

**Board of Education Regular Meeting**

August 9, 2022 5:00 PM

MCS Administrative Offices

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Becky Goff, Amanda Moore, Jimmy Richardson</p> <p>Incoming board members: Barbara Long and Karen Dodd</p> <p>Staff: Dr. Duke, Joe Marlin, April Zavis, Christopher Young, Maria Johnson, Angela Fairchild, Sheri Arnette, Ralph Ringstaff, Larry Willeford, Kim Williams, Cathy Pressnell, Chris George, Beth Prater, and Lisa Trail</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p>II. APPROVAL OF AGENDA Action Item</p>	Chair Butch Campbell
<p>III. CONSENT ITEMS Consent Agenda</p>	Chair Butch Campbell
<p>A. Approval of 6-28-22 Board Minutes Consent Item</p>	
<p>IV. ACTION ITEMS Action Item</p>	Chair Butch Campbell
<p>A. Approval of Signing Stipend for CDC Positions Action Item Mr. Ballard asked if the board could get a list of bonuses or stipends that are being paid to teachers, coaches, etc. Mr. Jimmy Richardson added that he would like to know the source of those bonuses and stipends.</p> <p>Dr. Duke said that he and Ms. Kim Williams have already been working on a list such as that, and he will get that information to the Board.</p> <p>This list will be re-evaluated every year, but custodial, nutrition, and ESP positions will more than likely remain on the list.</p> <p>Dr. Duke added that we have now filled all CDC positions.</p>	Dr. Trey Duke
<p>B. Approval of FY23 GPS Budget Amendment Action Item</p>	Dr. Trey Duke
<p>C. Approval of Budget Amendment-United Way Grant Action Item</p>	Dr. Trey Duke
<p>D. Approval of the FY23 School Federal Budget Title I A Action Item</p>	Dr. Trey Duke
<p>V. ADJOURNMENT Action Item Before adjourning this portion of the meeting, Roseann Barton asked if Dr. Duke and the board would consider in the future a possible stipend for PLC leaders. Dr. Duke explained that this was an allowable expense and that he and</p>	Chair Butch Campbell

his staff will pull numbers and see how many people this would involve and get that information to the board.

This portion of the meeting adjourned at 5:20 p.m.

**MINUTES**

**Board of Education Regular Meeting**

June 28, 2022 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item In attendance: Board 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, Maria Johnson, Kristina Boone, Lisa Trail, Ranesa Shipman, Andrea Oakley, Robin Newell, Tony Hartman, and Jamara DeBerry</p> <p>Assistant City Attorney Elizabeth Taylor was absent. City Liaison Mr. Bill Shacklett was present.</p>	Chair Butch Campbell
<p><b>A. Pledge of Allegiance</b> Procedural Item The Pledge of Allegiance was led by Maria Johnson, new Director of Human Resources and Educator Effectiveness, and Kristina Boone, principal at Discovery School.</p>	
<p><b>B. Moment of Silence</b> Procedural Item</p>	
<p><b>II. APPROVAL OF AGENDA</b> Action Item Motion to approve the agenda. This motion, made by Ms. Roseann Barton and seconded by Ms. Becky Goff, passed. (7-0)</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> Information Item MCS was well represented in June at TCAP committee work for the state. We're proud of our teachers and their willingness to share their knowledge, time, and skills on a state level.</p> <ul style="list-style-type: none"><li>Cherry Ross (OCE): Grade 5 ELA Item Review</li><li>Macy Greeson (Bradley): Grade 4 Math Item Review</li><li>Kim Gambill (Black Fox): Grade 4 Math Item Review</li><li>Hannah Blanks (OCE): Grade 4 Math Item Review</li><li>Anita Spann (OCE): Math Item Review</li><li>Kim Inglis (Black Fox): Grade 5 Science Item Review</li><li>Whitley Troutman (OCE): Grade 5 Science Item Review</li></ul> <p>Cathy Presnell (CO): Grade 3 ELA Range finding, Grade 5 ELA Item Review</p> <p>Kindercamp is scheduled for July 18-22, 9 a.m. - 1 p.m. This is a great opportunity for our newest students to make new friends as they learn school rules, routines, and Kindergarten readiness skills from Murfreesboro City Schools certified teachers. Participants must be registered for Kindergarten at Murfreesboro City Schools. The cost is \$75 per student.</p> <p>ESP registration for Fall 2022 opens on July 11 at 9 a.m. Registration is online.</p>	Mrs. Lisa Trail
<p><b>A. Recognition of Board Evaluators for Board of Distinction Status</b> Mr. Kevin Townsel-Franklin Special School District</p>	Chair Butch Campbell

Mr. Coy Young-Rutherford County School District Procedural Item	
<p><b>B. Spotlight on Education-Summer School</b> Procedural Item</p> <p>Mrs. Arnette presented a PowerPoint to the board with some highlights of the summer school program. She thanked everyone involved with the program this year. She explained that there are two days left, and teachers have received a survey. She will be reviewing those surveys to make decisions or improvements for next year. Ms. Jamara DeBerry, an administrator at summer school, and Mr. Tony Hartman, a teacher at summer school, gave a testimonial of their wonderful experiences this year.</p> <p>Jimmy Richardson commented that it was a wonderful report.</p> <p>Wes Ballard said that he visited one of the summer school sites and gave kudos to all that put this program together. He was very happy to see the small class sizes.</p> <p>Chair Campbell said that he was happy to know that students were having fun and becoming smarter. He said that it's important for students to enjoy school.</p>	Dr. Trey Duke
<p><b>C. The Best of MCS-Ms. Debbie Pulido</b> Procedural Item</p>	Dr. Trey Duke
<p><b>D. Introduction of Ranesa Shipman and Andrea Oakley</b> Procedural Item</p> <p>Dr. Duke introduced Ms. Ranesa Shipman, new principal at Scales Elementary, and Mrs. Andrea Oakley, new assistant principal between Scales and Salem. He welcomed them and is excited to have them begin these new roles. They each addressed the board and said that they are excited to begin.</p>	Dr. Trey Duke
<p><b>IV. CONSENT ITEMS</b> Consent Agenda</p> <p>Motion to approve consent agenda.. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Chair Butch Campbell
<p><b>A. Approval of 6-14-22 Board Minutes</b> Consent Item</p>	
<p><b>V. ACTION ITEMS</b> Action Item</p>	Chair Butch Campbell
<p><b>A. Approval of the Board's Annual Agenda 2022-2023</b> Action Item</p> <p>Motion to amend the recommended Annual Agenda and move the board assignments to September from August so that newly elected board members that take office in September could be included in that list.. This motion, made by Ms. Amanda Moore and seconded by Ms. Roseann Barton, passed. (7-0)</p>	Dr. Trey Duke
<p><b>B. Approval of TSBA Workshops</b> Action Item</p> <p>David Settles stated that TSBA pulled out of NSBA, a national school board organization. He asked if anyone knew if TSBA was associated with any other national organization. Dr. Duke told Mr. Settles that he would find out and let the board know.</p> <p>Motion to approve the TSBA Workshops/Conventions for board members for 2022-2023. This motion, made by Mr. Wesley Ballard and seconded by Ms. Becky Goff, passed. (7-0)</p>	Dr. Trey Duke
<p><b>C. Approval of Budget Amendment-ESSER 2.0</b> Action Item</p> <p>Motion to approve Budget Amendment-ESSER 2.0. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	Dr. Trey Duke
<b>VI. REPORTS AND INFORMATION</b>	Chair Butch Campbell

Information Item	
<p><b>A. State TNReady Scores Report</b> Information Item</p> <p>Dr. Duke presented a short PowerPoint explaining the test data and how it will be presented to the public. He told the board that there will be four sections in school accountability. The sections being as follows: achievement, growth, ELPA, and chronically out of school.</p> <p>He also explained that schools will also begin receiving letter grades A-F beginning this year. These grades will be released in late September, early October.</p> <p>He said that on June 14, the state released state-wide achievement data. On July 6, district achievement results will be released.</p> <p>Jimmy Richardson asked how Dr. Duke will proceed when he gets the results. Dr. Duke said that these scores will be shared with the Instructional team and principals, and they will develop an instructional plan for next year.</p> <p>Amanda Moore asked if the "chronically out of school" section was relative to all other districts. Dr. Duke said that there are multiple ways to receive a grade for absenteeism, and the state will give us the better of the two. He also explained that we are still recovering as a district from COVID last year, which was worse than even the year before.</p>	Dr. Trey Duke
<p><b>B. Bullying Report</b> Information Item</p> <p>Mr. Joe Marlin provided the annual bullying report as required by board policy 6.304. He explained that the numbers that they see on the report were reported by principals/designees and was also reported to the Tennessee Department of Education prior to August 1.</p> <p>David Settles asked what happens once the information is collected for the bullying report. Mr. Marlin explained that he follows up with administrators to make sure that bullying is trending downward. The report also helps to know where to fine tune their approach.</p>	Mr. Joe Marlin
<p><b>C. Sick Leave Bank Status</b> Information Item</p> <p>Ralph Ringstaff presented the Sick Leave Bank report to the board. He explained how the sick leave bank works.</p>	Mr. Ralph Ringstaff
<p><b>D. Personnel Report</b> Information Item</p> <p>Ralph Ringstaff explained the reasons for teachers leaving. He shared that the exit interviews show that some are getting out of education all together, some have decided to stay at home with their children, some are moving, and some have taken leadership roles in other districts. He also told the board that 88% of teachers completing exit interviews said that they would return to Murfreesboro City Schools.</p> <p>Dr. Duke told the board that he would provide a more detailed report and categorize this information and would present it to the board at the August workshop.</p>	Mr. Ralph Ringstaff
<p><b>E. Revenue and Expenditure Report for May</b> Information Item</p>	Ms. Kim Williams
<p><b>F. Director's Update</b> Information Item</p> <p>Dr. Duke updated the board on summer projects that are happening around the district. He told the board that thanks to Mr. Willeford, school parking lots are being resurfaced, and four schools are having roofs replaced. These four schools are Bradley, Hobgood, Reeves Rogers, and Mitchell Neilson.</p>	Dr. Trey Duke

<p>He added that although summer school is ending, we will continue several programs throughout the summer. ESP and summer feeding will continue through July. He added that we are moving from direct instruction for students to direct instruction for teachers with several PD opportunities that are about to be underway. He shared the list of PD with the board. Dr. Duke also gave a shout out to Mrs. Arnette and her team for organizing all of these projects.</p>	
<p><b>VII. OTHER BUSINESS</b>  Information Item  Chair Campbell reminded the board that the Summer Law Conference was coming up July 21-22 in Gatlinburg.</p> <p>He also told the board that the next board meeting will be July 26.</p>	<p>Chair Butch Campbell</p>
<p><b>VIII. ADJOURNMENT</b>  Action Item  The meeting adjourned at 7:06 p.m.  Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Chair Butch Campbell</p>

**To: Board of Education**

**RE: Hard to Staff Stipend – CDC Special Education Teachers**

**Board Meeting Date: August 9, 2022**

Each year, MCS determines the areas where there is a shortage of qualified teachers and implements a differentiated pay plan as required by the state of Tennessee. When this was originally approved by the Board in May, we were not anticipating several CDC teacher positions to be vacated. Due to this, they were not included in the original proposal that was Board approved.

Due to unexpected vacancies and a lack of applicants, we are recommending CDC teachers that are new to the position in our district for the 2022-2023 school year receive a \$2,000 signing bonus (\$1,000 paid in August, \$1,000 paid in January). If a CDC teacher is hired during the school year, the signing bonus will be prorated accordingly.

Funds for this stipend will come from carryover, unspent Special Education funds from the 2021-2022 school year.

This stipend will extend to 11 positions.

**To: Board of Education**

**RE: FY23 GPS Budget Amendment – State of TN BEP & Property Taxes**

**Board Meeting Date: August 9, 2022**

This amendment budgets additional State of TN BEP revenues of \$2,037,948 and decreases the previously budgeted County Property taxes by \$1,485,000.

The net increase of \$552,948 in Revenue will fund additional substitute teachers, two new Special Education CDC teachers, one new Occupational Therapist (COTA), one new Payroll/GL Accountant, a contract with Rutherford County Schools to transport students to the TN School for the Blind, \$10,000 to assist schools with unpaid student meal charges, and an additional school crossing light at Erma Siegel Elementary.

Even with the loss of local funding, MCS will meet local Maintenance of Effort due to robust sales tax revenues and the practice of conservatively budgeting local revenues.

Murfreesboro City Schools Budget Amendment (# 1)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

BOE Approval

8/9/2022

Exhibit A to Resolution No. 22-R-21

Account Number	Account Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>				
141 R 40110	Current Property Tax	16,485,000	15,000,000	(1,485,000)
141 R 46511	State of TN BEP	50,813,052	52,851,000	2,037,948
Total Increase in Revenue		\$ 67,298,052	\$ 67,851,000	\$ 552,948

<u>Expenditures</u>		<u>Expenditures</u>		
141 E 71100	195 Regular Ed - Substitute Teachers	275,000	465,000	190,000
141 E 71100	201 Regular Ed - Social Security	2,410,130	2,422,496	12,366
141 E 71100	212 Regular Ed - Medicare	563,660	566,560	2,900
141 E 71200	116 Special Ed - Teachers	4,205,500	4,325,500	120,000
141 E 71200	201 Special Ed - Social Security	483,385	490,825	7,440
141 E 71200	204 Special Ed - Retirement	716,015	722,015	6,000
141 E 71200	207 Special Ed - Medical Insurance	1,170,500	1,185,500	15,000
141 E 71200	208 Special Ed - Dental Insurance	40,000	40,250	250
141 E 71200	212 Special Ed - Medicare	113,050	114,790	1,740
141 E 71200	217 Special Ed - Hybrid Retirement	45,000	51,000	6,000
141 E 71200	311 Special Ed - Contracts with Other LEA's	-	37,500	37,500
141 E 72220	131 Special Ed Program - Occupation Therap	109,500	141,500	32,000
141 E 72220	201 Special Ed Program - Social Security	78,695	80,679	1,984
141 E 72220	204 Special Ed Program - Retirement	99,800	103,694	3,894
141 E 72220	207 Special Ed Program - Medical Insurance	117,000	124,500	7,500
141 E 72220	208 Special Ed Program - Dental Insurance	4,200	4,450	250
141 E 72220	212 Special Ed Program - Medicare	18,405	18,869	464
141 E 72410	599 Office of Principal - Other Charges	38,180	48,180	10,000
141 E 72510	119 Fiscal Services - Accountant	174,800	224,800	50,000
141 E 72510	201 Fiscal Services - Social Security	27,490	30,590	3,100
141 E 72510	204 Fiscal Services - Retirement	53,960	60,045	6,085
141 E 72510	207 Fiscal Services - Medical Insurance	61,300	68,800	7,500
141 E 72510	208 Fiscal Services - Dental Insurance	2,300	2,550	250
141 E 72510	212 Fiscal Services - Medicare	6,430	7,155	725
141 E 72610	399 Operation of Plant - Contract Services	395,000	425,000	30,000
Total Increase in Expenditures		\$ 11,209,300	\$ 11,762,248	\$ 552,948

CHANGE IN FUND BALANCE (CASH)

\$ -

To budget additional State of TN BEP revenues of \$2,037,948 and decrease County Property taxes by \$1,485,000.

The net increase of \$552,948 in Revenue will fund additional substitute teachers, 2 new Special Ed teachers, 1 new COTA, 1 new payroll/GL Accountant, a contract with Rutherford County Schools to transport students to TN School for the Blind, \$10,000 to assist with unpaid student meal charges, and an additional crossing light at Erma Siegel Elementary.

Even with the loss of local funding, MCS will meet Local Maintenance of Effort due to robust local sales tax revenues.

*[Signature]*

8.4.2022

Reviewed by Finance Director/Finance Manager

Date

Approved	<input checked="" type="checkbox"/>	<i>Bobby W. Dutt III</i>	8/4/2022
Declined	<input type="checkbox"/>	Director of Schools	Date

FY23 GPS Local BEP Rev

**To: Board of Education**

**RE: FY23 GPS Budget Amendment - United Way Grant of \$40,000**

**Board Meeting Date: August 9, 2022**

This amendment budgets a new United Way local grant of \$40,000 in the general purpose schools fund. The grant covers the cost of a full-time Student Success Center Coach, supplies and computer equipment.

The Student Success Center Coach serves as a member of the school-based student support team and manages the Student Success Center, a space designated to support the emotional regulation and wellness of students. The Student Success Center Coach provides short-term trauma-responsive care to help students manage intense emotions and prevent crisis. The goal of the Student Success Center coach is to help students de-escalate, develop skills to recognize and manage their emotions, and increase success in the learning environment.

Murfreesboro City Schools Budget Amendment (#1)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

BOE Approval

8/9/2022

Exhibit A to Resolution No. 22-R-21

Account Number	Account Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>				
141 R 44570	Donations & Contributions	100,000	140,000	40,000
Total Increase in Revenue		\$ 100,000	\$ 140,000	\$ 40,000
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<u>Expenditures</u>				
141 E 72130 189	Other Student Support - Other Salaries	542,500	566,500	24,000
141 E 72130 201	Other Student Support - Social Security	134,070	135,558	1,488
141 E 72130 204	Other Student Support - Retirement	183,170	186,091	2,921
141 E 72130 207	Other Student Support - Medical Insurance	270,000	276,000	6,000
141 E 72130 208	Other Student Support - Dental Insurance	9,000	9,250	250
141 E 72130 212	Other Student Support - Medicare	31,355	31,696	341
141 E 72130 499	Other Student Support - Supplies	27,500	29,000	1,500
141 E 72130 790	Other Student Support - Equipment	18,500	22,000	3,500
Total Increase in Expenditures		\$ 1,216,095	\$ 1,256,095	\$ 40,000

CHANGE IN FUND BALANCE (CASH)

\$ -

This amendment budgets a new United Way local grant of \$40,000 in the general purpose schools fund. The grant covers the cost of a full-time mental health counseling support staff member, supplies and computer equipment.


8-4-2022  
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	 Director of Schools	8/4/22
Declined	<input type="checkbox"/>		Date

**To: Board of Education**

**RE: FY23 School Federal Budget Revision – Title I-A \$108,944**

**Board Meeting Date: August 9, 2022**

The budget revision # 1 to the FY23 Title I-A CFA federal grant in the amount of \$108,944 re-allocates previously approved line-items. This revision funds a new full-time Academic Coach/interventionists at Mitchell Neilson Primary, Staff Development, and increases to teacher labor and benefit accounts and substitute teachers. The line-item increases are funded from savings in Instructional Supplies.

The budget revision is reasonable, necessary and an allowable use for Title 1-A federal funds.

# Murfreesboro City Schools

## INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2022-2023 Schools Federal Projects Fund - Title I-A (CFA Revision # 1)  
 BOE Meeting Date August 9, 2022

Account	Description	Increase	Decrease
<b>Title I-A</b>			
142 E 71100 116	Regular Educ Teachers	1,173	
142 E 71100 195	Regular Educ Substitutes	3,000	
142 E 71100 201	Regular Educ Social Security	259	
142 E 71100 204	Regular Educ Retirement	102	
142 E 71100 206	Regular Educ Life Insurance	9	
142 E 71100 212	Regular Educ Medicare	63	
142 E 71100 429	Regular Educ Instructional Supplies		108,944
142 E 72210 189	Reg Ed Program Other Salaries: Academic Coach	72,457	
142 E 72210 201	Reg Ed Program Social Security	4,500	
142 E 72210 204	Reg Ed Program Retirement	6,270	
142 E 72210 206	Reg Ed Program Life Insurance	300	
142 E 72210 207	Reg Ed Program Medical Insurance	8,000	
142 E 72210 208	Reg Ed Program Dental Insurance	275	
142 E 72210 212	Reg Ed Program Medicare	1,090	
142 E 72210 299	Reg Ed Program Fringe Benefits	1,500	
142 E 72210 524	Reg Ed Program In-Service/Staff Development	9,946	
<b>Total</b>		<b>\$ 108,944</b>	<b>\$ 108,944</b>

Explanation: To revise the FY23 Title I-A budget that was approved in June during the budget process.  
This revision funds a new Academic Coach at Mitchell Neilson Primary and Staff Development  
from savings in the Instructional Materials and Supplies line-item. This revision re-allocates  
funds to cover the additional cost of an existing teacher and substitute teachers.  
The budget revision is reasonable, necessary and an allowable use of Title I-A federal funds.

*[Signature]* 8/4/2022  
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby W. Dulett III</i></u>	<u>8/4/2022</u>
Declined	<input type="checkbox"/>	Director of Schools	Date