offer on-demand COVID testing to faculty during the school year. These grant funds must be expended by June 30, 2022.

This amendment transfers a total of \$62,000 to extend the nursing software contract for another year, purchase equipment for each school to measure student height, weight and BMI, and increase the hazard pay bonus from \$2,000 to \$4,000 per nurse for the school year due to the unexpected increase in COVID testing that was required this year.

All increases are covered from savings in other categories. There are no new revenues and no change to Fund Balance.

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021-2022 School Federal - ELC/Nursing Grant 22-142-7
 BOE Meeting Date March 22, 2022

Account	Description	Increase	Decrease
142 E 72120 188	ELC Grant Bonus Payments	16,000	
142 E 72120 399	ELC Grant Other Contracted Services	13,000	
142 E 72120 413	ELC Grant Drugs & Medical Supplies		62,000
142 E 72120 735	ELC Grant Health Equipment	33,000	
Total		\$ 62,000	\$ 62,000

Explanation: To increase the bonus line for hazard bonus pay for the nursing staff, increase the contracted services line to pay for the SNAP nursing software contract and increase the Health Equipment line to purchase Stadiometers for each school. Stadiometers measure student height, weight and BMI.

Jim Anderson 3/16/22
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby N. Duckett</i></u>	<u>3-16-2022</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

To: Board of Education

RE: One-Time, Inflation Related Bonus

Board Meeting Date: March 22, 2022

The 2021-2022 school year has been a challenging year for all of MCS employees. In addition to the pandemic increasing the work loads of school system staff, cost of living rates are quickly rising.

Murfreesboro City Schools values all of our employees, and we are recommending the approval of a one-time bonus for employees of Murfreesboro City Schools to help address the cost of living increases.

The one-time bonus would be applied as follows:

- Individuals who began work on or before March 1, 2022, will be eligible for the bonus.
- Individuals must be actively employed on May 15, 2022, to be eligible for the bonus. Actively employed include individuals who are on paid or unpaid approved FMLA leave, COVID leave, or workers compensation leave.
- Full time employees will receive a \$500 bonus through a payroll check separate from their normal payroll distribution before the end of the school year.
- Part time employees will receive a \$250 through a payroll check separate from their normal payroll distribution before the end of the school year.

Corresponding budget amendments for the General Purpose and ESP budgets are included to move the necessary funds from fund balance into the correct labor and benefits line items.

General Purpose School Fund
Fiscal Year 2021-2022

Resolution No.

22-R-09

Account Codes	Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Equity</u>	<u>Fund Balance</u>			
141 Q 39000	Unassigned Fund Balance	\$ 10,882,829	10,019,691	(863,138)
	Total Decrease in Fund Balanc	\$ 10,882,829	\$ 10,019,691	(863,138)

<u>Expenditures</u>	<u>Expenditures</u>		<u>Revised Budget</u>	<u>Amended Budget</u>	<u>Increase</u>
141 E 71100 116	Regular Ed Teachers		34,066,234	34,391,234	325,000
141 E 71100 163	Regular Ed Ed Assistants		3,398,200	3,471,200	73,000
141 E 71100 201	Regular Ed Social Security		2,343,253	2,367,808	24,555
141 E 71100 204	Regular Ed Retirement		3,690,530	3,731,705	41,175
141 E 71100 212	Regular Ed Medicare		548,115	553,865	5,750
141 E 71100 217	Regular Ed Hybrid Retire		230,000	233,250	3,250
141 E 71200 116	Special Ed Teachers		3,920,235	3,960,235	40,000
141 E 71200 163	Special Ed Ed Assistants		2,434,900	2,503,400	68,500
141 E 71200 171	Special Ed Speech Therapist		846,475	853,975	7,500
141 E 71200 201	Special Ed Social Security		453,260	460,455	7,195
141 E 71200 204	Special Ed Retirement		760,225	772,985	12,760
141 E 71200 212	Special Ed Medicare		106,005	107,690	1,685
141 E 71200 217	Special Ed Hybrid Retire		28,000	28,400	400
141 E 72110 189	Attendance Other Salaries		55,000	55,750	750
141 E 72110 201	Attendance Social Security		3,410	3,457	47
141 E 72110 204	Attendance Retirement		6,695	6,786	91
141 E 72110 212	Attendance Medicare		800	812	12
141 E 72120 105	Medical Supervisor		53,025	53,525	500
141 E 72120 189	Medical Other Salaries		62,730	63,730	1,000
141 E 72120 201	Medical Social Security		11,865	11,958	93
141 E 72120 204	Medical Retirement		27,156	27,341	185
141 E 72120 212	Medical Medicare		2,774	2,796	22
141 E 72130 105	Student Support Supervisor		55,730	56,230	500
141 E 72130 123	Student Support Guidance Counselors		1,088,935	1,098,935	10,000
141 E 72130 130	Student Support Social Workers		435,720	441,220	5,500
141 E 72130 189	Student Support Other Salaries		313,540	315,540	2,000
141 E 72130 201	Student Support Social Security		117,675	118,790	1,115
141 E 72130 204	Student Support Retirement		189,495	191,685	2,190
141 E 72130 212	Student Support Medicare		27,520	27,780	260

<u>Expenditures</u>	<u>Expenditures</u>		<u>Revised Budget</u>	<u>Amended Budget</u>	<u>Increase</u>
141 E 72130 217	Student Support	Hybrid Retire	8,400	8,600	200
				-	
141 E 72210 105	Reg Ed Support	Supervisor	107,815	108,815	1,000
141 E 72210 129	Reg Ed Support	Media Specialist	915,035	921,535	6,500
141 E 72210 138	Reg Ed Support	Coordinators	312,880	314,380	1,500
141 E 72210 161	Reg Ed Support	Secretary	33,440	33,940	500
141 E 72210 163	Reg Ed Support	Education Asst	100,000	102,000	2,000
141 E 72210 189	Reg Ed Support	Other Salary	68,844	73,344	4,500
141 E 72210 201	Reg Ed Support	Social Security	101,550	102,545	995
141 E 72210 204	Reg Ed Support	Retirement	168,140	170,090	1,950
141 E 72210 212	Reg Ed Support	Medicare	23,750	23,980	230
				-	
141 E 72220 105	SpEd Support	Supervisor	97,815	98,315	500
141 E 72220 124	SpEd Support	School Psychology	652,350	656,850	4,500
141 E 72220 131	SpEd Support	Medical Personnel	106,190	108,190	2,000
141 E 72220 161	SpEd Support	Clerical	-	-	500
141 E 72220 189	SpEd Support	Other Salaries	403,730	404,230	4,500
141 E 72220 201	SpEd Support	Social Security	78,250	82,750	745
141 E 72220 204	SpEd Support	Retirement	121,200	121,945	1,460
141 E 72220 212	SpEd Support	Medicare	18,300	19,760	175
141 E 72220 217	SpEd Support	Hybrid Retire	8,800	8,975	120
				-	
141 E 72250 105	Technology	Supervisor	87,550	88,050	500
141 E 72250 121	Technology	Technicians	690,630	696,465	5,835
141 E 72250 162	Technology	Clerical	31,930	32,430	500
141 E 72250 201	Technology	Social Security	50,230	50,654	424
141 E 72250 204	Technology	Retirement	98,590	99,422	832
141 E 72250 212	Technology	Medicare	11,750	11,849	99
141 E 72250 217	Technology	Hybrid Retire	735	803	68
				-	
141 E 72310 189	Board of Ed	Other Salaries	4,885	4,935	50
141 E 72310 201	Board of Ed	Social Security	1,906	1,909	3
141 E 72310 204	Board of Ed	Retirement	595	601	6
141 E 72310 212	Board of Ed	Medicare	445	446	1
				-	
141 E 72320 101	Director's Office	Director of Schools	149,350	149,850	500
141 E 72320 161	Director's Office	Secretary	43,930	44,380	450
141 E 72320 162	Director's Office	Clerical	28,840	29,340	500
141 E 72320 189	Director's Office	Other Salaries	31,045	31,545	500
141 E 72320 201	Director's Office	Social Security	15,760	15,881	121
141 E 72320 204	Director's Office	Retirement	28,120	28,357	237
141 E 72320 212	Director's Office	Medicare	3,685	3,713	28
				-	
141 E 72410 104	Office of Principal	Principal	1,381,725	1,388,725	7,000
141 E 72410 139	Office of Principal	Asst Principal	1,151,235	1,158,235	7,000
141 E 72410 161	Office of Principal	Secretaries	487,360	493,860	6,500
141 E 72410 189	Office of Principal	Attendance Clerks	619,815	634,315	14,500
141 E 72410 201	Office of Principal	Social Security	225,815	227,985	2,170
141 E 72410 204	Office of Principal	Retirement	397,360	401,620	4,260

<u>Expenditures</u>	<u>Expenditures</u>		<u>Revised Budget</u>	<u>Amended Budget</u>	<u>Increase</u>
141 E 72410 212	Office of Principal	Medicare	52,815	53,323	508
141 E 72410 217	Office of Principal	Hybrid Retire	2,500	2,520	20
				-	
141 E 72510 105	Finance	Director	97,850	98,350	500
141 E 72510 119	Finance	Accountants	156,715	159,215	2,500
141 E 72510 122	Finance	Purchasing	40,000	40,500	500
141 E 72510 161	Finance	Secretary	41,015	41,515	500
141 E 72510 201	Finance	Social Security	20,810	21,060	250
141 E 72510 204	Finance	Retirement	40,840	41,327	487
141 E 72510 212	Finance	Medicare	4,870	4,928	58
				-	
141 E 72520 105	Human Resource	Director	41,725	42,225	500
141 E 72520 121	Human Resource	HR Staff	43,735	44,235	500
141 E 72520 189	Human Resource	Other Salaries	189,700	192,200	2,500
141 E 72520 201	Human Resource	Social Security	17,060	17,277	217
141 E 72520 204	Human Resource	Retirement	32,840	33,266	426
141 E 72520 212	Human Resource	Medicare	3,855	3,906	51
141 E 72520 217	Human Resource	Hybrid Retire	650	661	11
				-	
141 E 72610 141	Custodial	Foremen	41,915	42,415	500
141 E 72610 166	Custodial	Custodians	2,191,150	2,226,150	35,000
141 E 72610 189	Custodial	Other Salaries	129,160	131,160	2,000
141 E 72610 201	Custodial	Social Security	146,460	148,785	2,325
141 E 72610 204	Custodial	Retirement	245,000	249,564	4,564
141 E 72610 212	Custodial	Medicare	34,255	34,799	544
				-	
141 E 72620 105	Maintenance	Director	82,035	82,535	500
141 E 72620 161	Maintenance	Secretary	38,805	39,305	500
141 E 72620 167	Maintenance	Maintenance Personnel	1,044,470	1,056,970	12,500
141 E 72620 201	Maintenance	Social Security	72,250	73,087	837
141 E 72620 204	Maintenance	Retirement	141,820	143,463	1,643
141 E 72620 212	Maintenance	Medicare	16,900	17,096	196
				-	
141 E 72710 105	Transportation	Director	62,085	62,585	500
141 E 72710 142	Transportation	Mechanics	109,870	110,870	1,000
141 E 72710 146	Transportation	Bus Drivers	1,252,910	1,276,410	23,500
141 E 72710 162	Transportation	Clerical	110,315	111,815	1,500
141 E 72710 189	Transportation	Bus Aides	661,525	679,025	17,500
141 E 72710 201	Transportation	Social Security	136,200	138,928	2,728
141 E 72710 204	Transportation	Retirement	267,340	272,695	5,355
141 E 72710 212	Transportation	Medicare	31,855	32,493	638
				-	
141 E 73300 105	Community Supp	Directors	80,740	81,740	1,000
141 E 73300 162	Community Supp	Clerical	21,105	21,270	165
141 E 73300 189	Community Supp	Other Salaries	247,800	249,300	1,500
141 E 73300 201	Community Supp	Social Security	21,865	22,030	165
141 E 73300 204	Community Supp	Retirement	42,920	43,245	325
141 E 73300 212	Community Supp	Medicare	5,115	5,155	40
				-	

<u>Expenditures</u>	<u>Expenditures</u>		<u>Revised Budget</u>	<u>Amended Budget</u>	<u>Increase</u>
141 E 73400 116	Early Child Ed	Teachers	809,700	816,200	6,500
141 E 73400 163	Early Child Ed	Educational Assts	95,030	101,530	6,500
141 E 73400 201	Early Child Ed	Social Security	56,095	56,901	806
141 E 73400 204	Early Child Ed	Retirement	92,865	94,447	1,582
141 E 73400 212	Early Child Ed	Medicare	13,120	13,310	190
141 E 73400 217	Early Child Ed	Hybrid Retire	2,100	2,113	13
			\$ 73,239,032	\$ 74,102,050	\$ 863,138
CHANGE IN FUND BALANCE (CASH)					\$ (863,138)

To budget a one-time bonus for MCS employees from ending unassigned fund balance at June 30, 2021 into the correct labor and benefit line-items.

Full time employees will receive a \$500 bonus and part-time employees will receive a \$250 bonus to help address the cost of living increases.

Kim Curran 3/17/22
Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby N. Duckett III</u>	<u>3/17/22</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

Extended School Program

Resolution No.

22-R-09

Fiscal Year 2021-2022		BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
Account Codes	Description			
<u>Equity</u>				
<u>Fund Balance</u>				-
146 Q 39000	Committed for Extended School Program	\$ 3,827,012	3,758,612	(68,400)
<u>Total Decrease in Fund Balance</u>			\$	(68,400)
<u>Expenditures</u>				
146 E 73300 105	ESP - Director	\$ 70,011	70,511	500
146 E 73300 189	ESP - Other Salaries and Wages	\$ 3,727,801	3,788,801	61,000
146 E 73300 201	ESP - Social Security	\$ 235,461	239,361	3,900
146 E 73300 204	ESP - State Retirement	\$ 120,877	122,877	2,000
146 E 73300 212	ESP - Medicare	\$ 55,563	56,463	900
146 E 73300 217	ESP - Hybrid Retirement	\$ -	100	100
<u>Total Increase in Expenditures</u>			\$ -	\$ 68,400

CHANGE IN FUND BALANCE (CASH) \$ 3,758,612

To budget a one-time bonus to ESP employees from fund balance. A bonus of \$500 will be paid to full-time employees and \$250 bonus for part-time employees.

Tim Williams
Reviewed by Finance Director/Finance Manager

3/17/22
Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby N. Duke</u>	<u>3/17/22</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

Board of Distinction Checklist

To recognize outstanding performance by a board as a whole, TSBA has established a Board of Distinction Program. Complete the following checklist to document that your board is meeting the challenge of leadership in every area of board responsibility.

PLANNING

- _____ 1. Participated in a retreat of at least 7 hours.
- _____ 2. Conducted a superintendent evaluation.
- _____ 3. Developed/updated Strategic Plan, which included vision statement, mission statement and shared beliefs.

POLICY

- _____ 4. Conducted an annual review and maintenance of the entire policy manual.
- _____ 5. Adopted and adhered to policies for effective board operations.
- _____ 6. Adopted the TSBA Boardsmanship Code of Conduct policy.

PROMOTION

- _____ 7. Developed/maintained a plan for promotion of the school system.
- _____ 8. Was represented the last two years at the TSBA Delegate Assembly.
- _____ 9. Designated a legislative representative.

BOARD DEVELOPMENT

- _____ 10. Participated in a board self evaluation and developed a plan for improvement.
- _____ 11. Had a board meeting critiqued by two Level III or greater board members from two different school boards. (Evaluation form may be obtained from TSBA.)
- _____ 12. Was represented at Fall District Meeting the last two years by a majority of the Board.
- _____ 13. Was represented at TSBA Convention the last two years by a majority of the Board.
- _____ 14. Achieved (at least 1/3 of the board) Level II in the TSBA Boardsmanship Program.
- _____ 15. Each board member has attended at least 75 percent of the board meetings during the last two years.

Our board has completed each of the above items within a two-year period immediately preceding the date of our signatures on this form.

Board Chairman

School Board

Superintendent

Date

Date

PLEASE MAKE A COPY FOR YOUR FILES BEFORE SENDING TO:
525 Brick Church Park Drive – Nashville, TN 37207 – 800/448-6465 – Fax: 615/815-3911

Board Member Self-Evaluation



I certify that I have completed the Board
Member Self-Evaluation.

Name

System

Date

**Please keep the survey for your records and fax this
page to:**

615/815-3911,
Attn: Brittany Massey

OR

Mail this page to:
TSBA, Attn: Brittany Massey
525 Brick Church Park Drive
Nashville, TN 37207

Board Member Self-Evaluation

Using the following scale, rate your individual performance in the first column "How I am now" and indicate in the second column "How I wish I were." Check the appropriate box in each column.

Scale: 1=Never 2= Rarely 3=About Half the Time 4=Almost Always 5=Always

A. Relationship with the superintendent												
	How I am now						How I wish I were					
	1	2	3	4	5		1	2	3	4	5	
1. I keep the superintendent informed on issues, needs, and complaints in a manner allowing the superintendent the opportunity to solve related problems in a professional manner.												
2. I publicly support the superintendent's administrative regulations and decisions and relay any disagreement in a private session.												
3. I disregard personalities and consider the recommendations of the superintendent in an unbiased and objective manner.												
4. If I want additional information about an agenda item, I contact the superintendent or the responsible person, in advance.												
5. I am a positive influence for giving the superintendent sufficient research time and not forcing an on-the-spot decision.												

Board Member Self-Evaluation

B. Relationship with the community												
	How I am now					How I wish I were						
1. I work to preserve the trust my fellow citizens have put in me and my fellow board members for the educational development of the children and youth of this community.	1	2	3	4	5		1	2	3	4	5	
2. I work to do what is in the best interest of each and every student without distinction as to who they are or what their background may be.	1	2	3	4	5		1	2	3	4	5	
3. I take the initiative in helping all community members to have all the facts about their schools so they will readily provide the finest possible school program, school staff, and school facilities.	1	2	3	4	5		1	2	3	4	5	

C. Relationship during meetings												
	How I am now					How I wish I were						
1. I arrive early and am prepared for the meeting to start on time.	1	2	3	4	5		1	2	3	4	5	
2. I treat other members of the board and professional staff with respect during board meetings.	1	2	3	4	5		1	2	3	4	5	

Board Member Self-Evaluation

3. On those occasions when I differ with other board members, I do so based on the issues at hand and not on personalities.	1	2	3	4	5		1	2	3	4	5
4. I behave in such a manner as to emphasize that individual board members have no authority except when convened in a legally conducted board meeting.	1	2	3	4	5		1	2	3	4	5
5. I refrain from discussions and comments that are unrelated to the agenda item.	1	2	3	4	5		1	2	3	4	5
6. I exercise good listening skills during meetings.	1	2	3	4	5		1	2	3	4	5
7. I listen to all sides before making a decision.	1	2	3	4	5		1	2	3	4	5
8. I display a spirit of compromise when impasses arise and urge consensus.	1	2	3	4	5		1	2	3	4	5
9. I vote my conscience, but support the majority decisions.	1	2	3	4	5		1	2	3	4	5
10. I work within the board role as policy maker and do not become involved in making administrative decisions.	1	2	3	4	5		1	2	3	4	5
11. At meetings, I speak loudly and clearly enough to be heard by everyone present.	1	2	3	4	5		1	2	3	4	5
12. I conduct myself in a businesslike manner, following accepted parliamentary procedures and rules.	1	2	3	4	5		1	2	3	4	5
13. I refrain from monopolizing the discussion.	1	2	3	4	5		1	2	3	4	5

Board Member Self-Evaluation

D. Relationship with staff and personnel												
	How I am now					How I wish I were						
1. I consistently adhere to the law governing superintendent authority for personnel.	1	2	3	4	5		1	2	3	4	5	
2. I make every effort to become acquainted with district personnel	1	2	3	4	5		1	2	3	4	5	
3. I do not allow personal friendships with district personnel to affect overall board decisions or policies.	1	2	3	4	5		1	2	3	4	5	
4. I channel complaints and potential problems to the proper authority.	1	2	3	4	5		1	2	3	4	5	

E. Support of instructional program												
	How I am now					How I wish I were						
1. I keep informed about student achievement.	1	2	3	4	5		1	2	3	4	5	
2. I solicit information from the community pertaining to instructional program needs.	1	2	3	4	5		1	2	3	4	5	
3. I support policies that enable the staff to develop the educational program required to meet the needs of the community.	1	2	3	4	5		1	2	3	4	5	

Board Member Self-Evaluation

F. Fiscal responsibility												
	How I am now					How I wish I were						
	1	2	3	4	5		1	2	3	4	5	
1. I support efforts to provide resources to properly fund the school district budget.												
2. I support policies requiring proper accountability for the expenditure of school district funds.												
3. I keep my constituents informed about the financial needs of the school district.												

G. Personal work habits												
	How I am now					How I wish I were						
	1	2	3	4	5		1	2	3	4	5	
1. I keep the educational and welfare of children as my primary concern.												
2. I am willing to make unpopular decisions, in the best interest of children.												
3. I represent the best interests of all citizens rather than special interest groups.												
4. I take time to do my homework and prepare for meetings.												
5. I attend board meetings regularly.												
6. I refrain from asking that items be added to the agenda at the last minute.												

Board Member Self-Evaluation

7. I reach decisions on the merits of issues and on the basis of best available information.	1	2	3	4	5		1	2	3	4	5
8. I participate in board training programs at regional, state and national levels.	1	2	3	4	5		1	2	3	4	5
9. I do not individually or unilaterally make decisions or commitments on the board's behalf.	1	2	3	4	5		1	2	3	4	5
10. I am open and honest with board members, school staff and community members.	1	2	3	4	5		1	2	3	4	5
11. I share information and avoid "surprises" whenever possible.	1	2	3	4	5		1	2	3	4	5
12. I am familiar with and abide by the Tennessee School Boards Association Boardsmanship Code of Ethics.	1	2	3	4	5		1	2	3	4	5
13. I respect those who differ in opinion and belief.	1	2	3	4	5		1	2	3	4	5
14. I accept constructive criticism.	1	2	3	4	5		1	2	3	4	5
15. I remain calm and think clearly under pressure.	1	2	3	4	5		1	2	3	4	5

Board Member Self-Evaluation

H. General Statements

My strengths and weaknesses as a Board member are (Please list below):

To improve my effectiveness as a board member, I will (Please list in the box below) :

Human Resources Personnel Report 02/16/2022 - 03/16/2022

Certified Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Howard-Smith	Gloria	2/22/2022	MNS	School Counselor	

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>
Baltimore	Amy	2/25/2022	SA	School Counselor	Y
Clark	Danielle	3/10/2022	BR	SPED Teacher	N

Certified Changes

<u>Last Name</u>	<u>First Name</u>	<u>Date of Change</u>	<u>FROM</u>	<u>TO</u>
Bunyi	Angela	3/7/2022	1st Grade @ DS	School Counselor @ SA

Classified New Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Austin	Michelle	2/18/2022	BR	Office EA	
Hanif	Shahnela	2/22/2022	RR	EA	pt to ft
Medina	Alexis	2/23/2022	BF	FT Custodian	
Abdelrahman	Rasha	2/28/2022	SC	SPED EA	pt to ft
Collins	Brian	3/1/2022	SC	PK SPED EA	rehire
Faulk	Tracy	3/3/2022	MNS	Attendance Secretary	
Shepperd	Tiffany	3/7/2022	SC	SPED EA	
Fisher	Emily	3/8/2022	SA	Asst Caf. Manager	

Classified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
McNair	Robert	2/26/2022	NF	FT Custodian
Torrez	Duran	2/17/2022	RR	EA
Jones	Jessica	2/25/2022	CO	Data & Support Asst
Powell	Candace	2/25/2022	OCE	EA
Greer	Rachelle	2/25/2022	SHOP	Bus Driver
Reynolds	Lori	2/28/2022	RR	Bookkeeper
Gupton	Annette	3/1/2022	SC	SPED EA
Logan	Keira	3/2/2022	LS	Little Sprouts Teacher

Enrollment Period 6 - 02/02/22 to 03/03/22

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS
Black Fox	786	39	22	9	40			896
Bradley	339							339
Cason Lane	625	60	27	12	28			752
Discovery	396							396
Erma Siegel	738		24	12	21		6	801
Hobgood	596	80						676
John Pittard	698	39			29			766
Mitchell-Neilson	554	46				18		618
Northfield	566	40	25	17	32			680
Overall Creek	1032							1032
Reeves-Rogers	400							400
Salem	1097				13			1110
Scales	930		29	10	39			1008
								9474

Totals	8757	304	127	60	202	18	6	9474
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	
BEP Funded	8757				202	18	6	8983
Non-BEP Funded		304	127	60				491

Growth Over Last Year	
End of 2020-2021 -----	9000
Growth from 20-21 to 21-22 ---	474

Average Attendance Percentage
94.0%

PTR Period 6 - 02/02/22 to 03/03/22

	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		
Black Fox	140	7	20.00	112	6	18.67	117	6	19.50	118	6	19.67	487	25	19.48	104	5	20.80	112	5	22.40	83	4	20.75	299	14	21.36	786	
Bradley	49	3	16.33	48	3	16.00	57	3	19.00	51	3	17.00	205	12	17.08	52	3	17.33	43	3	14.33	39	2	19.50	134	8	16.75	339	
Cason Lane	109	6	18.17	93	5	18.60	95	5	19.00	95	5	19.00	392	21	18.67	95	5	19.00	101	5	20.20	37	2	18.50	233	12	19.42	625	
Discovery	59	3	19.67	60	3	20.00	61	3	20.33	60	3	20.00	240	12	20.00	64	3	21.33	66	3	22.00	26	1	26.00	156	7	22.29	396	
Erma Siegel	125	7	17.86	105	6	17.50	117	6	19.50	117	6	19.50	464	25	18.56	120	5	24.00	132	6	22.00	22	1	22.00	274	12	22.83	738	
Hobgood	101	5	20.20	107	6	17.83	83	4	20.75	87	5	17.40	378	20	18.90	83	4	20.75	78	4	19.50	57	3	19.00	218	11	19.82	596	
John Pittard	107	6	17.83	102	6	17.00	102	6	17.00	113	7	16.14	424	25	16.96	110	6	18.33	113	5	22.60	51	2	25.50	274	13	21.08	698	
Mitchell-Neilson	84	5	16.80	73	4	18.25	94	5	18.80	92	5	18.40	343	19	18.05	96	5	19.20	73	4	18.25	42	2	21.00	211	11	19.18	554	
Northfield	95	5	19.00	87	5	17.40	102	5	20.40	88	5	17.60	372	20	18.60	70	4	17.50	82	4	20.50	42	2	21.00	194	10	19.40	566	
Overall Creek	166	8	20.75	176	9	19.56	161	8	20.13	170	9	18.89	673	34	19.79	165	8	20.63	157	7	22.43	37	2	18.50	359	17	21.12	1032	
Reeves-Rogers	60	4	15.00	66	4	16.50	69	4	17.25	68	4	17.00	263	16	16.44	58	3	19.33	51	3	17.00	28	2	14.00	137	8	17.13	400	
Salem	188	9	20.89	183	9	20.33	204	10	20.40	153	8	19.13	728	36	20.22	176	8	22.00	154	6	25.67	39	2	19.50	369	16	23.06	1097	
Scales	155	9	17.22	137	7	19.57	164	8	20.50	141	7	20.14	597	31	19.26	141	6	23.50	132	6	22.00	60	3	20.00	333	15	22.20	930	
Totals by Grade	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade										
	1438	77	18.68	1349	73	18.48	1426	73	19.53	1353	73	18.53	1334	65	20.52	1294	61	21.21	563	28	20.11							8757	Total K-6

Regular Education PTR			
Kindergarten thru Third Grade	5566	296	18.80
Fourth Grade thru Sixth Grade	3191	154	20.72
District Totals	8757	450	19.46

TRUANCY 10+ Days - Unexcused Absences

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
Black Fox		5	10	17	28	44			
Bradley		4	2	2	11	18			
Cason Lane	1	5	10	24	27	26			
Discovery					1	1			
Erma Siegel	3	1	1	5	12	20			
Hobgood	1	2	3	11	27	42			
John Pittard		1			1	9			
Mitchell-Neilson	1	3	10	12	23	51			
Northfield		2	1	3	11	18			
Overall Creek		5	1	6	9	15			
Reeves-Rogers		2	1	2	6	10			
Salem				9	23	36			
Scales			2	6	3	15			
TOTALS	6	30	41	97	182	305	-	-	-

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
Black Fox	231	234	210	152	169	127			
Bradley	132	185	154	159	170	134			
Cason Lane	203	197	157	134	143	108			
Discovery	66	36	17	20	29	27			
Erma Siegel	167	122	95	89	81	51			
Hobgood	191	204	180	140	152	109			
John Pittard	162	149	137	132	120	121			
Mitchell-Neilson	189	152	130	112	124	101			
Northfield	155	159	144	100	98	84			
Overall Creek	185	123	104	95	114	86			
Reeves-Rogers	124	99	79	86	91	63			
Salem	248	159	120	118	130	113			
Scales	243	212	176	147	181	129			
	2296	2031	1703	1484	1602	1253	-	-	-

COMPARISON OF BUDGET TOTALS
July 1, 2021 Through February 28, 2022

TOTAL INCOME	7/1/21 - 2/28/22	\$	59,707,411
TOTAL EXPENSES	7/1/21 - 2/28/22		<u>53,478,020</u>
NET INCOME	2/28/22	\$	<u><u>6,229,390</u></u>

YEAR-TO-DATE REVENUE COMPARISON

FEBRUARY 2022

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	9,738,460	(5,573,690)	63.6%	15,700,000	10,173,051	(5,526,949)	64.8%
2	40210-Local Option Sales Tax	12,330,550	7,086,252	(5,244,298)	57.5%	13,000,000	8,106,684	(4,893,316)	62.4%
3	40000-41110-Other County Rev	1,850,000	1,026,498	(823,502)	55.5%	1,705,000	889,091	(815,909)	52.1%
4	43300-44000-Other Local Revenue	698,941	379,908	(319,033)	54.4%	1,792,500	353,336	(1,439,164)	19.7%
5	46511-Basic Educ. Program	48,350,000	32,953,900	(15,396,100)	68.2%	48,115,000	33,721,800	(14,393,200)	70.1%
6	46515-Early Childhood Ed.	1,072,125	-	(1,072,125)	0.0%	1,063,812	433,650	(630,162)	40.8%
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46590-Other State Education	1,976,159	126,198	(1,849,961)	6.4%	354,248	358,442	4,194	101.2%
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)	0.0%	100,000	57,895	(42,105)	57.9%
12	46595-Family Resource	29,600	-	(29,600)	0.0%	29,600	15,731	(13,869)	53.1%
13	46800-46990-Other State Revenue	262,503	151,496	(111,007)	57.7%	227,419	56,549	(170,870)	24.9%
14	47000- Federal Funds	283,653	641,463	357,810	226.1%	161,041	225,323	64,282	139.9%
15	49100-49800 Bond & City Transfers	3,244,831	-	(3,244,831)	0.0%	450,000	12,337	(437,663)	2.7%
16	49810-Approp./City Gen. Fund	7,885,103	5,256,736	(2,628,367)	66.7%	7,885,103	5,256,735	(2,628,368)	66.7%
17	49820-Operating Transfers	78,413	-	(78,413)	0.0%	-	-	-	N/A
	TOTALS	\$ 93,562,028	\$57,417,506	\$ (36,144,522)	61.4%	\$90,665,723.00	\$ 59,707,411	\$ (30,958,312)	65.9%

YEAR-TO-DATE EXPENDITURE COMPARISON

FEBRUARY 2022

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	28,420,348	(22,147,830)	56.2%	50,700,907	\$29,235,540.24	(21,465,367)	57.7%
2	71200-Sp. Ed. Instruction	9,646,900	5,428,842	(4,218,058)	56.3%	10,154,810	5,705,560	(4,449,250)	56.2%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	157,489	67,127	(90,362)	42.6%	100,155	64,781	(35,374)	64.7%
5	72120-Health Services	948,039	589,429	(358,610)	62.2%	330,370	92,341	(238,029)	28.0%
6	72130-Guidance	2,743,401	1,590,569	(1,152,832)	58.0%	2,621,215	1,482,554	(1,138,661)	56.6%
7	72210-Reg. Instr. Support	2,315,361	1,454,972	(860,389)	62.8%	2,291,054	1,373,233	(917,821)	59.9%
8	72220-Sp. Ed. Support	1,841,650	995,032	(846,618)	54.0%	1,734,075	982,615	(751,460)	56.7%
9	72250-Technology	1,954,363	1,296,399	(657,964)	66.3%	2,075,760	1,322,052	(753,708)	63.7%
10	72310-Bd. Of Education	1,646,370	1,016,231	(630,139)	61.7%	1,739,681	1,007,020	(732,661)	57.9%
11	72320-Office of Supt.	388,039	137,403	(250,636)	35.4%	428,330	240,719	(187,611)	56.2%
12	72410-Office of Principal	4,739,039	2,886,997	(1,852,042)	60.9%	4,857,825	3,046,930	(1,810,895)	62.7%
13	72510-Fiscal Services	470,480	319,873	(150,607)	68.0%	519,200	368,421	(150,779)	71.0%
14	72520-Personnel Services	587,033	364,823	(222,210)	62.1%	467,240	308,246	(158,994)	66.0%
15	72610-Oper. Of Plant	6,304,017	3,418,165	(2,885,852)	54.2%	6,445,115	3,772,919	(2,672,196)	58.5%
16	72620-Maint. Of Plant	2,809,034	1,327,643	(1,481,391)	47.3%	2,905,842	1,205,960	(1,699,882)	41.5%
17	72710-Pupil Transp.	3,883,591	2,019,108	(1,864,483)	52.0%	3,691,951	2,075,878	(1,616,074)	56.2%
18	73300-Community Service	557,708	275,416	(282,292)	49.4%	581,565	283,048	(298,517)	48.7%
19	73400-Early Childhood Educ.	1,249,350	684,920	(564,430)	54.8%	1,208,825	650,739	(558,086)	53.8%
20	76100-Reg. Cap. Outlay	150,500	61,282	(89,218)	40.7%	130,000	28,583	(101,417)	22.0%
21	82130-Education Debt Serv.	3,244,831	-	(3,244,831)	0.0%	-	-	-	N/A
22	99100-Operating Transfers	409,200	255,840	(153,360)	62.5%	350,900	230,881	(120,019)	65.8%
	TOTALS	96,614,573	52,610,421	\$ (44,004,152)	54.5%	93,334,820	53,478,020	\$ (39,856,800)	57.3%