

**Board of Education Regular Meeting**

October 25, 2022 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair Jimmy Richardson, David Settles, Wes Ballard, Amanda Moore, Barbara Long, and Karen Dodd.</p> <p>Staff: Dr. Trey Duke, Sheri Arnette, Joe Marlin, Lisa Trail, Ralph Ringstaff, Kim Williams, Angela Fairchild, Charlotte Young, Amanda Adams, Sia Phillips, Kristina Boone, Martin Ridgley, Nicole Dyke, Megan Mayton, Kayla Stevens, Justin Lattimore, Kathy Daugherty, and Jessica Snell</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 Haidyn Richardson, a 3rd grade student at Salem Elementary, and Adam Bahloul, a 6th grade student at Discovery School.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item</p>	Chair Butch Campbell
<p>III. COMMUNICATIONS Information Item Mitchell Neilson Primary would like to thank alumni and former MCS employee, Diana Primm, for her very generous donation to our uniform closet! We are so blessed by our amazing alumni and community partners.</p> <p>TSIN has chosen Hobgood Elementary as their Community Partnership Spotlight presenter at the Innovative Leaders Institute cohort on October 27th. Congratulations to Hobgood on being highlighted at this conference.</p> <p>Congratulations to Black Fox Elementary for receiving a \$10,000.00 Hometown Grant from the Titans today.</p>	Mrs. Lisa Trail
<p>A. The Best of MCS-Martin Ridgley, Nicole Dyke, and Megan Mayton Procedural Item</p>	Dr. Trey Duke
<p>B. Spotlight on Education-Salem Elementary and Discovery School 2022 Reward Schools Procedural Item Kristina Boone and Sia Phillips brought teachers from their schools to celebrate their Reward School status. The two principals complimented the hard work of all of their staff to receive that recognition.</p>	Dr. Trey Duke
<p>IV. CONSENT ITEMS Consent Agenda</p>	Chair Butch Campbell
<p>A. Approval of 10-11 Board Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item</p>	

C. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 2.200 Annual Operating Budget on Second Reading Consent Item	
ii. Approval of Board Policy 3.500 School Nutrition Program on Second Reading Consent Item	
iii. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on Second Reading Consent Item	
iv. Approval of Board Policy 6.313 Code of Behavior and Discipline on Second Reading Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of the FY23 GPS City ARP Tutoring Grant Action Item Dr. Duke thanked City Council for the contribution of this grant.  Amanda Moore asked if the entire amount of \$500,000 (for two school years) was all being budgeted this year. Dr. Duke explained that with federal grants, they are budgeted for one year and then any carryover money is re-budgeted so that it only has to be taken to city council one time.  Wes Ballard questioned the fact that since it's a one-time grant and would only last until 2024, what would be replacing it to keep the positions that we hire. Dr. Duke explained that this will catch students up from the learning loss that was seen during and after COVID, and hopefully once TISA is in place, we will continue these positions.	Dr. Trey Duke
B. Approval of Resolution for the FY23 GPS City ARP Tutoring Grant Action Item	Dr. Trey Duke
C. Approval of FY23 General Purpose Schools-BEP Foundation Donation for STEM and Robotics Action Item	Dr. Trey Duke
D. Approval of FY23 General Purpose Schools-Gifted Academy Donation Action Item Dr. Duke said that he wanted to publicly thank the Jennings and Rebecca Jones Foundation for this donation. Dr. Duke told the board that this is the 7th year that we have had a gifted program because of their generosity. He stated that to date we have graduated 187 participants in the Gifted Academy and out of those, 140 are still employed in our district.	Dr. Trey Duke
E. Approval FY23 Federal Budget Revision-Epidemiology & Laboratory Capacity (ELC) grant Action Item	Dr. Trey Duke
F. Approval of FY23 Federal Resilient School Communities Grant Action Item	Dr. Trey Duke
G. Approval of FY23 GPS Transportation Amendment Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION	Chair Butch Campbell

Information Item	
A. Personnel Report Information Item	Mr. Ralph Ringstaff
B. Revenue and Expenditure Report Information Item	Ms. Kim Williams
C. Enrollment (PTR) Report Information Item	Mr. Joe Marlin
D. Director's Update Information Item Dr. Duke updated the board on several things going on in the district.  October 31 is an in-service day for teachers and students would not be in school.  He invited the board to join the 3rd grade parent zoom that is scheduled for October 27, one at 10:00 and one at 5:00. This will help clarify the 3rd grade retention law and answer questions that parents may have. He told the board to reach out to Lisa Trail for the link to the zoom.  He told the board that November 8 is Parent Teacher Conference and election day.  He also informed the board that he will be working with the Teacher Advisory Council in November on a 2023-2024 school calendar and hopes to present it to the board in December or January.	Dr. Trey Duke
VII. OTHER BUSINESS Information Item Chair Campbell again praised the hard work of MCS staff and administration for all of the grants that the board has approved at this meeting. He said that makes MCS a top notch school system.  He also asked that everyone keep the Hardison family in their prayers. Ms. Evelyn Hardison, former board member and chair of the MCS school board, passed away recently.	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

**MINUTES**

**Board of Education Regular Meeting**

October 11, 2022 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item In attendance: Chair Butch Campbell, Vice Chair Jimmy Richardson, David Settles, Wes Ballard, Barbara Long, Karen Dodd, and Amanda Moore.</p> <p>Staff: Dr. Trey Duke, Sheri Arnette, Joe Marlin, Tori Carr, Angela Fairchild, Kim Williams, Maria Johnson, Cindy Cliche, Kathy Daugherty, Ranesa Shipman, Robin Newell, Kristen Treinen, Terry Guess, Kelli Bush, Quinena Bell, and Stephanie McIntyre.</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p><b>A. Pledge of Allegiance</b> Procedural Item The Pledge of Allegiance was led by Morgan O'Leary, a 3rd student at Scales Elementary, and William Frierson, a first grade student at Mitchell Neilson Primary and his sister, Mariya Nelson, a pre-K student, also at Mitchell Neilson Primary.</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 Jimmy Richardson III and seconded by Karen Dodd, passed. (7-0)</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> Information Item Mitchell Neilson Primary would like to thank the Mitchell Neilson Alumni Group for their generous donation of snacks to our Leaders! MNS Alum, Mr. Rodney Boyd, spearheaded this effort and promises more to come. Some of those donating include Susan Garrett Jones, Frank Cox, Sandy Brello, Adam Flynn, and Marilyn Cook Pruitt.</p> <p>Thank you to Jeremiah's Italian Ice and to Bethel United Methodist senior adult class for collecting and donating school supplies for our teacher's closet.</p> <p>Hobgood Elementary, on behalf of Murfreesboro City Schools, served as the host site for the Knowledge Matters National Campaign Tour. Three districts in Tennessee were selected to showcase transformations in reading instruction, and we were delighted to be one of the districted chosen as a result of the summer's Early Reading Training and Secondary Literacy Training.</p> <p>The MCS and RCS School Partnership Fair will be held on October 22 from 9-11 at Siegel High. This fair is designed to enhance community partnerships within our schools and faith based as well as non-profits and businesses.</p> <p>October is Farm to School Month - we want to take this opportunity to highlight our farmer educators and the work they do in our schools. From school gardens to working with teachers on science and environment stewardship, our farmer educators are growing healthy food and</p>	Mrs. Lisa Trail

<p>are equipping our students with the tools and resources they need to help build healthier communities.</p> <p>As part of Farm to School Month, we will once again be participating with National Crunch Day. On Thursday, October 20, all students and staff will receive a locally grown tasty apple to enjoy with one large crunch.</p> <p>The MCS basketball schedule begins tonight, October 11 with games across the district. The full schedule can be found at the MCS website. The run of schedule will include JV Girls and Boys, followed by Varsity Girls and Boys. Games will begin around 5 p.m. based on bus time.</p> <p>Boro International is scheduled for October 22 at MTSU. MCS is proud to be a part of this year's festival.</p> <p>The MCS Education Day hosted by MTSU women's basketball is set for December 1. This year our 4th-6th grade will be a part of this awesome experience.</p>	
<p><b>A. Spotlight on Education-Early Literacy</b> Procedural Item</p> <p>Dr. Duke introduced Mrs. Kathy Daugherty, MCS Early Literacy Coordinator, who shared information about the Sounds First program that our district has implemented. She also shared that MCS was chosen by the state as one of three districts in Tennessee to be highlighted by the Knowledge Matters Campaign for our literacy work and would be visiting Hobgood Elementary two days in the upcoming week. The videos of their time at Hobgood can be viewed at <a href="http://Knowledgematterscampaign.org">Knowledgematterscampaign.org</a></p> <p>Dr. Duke thanked Mrs. Daugherty, Mrs. Arnette and the staff at Hobgood for the good work.</p> <p>Karen Dodd stated that she was very happy to hear the word phonics and that the program sounds impressive.</p> <p>Barbara Long asked if Mrs. Daugherty had seen results. Mrs. Daugherty said that based on science of reading we will be seeing great gains.</p>	<p>Dr. Trey Duke</p>
<p><b>B. The Best of MCS-Kristen Treinen</b> Procedural Item</p>	<p>Dr. Trey Duke</p>
<p><b>IV. CONSENT ITEMS</b> Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. Wesley Ballard and seconded by Barbara Long, passed. (7-0)</p>	<p>Chair Butch Campbell</p>
<p><b>A. Approval of the 9-13 Board Minutes</b> Consent Item</p>	
<p><b>B. Approval of School Fees</b> Consent Item</p>	
<p><b>C. Minor Change to Board Policy</b> Consent Item</p>	
<p><b>i. Approval of Board Policy 3.202 Emergency Preparedness Plan on First and Final Reading</b> Consent Item</p>	
<p><b>ii. Approval of Board Policy 3.205 Security on First and Final Reading</b> Consent Item</p>	
<p><b>iii. Approval of Board Policy 3.400 Student Transportation</b></p>	

Management on First and Final Reading Consent Item	
iv. Approval of Board Policy 4.406 Use of the Internet Action Item	
D. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 1.105 School Board Legislative Involvement on Second Reading Consent Item	
ii. Approval of Board Policy 1.203 New Member Orientation on Second Reading Consent Item	
iii. Approval of Board Policy 1.701 School District Planning on Second Reading Consent Item	
iv. Approval of Board Policy 6.203 School Admissions on Second Reading Consent Item	
<b>V. ACTION ITEMS</b> Action Item	Chair Butch Campbell
A. Approval of the 2022 LEA Compliance Report Action Item Motion to approve the LEA Compliance Report. This motion, made by Mr. David Settles and seconded by Karen Dodd, passed. (7-0)	Dr. Trey Duke
B. Approval of Textbook Adoption Committee Members Action Item Dr. Duke asked Cindy Cliche, MCS Math Coordinator, to explain to the board about how the committee was chosen, who it consists of, and the process and timeline for selecting the curriculum. She explained that the curriculum that they will have to choose from has been selected by the state and aligns with TN Standards.  Chair Campbell said that all the committee members have volunteered their time to serve on this committee, and he thinks it's great that teachers have the opportunity to select the curriculum for our students.  Chair Campbell and David Settles thanked everyone involved in this process for their hard work.  Motion to approve the Textbook Adoption Committee. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)	Dr. Trey Duke
C. Approval of Board Policy 1.204 Board Member Development Opportunities on Second Reading Consent Item Motion to approve Board Policy 1.204 Board Member Development Opportunities on Second Reading. This motion, made by Ms. Amanda Moore and seconded by Mr. David Settles, passed. (7-0)	Dr. Trey Duke
D. Approval of Board Policy 2.200 Annual Operating Budget on First Reading Action Item Motion to approve Board Policy 2.200 Annual Operating Budget on First Reading. This motion, made by Mr. Wesley Ballard and seconded by Karen Dodd, passed. (7-0)	Dr. Trey Duke
E. Approval of Board Policy 3.500 School Nutrition Program	Dr. Trey Duke

<p>on First Reading Action Item Amanda Moore asked for clarification on offered versus served lunches. Dr. Duke explained. She was also concerned about students who couldn't pay and would they be offered an alternative meal. Dr. Duke explained that there is no charge limit and students would not be offered an alternative meal and meals are not withheld.</p> <p>David Settles found a typo on line 31 of the policy, which will be corrected before the second reading.</p> <p>Dr. Duke also explained that beginning this year, schools will be given a certain amount of money based on the average of their past unpaid collection to take care or help with any unpaid debt. Motion to approve Board Policy 3.500 School Nutrition Program on First Reading. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	
<p>F. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on First Reading Action Item Motion to approve Board Policy 5.201 Separation Practices for Non-Tenured Teachers on First Reading. This motion, made by Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>G. Approval of Board Policy 6.313 Code of Behavior and Discipline on First Reading Action Item Motion to approve Board Policy 6.313 Code of Behavior and Discipline on First Reading. This motion, made by Ms. Amanda Moore and seconded by Karen Dodd, passed. (7-0)</p>	Dr. Trey Duke
<p>H. Approval of FY23 School Nutrition Fund Pandemic EBT Administrative Cost Grant Action Item Motion to approve FY23 School Nutrition Fund Pandemic EBT Administrative Cost Grant. This motion, made by Mr. Wesley Ballard and seconded by Barbara Long, passed. (7-0)</p>	Dr. Trey Duke
<p>I. Project Diabetes Grant Approval Action Item Motion to approve the Project Diabetes Grant. This motion, made by Mr. David Settles and seconded by Karen Dodd, passed. (7-0)</p>	Dr. Trey Duke
<p>J. Approval of FY23 ESP Fund 146-ARP Child Care Stabilization Grant-Round 2 Action Item Mr. Ballard asked that with this grant if Dr. Duke could look at fees for ESP. Dr. Duke said that we do pay for field trips for students but would also look at fees for students. Mrs. Williams was called to the podium and clarified that all students received a tuition reimbursement in response to Mr. Ballard's question. Motion to approve the FY23 ESP Fund 146-ARP Child Care Stabilization Grant-Round 2. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	Dr. Trey Duke
<p>K. Approval of FY23 GPS Budget Amendment: Operation of Plant-Motor Vehicles Action Item Motion to approve the FY23 GPS Budget Amendment: Operation of Plant-Motor Vehicles. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>L. Approval of Resolution to Transfer Funds from GP to Federal Projects Action Item Motion to approve the Resolution to Transfer Funds from GP to Federal Projects. This motion,</p>	Dr. Trey Duke

made by Mr. Wesley Ballard and seconded by Barbara Long, passed. (7-0)	
M. Approval of FY23 GPS Budget Amendment-Safe Schools Grant Action Item Motion to approve the FY23 GPS Budget Amendment-Safe Schools Grant. This motion, made by Mr. David Settles and seconded by Karen Dodd, passed. (7-0)	Dr. Trey Duke
<b>VI. REPORTS AND INFORMATION</b> Information Item	Chair Butch Campbell
A. Director's Update Information Item Dr. Duke told the board that October is National Principals month and that we, as a district, would be recognizing the outstanding job that our principals do each day.  He told the board that the City Schools Foundation will be funding \$62,000 in grants this year, along with \$5000 to the backpack program.  Dr. Duke told the board that Kim Frank has recently applied for a grant and after lots of determination and resubmission of the grant, we received 1.4 million dollars over the next five years to provide full-time mental health clinicians for Mitchell Neilson, Bradley, and Reeves Rogers. He said that will allow us to increase our capacity in each building. Dr. Duke thanked Kim Frank for her hard work with that grant.  Dr. Duke told the board that MCS has partnered with United Way for Born Learning Academy that will be held at Hobgood Elementary. This program will equip parents to prepare their children for kindergarten. He said that a meal is provided to the families, along with daycare, while parents go through mini lessons. He told the board that we are very excited to be partnering with United Way.  Chair Campbell added that Murfreesboro City Schools has received a lot of grants because of the quality of people working in our system. Dr. Duke said that these grants have been sought out and applied for and they in turn benefit our schools and the community as a whole.	Dr. Trey Duke
<b>VII. OTHER BUSINESS</b> Information Item	Chair Butch Campbell
<b>VIII. ADJOURNMENT</b> Action Item The meeting adjourned at 7:14 p.m. Motion to adjourn. This motion, made by Mr. Wesley Ballard and seconded by Jimmy Richardson III, passed. (7-0)	Chair Butch Campbell

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Director of Schools



**To: Board of Education**

**RE: Policy 2.200**

**Board Meeting Date: October 11, 2022**

Policy 2.200 outlines the budget process for the school district. This amendment adds the legal requirement that the district's budget be submitted to the Commissioner of Education within 30 days of the beginning of the school year as required by State Board of Education Rule 0520-01-02-.13(2)(a).

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Annual Operating Budget</b>	Descriptor Code: <b>2.200</b>	Issued Date: <b>10/24/17</b>
		Rescinds: <b>FM 2</b>	Issued: <b>01/01/12</b>

## 1 *General*

2

3 All school system budgets are the operational plans stated in financial terms which describe the programs  
4 to be conducted during the fiscal year beginning July 1 ending June 30 the following year.

## 5 *Central Office*

### 6 **PREPARATION PROCEDURES**

7 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections  
8 requiring additional staffing, curriculum modifications, and additional facilities.

9 The budget proposal should be balanced, consistent with board policy and contract conditions, to include  
10 provisions for:

- 11 • Programs to meet the needs of the entire student body;
- 12 • Staffing arrangements adequate for proposed programs;
- 13 • Maintenance of the district's equipment and facilities; and
- 14 • Efficiency and economy.<sup>1</sup>

15 Budget preparation shall be the responsibility of the Director of Schools. The Director of Schools will  
16 establish procedures for the involvement of staff, including requests from department heads and  
17 principals, all of whom shall seek advice and suggestions from other staff and faculty members.

18 The Director of Schools and the Board Chair shall develop a budget preparation calendar no later than  
19 January 1 of the current school year. The calendar shall be used as a guide for coordinating the budgetary  
20 activities of individuals and groups, collecting budget data, reviewing budget problems, and making  
21 budget decisions.

### 22 **HEARING AND REVIEWS**

23 The proposed budget will be available for inspection by various interested citizens or groups in the office  
24 of the director of schools.

## 1 FINAL ADOPTION PROCEDURE

2 The Board shall adopt a budget and submit it to the City Manager for submission to the City Council  
3 for study and consideration prior to May.<sup>2</sup> The Director of Schools shall file with the Commissioner of  
4 Education a copy of the budget within ten (10) days after its adoption.<sup>3</sup> Within thirty (30) days of the  
5 beginning of each school year, each school system shall submit to the Commissioner of Education, on a form  
6 provided by the Department of Education, a complete and certified copy of its entire school budget for the current  
47 year.<sup>4</sup>

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### Legal References

1. *Tennessee internal School Uniform Accounting Policy Manual*; Section 4-19
2. TCA 6-36-110; TCA 49-2-203(a)(10)
3. TCA 49-2-301(b)(1)(~~Z~~X);
4. TRR/MS 0520-01-02-.13(2)(a)



**To: Board of Education**

**RE: Policy 3.500**

**Board Meeting Date: October 11, 2022**

Policy 3.500 governs the School Nutrition Program. These amendments, recommended by the Food Service Supervisor, outline the sanitation requirements for school cafeterias, clarifies the offer v. serve process and established guidelines for student charges.

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Food Nutrition Management</b>	Descriptor Code: <b>3.500</b>	Issued Date: <b>10/13/20</b>
		Rescinds: <b>SS 9</b>	Issued: <b>06/01/12</b>

1 The School Nutrition Program shall be operated on a nonprofit basis and shall comply with all rules  
2 and regulations pertaining to nutrition, health, sanitation, internal accounting procedures, and service  
3 of foods and will meet all state and federal and local requirements necessary for participation.<sup>1</sup>

4 The system's ~~Food Service~~ Supervisor of School Nutrition will oversee the program. All products and  
5 services necessary for the operation of the School Nutrition Department shall be procured using a  
6 procurement plan which must comply with federal and state purchasing procedures.

7 School Nutrition may include the following programs: National School Lunch Program, ~~Fresh Fruit~~  
8 ~~and Vegetable Program~~, School Breakfast Program, Seamless Summer Option, ~~and~~ Afterschool Snack  
9 Program, Summer Food Service Program, and Child and Adult Care Program. Meals and snacks that  
10 are offered shall meet the federal requirements for reimbursement as defined by federal regulations.<sup>2</sup>

11 As required for participation in the School Nutrition Programs:

12 1. Meals must be made available to all students in attendance.

13 2. Free and reduced-price meals/snacks must be made available to students who are determined  
14 eligible for these benefits.

15 Students will be permitted to bring their lunches from home and to purchase allowable beverages and a  
16 la carte items at school.

17 The sale of competitive foods must be in compliance with all local procedures, but at a minimum must  
18 be as stringent as the current state and federal regulations concerning competitive foods.<sup>3</sup>

19 Procedures for implementing guidelines established by the State Department of Education, School  
20 Nutrition Program are on file in the district Food Service Procedures Manual.

**21 SANITATION**

22 School Nutrition Managers shall be responsible for implementing regulations from the Department of  
23 Health and assuring that school cafeterias meet acceptable standards of cleanliness at all times.  
24 Inspections of food service facilities shall be conducted semi-annually in accordance with USDA  
25 Guidelines. Only authorized personnel will be allowed in the kitchen area.

**26 OFFER VS. SERVE**

27 Breakfast will be a served meal, a student must take all the components offered. An offer versus serve  
28 meal plan shall be available to all students at lunch. A student must take a minimum of 3 components.

**29 STUDENT CHARGE POLICY**

30 In the event a student does not have adequate funds on account or in hand at the point of sale they will  
31 be allowed to charge their meal. There will be no limit to the number of reimbursable meals provided.

32 Alternative meal selection will not be offered.

33 No charges will be allowed for a la carte items.

34 Charge notifications will be sent home daily from the school nutrition managers at their respective  
35 schools. Email charge notifications will be sent home for the Central Office weekly.

36 Any losses arising from uncollectible accounts and other claims, and related costs (i.e. bad checks, bad  
37 debts, etc.) are unallowable.<sup>4</sup>

38 Every attempt to collect charges will be made by the school nutrition manager and principal.

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**Legal References**

1. TCA 49-6-2302, 2303; TRR/MS 0520-01-06-.04
2. 7 CFR § 210.10-13
3. 7 CFR § 210.11
4. Tennessee Internal Uniform Accounting Manual-  
Section 8

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**Cross References**

- Deposit of Funds 2.500  
Financial Reports and Records 2.701

**To: Board of Education**

**RE: Policy 5.201**

**Board Meeting Date: October 11, 2022**

Policy 5.201 governs the separation practices for non-tenured teachers. This amendment deletes language that allows for the hand delivery of notices of non-renewal and aligns the language with state law.

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Separation Practices for Non-Tenured Teachers</b>	Descriptor Code: <b>5.201</b>	Issued Date: <b>09/13/22</b>
		Rescinds: <b>5.201</b>	Issued: <b>02/00/21</b>

## 1 **REPORTING OF CRIMINAL ARRESTS**

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3 All employees shall report being arrested to their immediate supervisor within two (2) days of the  
4 arrest. The supervisor must report the offense to the Director of Schools immediately, and the Director  
5 of Schools must report the arrest to the Board Chair as soon as practical.

## 6 **SUSPENSION PENDING AN INVESTIGATION<sup>1</sup>**

7 The Director of Schools may suspend a teacher at any time that may seem necessary, pending  
8 investigation or final disposition of a case before the Board or an appeal. If the matter under  
9 investigation is not the subject of an ongoing criminal investigation or a Department of Children's  
10 Services investigation, and if no charges for dismissal have been made, a suspension pending  
11 investigation shall not exceed ninety (90) days in duration. The Director of Schools may suspend a  
12 non-tenured teacher with or without pay. If the suspension is without pay and the teacher is vindicated  
13 or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

## 14 **SUSPENSION OF THREE DAYS OR LESS<sup>2</sup>**

15

16 A Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,  
17 unprofessional conduct and insubordination. Before an employee is suspended he/she shall be: (1)  
18 provided with written notice, including the reasons for the suspension along with an explanation of the  
19 evidence; (2) given an opportunity to respond to the Director/designee at a recorded conference, if  
20 requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days.  
21 Both parties may be represented by counsel at the conference, which shall be recorded.

## 22 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS<sup>2</sup>**

23 The Director of Schools may dismiss or suspend for more than three days any non-tenured teacher  
24 **during the contract year** for incompetence, inefficiency, insubordination, improper conduct or  
25 neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

26 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete  
27 hearing before an impartial hearing officer.

28 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will  
29 hear the case and the employee shall have the right to:

- 1 1. be represented by counsel;
- 2 2. call and subpoena witnesses;
- 3 3. examine all witnesses; and
- 4 4. require that all testimony be given under oath.

5 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to  
6 the affected employee within ten (10) working days following the close of the hearing. The employee  
7 may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the  
8 written decision to the employee. Written notice of appeal to the Board shall be given to the Director  
9 of Schools. Within twenty (20) days of receipt of notice, the Director shall prepare a copy of the  
10 proceedings, transcript, documentary and other evidence presented and provide the Board a copy of the  
11 same.

12 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may  
13 appear in person or be represented by counsel and argue why the decision should be modified or  
14 reversed. In no event should such argument last more than fifteen (15) minutes, unless the Board  
15 should vote to extend additional time. The Board shall take one of the following actions:

- 16 1. sustain the decision;
- 17 2. send the record back if additional evidence is necessary;
- 18 3. revise the penalty; or
- 19 4. reverse the decision.

20 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in  
21 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days  
22 after the conclusion of the hearing.

23 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in  
24 same manner as the non-tenured teacher.

25 Within twenty (20) days after receipt of notice of the decision of the Board, either party may appeal to  
26 the Rutherford County Chancery Court. The Board shall provide the entire record of the hearing to the  
27 court.

## 28 **NONRENEWAL**

29 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of  
30 employment enjoyed by tenured teachers except that they have no claim upon continuing employment  
31 or tenure protections.

32 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-  
33 tenured teacher and providing assistance for overcoming these deficiencies.

34 The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their  
35 contract period. If the Director of Schools determines not to renew the contract of a non-tenured  
36 teacher the following action shall be taken:

- 1 1. The Board shall be notified at the next regular Board meeting; and
- 2 ~~2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier, or~~
- 3 ~~by email within five (5) business days following the last instructional day for the school year. If~~
- 4 ~~the reason for nonrenewal is due only to a loss of funding for the position, then the notice shall~~
- 5 ~~include a statement listing it as the cause for nonrenewal.<sup>3</sup>~~
- 6 ~~Written notice of non-renewal shall be hand delivered or sent to the employee by registered~~
- 7 ~~mail so that it will be received by the employee within five (5) business days following the last~~
- 8 ~~instructional day for the school year.<sup>3</sup>~~

## 9 RESIGNATION

10 A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the  
11 effective date of the resignation.<sup>4</sup> The Board may waive the thirty (30) days-notice requirement and  
12 permit a teacher to resign in good standing.

13 The conditions under which it is permissible to break a contract with the Board are as follows:<sup>5</sup>

- 14 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified  
15 statement of a physician approved by the Board;
- 16 2. The drafting of the teacher into military service by a selective service board; or
- 17 3. The release by the Board of the teacher from the contract which the teacher has entered into  
18 with the Board.

19 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the  
20 date of return if the teacher does not intend to return to the position from which he/she has taken leave.  
21 Failure to render such notice may be considered a breach of contract.<sup>6</sup>

22 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with  
23 the State Board of Education and request the suspension of a teacher's certificate. After the State  
24 Board of Education has provided the teacher an opportunity for defense during a hearing, the State  
25 Board of Education may suspend the certificate for no less than thirty (30) and no more than three  
26 hundred sixty-five (365) days.<sup>7</sup>

## 27 RETIREMENT

28 Retirement shall mean a termination of services under conditions which will allow the employee to  
29 draw benefits from retirement plans and/or social security benefits.

30 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of  
31 the retirement system. Central Office personnel shall assist employees in securing retirement benefits;  
32 however, it shall be the responsibility of the retiring employee to provide verification of eligibility in  
33 writing from the Tennessee Consolidated Retirement System (TCRS) to the Central Office. It shall be  
34 the responsibility of the retiring employee to file for benefits.

- 1 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*  
2 *does NOT follow the suspension/dismissal procedures outlined in this policy. Rather, nonrenewal of*  
3 *non-tenured teachers after the contract year follows the nonrenewal procedures outlined in this*  
4 *policy).*

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Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. TCA 49-5-508
5. TCA 49-5-411(a)
6. TCA 49-5-706
7. TCA 49-5-411(b)

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Cross References

- Public Hearings 1.401  
Teacher Tenure 5.117  
Recommendations and File Transfers 5.203

**To: Board of Education**

**RE: Policy 6.313**

**Board Meeting Date: October 11, 2022**

Policy 6.313 outlines the Code of Behavior and Discipline for the district. This amendment specifies that conflict resolution or peer mediation may not be used for bullying. This is a best practice because of the unbalance of power in bullying incidents.

# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Code of Behavior and Discipline</h2>	Descriptor Code: <h3 style="text-align: center;">6.313</h3>	Issued Date: <b>01/25/22</b> <b>04/28/20</b> <b>09/24/19</b>
		Rescinds: <b>STU 23 and</b> <b>STU 29</b>	Issued:

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

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

## 9 **Misbehavior: Level One**

Minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes with the orderly operation of the school, but which can usually be handled, by an individual staff member, with Tier One supports and interventions (Board Policy 6.3132).

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

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

1 **Misbehavior: Level Three**

Acts directly against persons or property, but the consequences do not seriously endanger the health or safety of others in the school.

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

	<ul style="list-style-type: none"> <li>Referral to behavior support team (Tier Two/Tier Three)</li> </ul>	
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## 1 Misbehavior: Level Four

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

- 1 \*Expulsion/Remand for a period of not less than one (1) calendar year subject to modification by the
- 2 Director of Schools on a case-by-case basis.

### 3 **ADDITIONAL GUIDELINES**

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

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#### Legal References

1. TCA 49-6-4005; Public Acts of 2018, Chapter No. 958
2. TCA 49-6-4002–4005; 20 USCA 7114, 7118
3. TCA 49-6-4009

**To: Board of Education**

**RE: FY23 GPS Budget Amendment – City’s TN All Corps Tutoring Grant**

**Board Meeting Date: October 25, 2022**

Murfreesboro City Schools was awarded \$500,000 as a sub-recipient through the City of Murfreesboro’s American Rescue Plan Act (ARPA) TN All Corps Tutoring grant. The federal grant award period is August 1, 2022 – June 30, 2024 with a goal of significantly increasing student achievement by summer 2024.

This amendment budgets a one-time appropriation in the amount of \$500,000 from the City’s General Fund to Murfreesboro City Schools General Purpose Schools’ fund to be used for the TN All Corps Tutoring program. The grant will fund salaries and benefits for eleven (11) full-time Educational Assistants who will spend 100% of their time improving instruction by facilitating small group tutoring sessions. The tutoring sessions will be in-person, last between 30-45 minutes, and occur 2-3 times per week.

With this budget amendment, a Resolution will be presented to the Board to acknowledge that the requested transfer of funds would be a one-time appropriation, and would not increase or otherwise affect the City’s maintenance of effort obligation under state law.

Murfreesboro City Schools Budget Amendment (#3)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

10/25/2022  
Exhibit B to Resolution No. 22-R-25

Account Number	Account Description	AMENDMENT INCREASE (DECREASE)
<u>Revenue</u>		
141 R 49820	Operating Transfer - One-Time City Appropriation	500,000
Total Increase in Revenue		\$ 500,000
<u>Expenditures</u>		
141 E 71100 163	Regular Ed - Educational Assistants	284,735
141 E 71100 201	Regular Ed - Social Security	17,655
141 E 71100 204	Regular Ed - State Retirement	34,655
141 E 71100 206	Regular Ed - Life Insurance	1,000
141 E 71100 207	Regular Ed - Medical Insurance	137,300
141 E 71100 208	Regular Ed - Dental Insurance	3,005
141 E 71100 212	Regular Ed - Medicare	4,150
141 E 71100 299	Regular Ed - Other Fringe (in lieu of medical insur)	16,500
141 E 72310 210	Office of Board - Unemployment Compensation	1,000
Total Increase in GPS Expenditures		\$ 500,000
CHANGE IN GPS FUND BALANCE (CASH)		\$ -

MCS was awarded \$500,000 as a subrecipient through the City of Murfreesboro's American Rescue Plan Act (ARPA) TN All Corps Tutoring grant. The grant performance period is August 1, 2022 - June 30, 2024.

This amendment budgets a one-time appropriation of \$500,000 from the City's General Fund to MCS General Purpose Schools fund. The grant will fund salaries and benefits for 11 full-time Educational Assistants.

MCS acknowledges that the transfer of funds would be a one-time appropriation, and would not increase or otherwise affect the City's maintenance of effort obligation under state law.

   
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	Bobby W. Puckett III	Date 10/20/22
Declined	<input type="checkbox"/>		

**To: Board of Education**

**RE: Resolution for Murfreesboro City Contribution for TN All Corps Tutoring Grant**

**Board Meeting Date: October 25, 2022**

Murfreesboro City Schools was awarded \$500,000 as a sub-recipient through the City of Murfreesboro's American Rescue Plan Act (ARPA) TN All Corps Tutoring grant. The federal grant award period is August 1, 2022 – June 30, 2024 with a goal of significantly increasing student achievement by summer 2024.

This resolution acknowledges that the requested transfer of funds would be a one-time appropriation, and would not increase or otherwise affect the City's maintenance of effort obligation under state law.

**MURFREESBORO CITY BOARD OF EDUCATION RESOLUTION  
AMERICAN RESCUE PLAN ACT**

**WHEREAS**, the City of Murfreesboro has entered into a funding agreement with the U.S. Department of Treasury (the “Treasury”) for the execution of projects and activities under the American Rescue Plan Act (“ARPA”) of 2021, Public Law 117-2 and its implementing regulations, 31 CFR Part 35; and

**WHEREAS**, the funding agreement between the City and the Treasury provides for the implementation of a Strategic Partnership with Murfreesboro City Schools for tutoring to assist in minimizing academic gaps associated with COVID learning loss; and

**WHEREAS**, on February 16, 2022, the Murfreesboro City Council designated \$500,000 from anticipated 2021- 2024 ARPA funds for implementation of a tutoring program; and

**WHEREAS**, Murfreesboro City Schools, was selected to extend an existing Memorandum of Understanding for recommended award on February 16, 2022, by the ARPA Review Committee, which was formed by the City; and

**WHEREAS**, on February 16, 2022, the Murfreesboro City Council obligated federal funds in the amount of \$500,000 for the execution of the ARPA-eligible tutoring program to minimize academic gaps associated with COVID learning loss; and

**WHEREAS**, MCS and the Board acknowledge that this donation would constitute a one-time appropriation from the City General Fund to the MCS General Purpose Schools fund for Fiscal Years 2023 and 2024 and that as such this transfer would not increase or otherwise affect the City’s Maintenance of effort obligation under state law; and

**NOW, THEREFORE BE IT RESOLVED**, that the Board requests the City to make a one-time appropriation in the amount of \$500,000 from the City General Fund to Murfreesboro City Schools General Purpose Schools fund to be used to employ Educational Assistants who improve instruction by facilitating small group tutoring sessions.

Adopted and approved this \_\_\_\_\_ day of \_\_\_\_\_. Yeas:\_\_\_\_\_ Nays:\_\_\_\_\_

\_\_\_\_\_  
Butch Campbell, Chairman

\_\_\_\_\_  
Jimmy Richardson, Vice Chair

\_\_\_\_\_  
Wesley Ballard

\_\_\_\_\_  
David Settles

\_\_\_\_\_  
Amanda Moore

\_\_\_\_\_  
Karen Dodd

\_\_\_\_\_  
Barbara Long

\_\_\_\_\_  
Dr. Bobby N. Duke, III, Director of Schools

**To: Board of Education**

**RE: FY23 General Purpose Schools – BEP Foundation Donation for STEM and Robotics**

**Board Meeting Date: October 25, 2022**

This amendment budgets the \$25,000 donation received from the Nissan’s Better Education Partnership (BEP) Foundation for the 2022-2023 STEM and Robotics programs.

MCS designated \$5,000 to be used for seven teams to compete in the Robotics competition and \$20,000 to be distributed among the eight STEM designated schools and additional school who is going through the process this year.

Murfreesboro City Schools Budget Amendment (#2)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

10/25/2022

Exhibit A to Resolution No. 22-R-24

Nissan's BEP Foundation - STEM and Robotics		AMENDMENT
Account Number	Account Description	INCREASE (DECREASE)
<u>Revenues</u>		
141 R 44570	Donations and Contributions	25,000
Total Increase in Revenues		\$ 25,000
<u>Expenditures</u>		
141 E 72210 599	Regular Ed Support - Other Charges	25,000
Total Increase in Expenditures		\$ 25,000
CHANGE IN FUND BALANCE (CASH)		\$ -

This amendment budgets the \$25,000 donation received from the Nissan's Better Education Partnership Foundation for the 2022-2023 STEM and Robotics programs

MCS designated \$5,000 for the Robotics competition and \$20,000 to be distributed among the eight STEM designated schools and an additional school that is going through the process this year.

*Kim Reinman* Reviewed by Finance Director/Finance Manager 10/20/22 Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby W Duke III</i></u>	<u>10/20/22</u>
		Director of Schools	/Date/
Declined	<input type="checkbox"/>		

**To: Board of Education**

**RE: FY23 General Purpose Schools – Gifted Academy Donation**

**Board Meeting Date: October 25, 2022**

This amendment budgets the \$25,000 donation received from the Jennings and Rebecca Jones Foundation for the 2022-2023 Gifted Academy program.

The donation will provide funding for professional development, a stipend of \$250 to participating teachers, and supplemental materials and supplies.

The donation was received in the General Purpose School fund last fiscal year and is budgeted from the Unassigned Fund Balance at June 30, 2022.

Murfreesboro City Schools Budget Amendment (#2)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

10/25/2022  
Exhibit A to Resolution No. 22-R-24

Gifted Academy Donation

AMENDMENT  
INCREASE  
(DECREASE)

Account Number	Account Description	
<u>Unassigned Fund Balance</u>		
141 Q 39000	Unassigned Fund Balance	(25,000)
Total Change in Fund Balance		\$ (25,000)
<u>Expenditures Gifted Academy</u>		
141 E 71100 116	Regular Ed Instruction - Teachers	7,500
141 E 71100 201	Regular Ed Instruction - Social Security	475
141 E 71100 204	Regular Ed Instruction - State Retirement	650
141 E 71100 212	Regular Ed Instruction - Medicare	110
141 E 71100 217	Regular Ed Instruction - Hybrid Retirement	150
141 E 72220 499	Special Ed Support - Other Materials/Supplies	1,000
141 E 72220 524	Special Ed Support - Professional Develop	15,115
Total Increase in Expenditures		\$ 25,000

This amendment budgets the \$25,000 donation received from the Jennings and Rebecca Jones Foundation for the 2022-2023 Gifted Academy. The donation will provide funding for professional development, a stipend of \$250 to participating teachers, and supplemental materials and supplies.

The donation was received in the General Purpose School fund last fiscal year and is budgeted from the Unassigned Fund Balance at June 30, 2022.

*[Signature]* *10/20/20*  
 \_\_\_\_\_  
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/> <i>Bobby W Duke III</i>	<i>10/20/2022</i>
	Director of Schools	Date
Declined	<input type="checkbox"/>	

**To: Board of Education**

**RE: FY23 Federal Budget Revision – Epidemiology & Laboratory Capacity (ELC) grant**

**Board Meeting Date: October 25, 2022**

This budget revision to the *Epidemiology & Laboratory Capacity (ELC)* federal grant totaling \$3,343 increases the Building Improvements line-item to cover the increased cost to sealcoat and stripe parking lots at Bradley Elementary and Hobgood Elementary Schools. This increase in costs is covered from savings the Medical Supplies line-item. Bradley and Hobgood are the last two schools to have this work done. Once completed, all schools will be complete.

There are no new revenues or major programmatic changes, and no changes to fund balance.

The budget revision is reasonable, necessary and allowable for the successful completion of the grant requirements.

# Murfreesboro City Schools

## INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2022-2023 Schools Federal Fund 142 October 25, 2022  
 Epidemiology Laboratory Capacity (ELC) grant Revision # 1

Account	Description	Increase	Decrease
142 E 76100 707 941	Building Improvements	3,343	
142 E 72120 413 941	Drugs & Medical Supplies		3,343
	Total ELC Revision # 1	\$ 3,343	\$ 3,343

Explanation: To transfer budgeted funds from Drugs & Medical Supplies to Building Improvements.  
The increase in Building Improvements is due to increased costs to sealcoat and  
stripe parking lots at Bradley Elementary and Hobgood Elementary Schools.

Kim Williams 10/20/22  
 Reviewed by Finance Director/Finance Manager Date

Bobby W. Duke III 10/20/2022  
 Approved By Director of Schools Date

**To: Board of Education**

**RE: FY2023 Federal Resilient School Communities Grant**

**Board Meeting Date: October 25, 2022**

Murfreesboro City Schools Behavior Support Department was awarded the Resilient School Communities Grant through the Department of Education in the amount of \$57,958.77. The federal grant ends June 30, 2023.

A portion of the grant, \$45,708.77 (79%), will cover the cost of professional development. This includes replicating the Building Strong Brains training model for MCS schools. Schools choosing to participate and expanding the current 3-year professional development plan (trauma, de-escalation, Restorative Practices). This training will focus attention on applying knowledge to practices consistent with resilient school communities. Additionally, grant funds will be used to provide professional development for teachers regarding mental health skills through the Child Mind Institute and pay a \$100 training stipend to 50 participants. This will create a common language around mental wellness and encourage the generalization of these skills across school settings.

The district will allocate \$12,250 (21%) to increase consultant time for training & support across priorities and for staff to participate in state/national conferences focused on student mental health. Kim Frank currently serves as a consultant and will increase her time by 10 days through the grant to help train schools in Building Strong Brains and Restorative Practice.

Schools Federal Projects Fund 142  
Fiscal Year 2022-2023

Exhibit A to Resolution No. 22-R-24

Account Number	Account Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>				
142 R 47590 941	Resilient School Communities Grant	-	57,959	57,959
Total Increase in Revenues		\$ -	\$ 57,959	\$ 57,959
<u>Expenditures</u>				
142 E 71100 195	Substitutes	-	2,850	2,850
142 E 71100 201	Social Security	-	180	180
142 E 71100 212	Medicare	-	604	604
142 E 72130 312	Contracts with Private Agencies	-	6,250	6,250
142 E 72130 499	Other Supplies and Materials	-	500	500
142 E 72210 189	Other Salaries	-	5,000	5,000
142 E 72210 201	Social Security	-	310	310
142 E 72210 204	Retirement	-	435	435
142 E 72210 212	Medicare	-	73	73
142 E 72210 524	In-Service/Staff Development	-	41,758	41,758
Total Increase in Expenditures		\$ -	\$ 57,959	\$ 57,959

CHANGE IN FUND BALANCE (CASH) -

This amendment recognizes a new Resilient School Communities grant in the federal projects funds in the amount of \$57,959. This grant ends June 30, 2023.

Over \$45,000 in grant funds will provide training for teachers regarding mental health skills, and for staff to attend state and national conferences focused on student mental health. A stipend of \$100 will be paid to participating teachers who attend the Mental Health Skill Building training.

Funds will be used to increase the mental health consultant contract by 10 days, or \$6,250, to provide additional training and support to staff.

*[Signature]*  
Reviewed by Finance Director/Finance Manager *10/20/22*  
Date

Approved	<input checked="" type="checkbox"/>	<i>Bobby N. Duke III</i> Director of Schools	<i>10/20/22</i> Date
Declined	<input type="checkbox"/>		

**To: Board of Education**

**RE: FY22 General Purpose Schools Budget Transfer - Transportation**

**Board Meeting Date: October 25, 2022**

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

This amendment transfers \$50,000 to the Transportation Vehicle Parts line-item from savings in the Vehicle Maintenance & Repair line-item. The bus mechanics are doing the majority of repair and maintenance work on District vehicles instead of contracting with outside vendors.

There are no new revenues and no change to Fund Balance.

# Murfreesboro

City Schools

## INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2022-2023 General Purpose Schools Fund 141

October 25, 2022

Account	Description	Increase	Decrease
141 E 72710 338	Transportation - Vehicle Maintenance & Repairs		50,000
141 E 72710 453	Transportation - Vehicle Parts	50,000	
	Total Operation of Plant	\$ 50,000	\$ 50,000

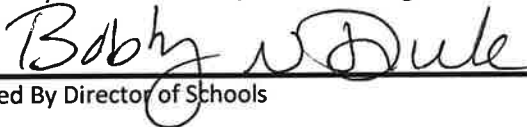
To transfer \$50,000 within the Transportation budget category to increase Vehicle Parts from savings in Vehicle Maintenance & Repairs.



10/19/2022

Reviewed by Finance Director/Finance Manager

Date



10/19/22

Approved By Director of Schools

Date

## Human Resources Personnel Report 08/01/2022-10/18/2022

### Certified Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Williamson	Kasey	8/15/2022	ESE	PREK SPED TEACHER	
Eakes	Sarah	8/19/2022	SC	6TH GRADE TEACHER	EA TO TEACHER
Bwe	Thaw	8/22/2022	OCE	ESL TEACHER	EA TO TEACHER
Paul	Kathryn	9/6/2022	CLA	SPED TEACHER	
Logan	Keira	9/15/2022	MNS	KINDERGARTEN	EA TO TEACHER
Roe	Kayla	9/19/2022	RR	3RD GRADE TEACHER	
Pyburn	Melissa	10/17/2022	RR	MEDIA SPECIALIST	

### 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>
Tate	Brittany	8/4/2022	MNS	1ST GRADE TEACHER	Y
Minner	Shannon	8/12/2022	RR	MEDIA SPECIALIST	Y
Novak	Jessica	8/18/2022	SC	ACADEMIC INTERVENTIONIST	N
Scurlock	Camiya	8/19/2022	DISTRICT	SCHOOL COUNSELOR	N
Barker	Marie	9/16/2022	SC	ESL TEACHER	Y
Rueby	Elizabeth	9/30/2022	HG	PE TEACHER	Y
Howard-Smith	Gloria	9/30/2022	MNS	SCHOOL COUNSELOR	N
Holmes	Katherine	9/30/2022	DISTRICT	SCHOOL PSYCHOLOGIST	Y
Tucker	Thurman	10/14/2022	MNS	SPED TEACHER	N

### Certified Interims

<u>Last Name</u>	<u>First Name</u>	<u>Interim Dates</u>	<u>Location</u>	<u>Position</u>	<u>Interim For/Replacing</u>
Jackson	Peggy	8/1 - 9/30	BF	KINDERGARTEN	B. McClatchey
Green	Elizabeth	8/15 - 9/22	NF	KINDERGARTEN	E. Brown
Green	Elizabeth	9/23 - 11/28	SA	5TH GRADE	J. Fletcher
Allen	Lettie	8/30 - 1/3	SA	KINDERGARTEN	K. Landrith
Shipley	Lindsey	8/1 - 9/30	SA	5TH GRADE	A. Hernandez
Schenk	Diane	8/1 - 9/19	NF	1ST GRADE	B. Tate
Schenk	Diane	10/11 - 11/15	OCE	5TH GRADE	C. Shope
Bjork	Jim	8/1 - 10/12	OCE	5TH GRADE	C. Shope
Russell	Erin	8/1 - 12/16	SC	3RD GRADE	K. Hix
Johnson	Diane	9/6-10/21	BF	3RD GRADE	C. Baker

### Classified New Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Johnson	Leonetta	8/1/2022	SA	SPED EA	
Smith	Monica	8/1/2022	SC	School Nurse	PT TO FT
Gieg	Lilian	8/2/2022	NF	SPED EA	ESP TO EA
Pereira	Sandra	8/2/2022	CLA	FT Custodian	
Rogers	April	8/3/2022	DISTRICT	COTA	
Frierson	Myia	8/3/2022	MNP	SPED PK EA	
Smith	Caitilin	8/3/2022	MNS	TNALL Corps EA	ESP TO EA
Pangle	Dana	8/3/2022	OCE	CDC EA	
Wade	Shenekia	8/4/2022	CLA	Asst Cafeteria Manager	PT TO FT
Weakley	Natalie	8/4/2022	BF	FT Custodian	PT TO FT
Pascal	Jessica	8/4/2022	BF	Asst Cafeteria Manager	PT TO FT
Delaney	Jacqueline	8/5/2022	DS	SPED EA	
McElroy	Tammy	8/5/2022	JP	SPED PK EA	
Warren	Chenelle	8/5/2022	SHOP	Bus Asst	
Webb	Benjamin	8/5/2022	SHOP	Bus Asst	
Green	Ryan	8/5/2022	JP	SPED EA	
Earls	Pamela	8/5/2022	ESE	SPED EA	SUB TO EA

## Classified New Hires CONTINUED

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Hazeem	Miami	8/5/2022	CLA	SPED PREK EA	SUB TO EA
Clark	Dixie	8/8/2022	ESE	FT Custodian	
Billups	Mark	8/11/2022	RR	FT Custodian	
Watkins	Kya	8/12/2022	MNS	EA	ESP TO EA
Petrig	Lindsey	8/15/2022	ESE	SPED EA	
Haskins	Dena	8/15/2022	MNS	Attendance Secretary	
Burton	Beth	8/16/2022	MNS/NF	TNALL Corps EA	
Martinez	Crystal	8/17/2022	ESE	Asst Cafeteria Manager	
Dixon	Tammy	8/22/2022	BF	PREK EA	
Warren	Raven	8/22/2022	CO	Student in Transition Liaison	
Williams	Nanouka	8/23/2022	BF	SPED EA	
Scott	Ethan	8/24/2022	MNS	SPED EA	
Gonzales	Sharon	8/25/2022	JP	TNALL Corps EA	
Stripling	Theresa	8/26/2022	BR	EA	
Jackson	Tyera	8/29/2022	NF	EA	ESP TO EA
Waldron	Dan	8/29/2022	SHOP	Bus Asst	
Mazur	Deanna	8/29/2022	CLA	EA	PT TO FT
Daoud	Mary	8/31/2022	SA	EA	
Forde	Emma	8/31/2022	MNE	SPED EA	
Aguirre	Virginia	9/6/2022	CLA	SPED EA	
Young	Melissa	9/6/2022	ESE	TNALL Corps EA	
Magdeleno	Guadalupe	9/6/2022	ESE	FT CUSTODIAN	PT TO FT
Covington	Deshawn	9/7/2022	JP	SPED EA	
Benford	Cassandra	9/12/2022	SHOP	Bus Asst	
White	LaShon	9/12/2022	BF	SPED EA	
Onna	Tonia	9/12/2022	OCE	FT Custodian	PT TO FT
Summar	Hollie	9/12/2022	BF	SPED EA	SUB TO EA
Spivey	Tatonna	9/12/2022	CO	FT Custodian	PT TO FT
Hale	James	9/12/2022	SHOP	Bus Asst	PT TO FT
Logan	Keira	9/15/2022	MNP	SPED PK EA	
Jester	Cindy	9/19/2022	JP	SPED EA	
Greer	Ricardo	9/20/2022	JP	FT Custodian	PT TO FT
Aldrich	Kaylee	9/20/2022	RR	FT Custodian	PT TO FT
Mezzatesta	Dakota	9/26/2022	JP	FT Custodian	PT TO FT
Crutcher	Taylor	9/30/2022	ESE	EA	PT TO FT
Sanchez-Garcia	Graciela	10/3/2022	SC	FT Custodian	
Royer	Molly	10/3/2022	CO	FT Farmer Educator	PT TO FT
Menighan	Tiffany	10/10/2022	NF	SPED EA	
Adams	Bobbie	10/10/2022	JP	SPED EA	
Finstad	Fred	10/10/2022	SHOP	Bus Driver	
Bailey	Morgan	10/10/2022	OCE	FT ESP Asst Director	PT TO FT
Fuller	Jayme	10/10/2022	SC	FT Custodian	
Pleitez	Natalie	10/10/2022	SC	EA	ESP TO EA
Ojong	Jacquelyn	10/10/2022	SHOP	Bus Asst	
Martinez	Saul	10/12/2022	SA	FT Custodian	PT TO FT
Crosby	Lakesha	10/17/2022	SHOP	Bus Asst	
Upshaw	Amy	10/17/2022	SC	TNALL Corps EA	
Crabtree	Kristy	10/17/2022	OCE	SPED EA	
Creekmur	Jenny	10/17/2022	SA	EA	
Webster	Lauren	10/17/2022	ESE	SPED EA	
Ortiz	Leticia	10/17/2022	SHOP	Bus Asst	
Dotson	Brenda	10/17/2022	SA	FT Custodian	

## Classified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
Gregory	Patsy	8/3/2022	RR	Custodian
Epley	Kristian	8/5/2022	ESE	Custodian
Smith	Kashia	8/12/2022	BR	EA
Anderson	Drew	8/12/2022	JP	EA
Bain	Amanda	8/12/2022	BF	PREK EA
Jensen	Alan	8/18/2022	SHOP	Bus Driver
Griffith	Emily	8/19/2022	ESE	EA
Clark	Dixie	8/19/2022	ESE	Custodian
Nobles	Patricia	8/24/2022	NF	EA
Billups	Mark	9/6/2022	RR	Custodian
Webb	Temetria	9/10/2022	JP	Custodian
Aguirre	Virginia	9/13/2022	CLA	EA
Semler	Sharon	9/16/2022	MNS	Asst Caf Manager
Alexander	Shirley	9/16/2022	SC	Custodian
Mabry	Dena	9/22/2022	SC	EA
Starks	Jordyn	9/22/2022	CO	ESP Director
Wilson	Brian	9/23/2022	CO	Custodial Supervisor
Jenkins	Len	9/27/2022	DS	Custodian
MacNeil	Connor	9/30/2022	SC	ESP Director
Jones	Margeux	9/30/2022	CO	Farmer Educator
Head	Hannah	9/30/2022	CLA	SPED EA
Shaw	Ben	9/30/2022	BF	SPED EA
Bond	Kelly	10/14/2022	CLA	SPED EA

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2022 Through August 31, 2022**

<b>TOTAL INCOME</b>	<b>7/1/22 - 8/31/22</b>	<b>\$</b>	<b>6,806,237</b>
<b>TOTAL EXPENSES</b>	<b>7/1/22 - 8/31/22</b>		<b><u>9,480,671</u></b>
	<b>NET INCOME</b>	<b>8/31/22</b>	<b>\$ <u><u>(2,674,434)</u></u></b>

**YEAR-TO-DATE REVENUE COMPARISON**

AUGUST 2022

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	BUDGET CLASS.	2021-22 BUDGET	2021-22 YTD REV.	2021-22 OVR/(UNDR) BUDGET	2021-22 %	2022-23 BUDGET	2022-23 YTD REV.	2022-23 OVR/(UNDR) BUDGET	2022-23 %
1	40110-Current Prop. Tax	15,700,000	1,022	(15,698,978)	0.0%	15,000,000	1,020	(14,998,980)	0.0%
2	40210-Local Option Sales Tax	13,021,844	-	(13,021,844)	0.0%	14,300,000	-	(14,300,000)	0.0%
3	40000-41110-Other County Rev	1,705,000	170,236	(1,534,764)	10.0%	1,761,800	113,224	(1,648,576)	6.4%
4	43300-44000-Other Local Revenue	1,792,500	70,180	(1,722,320)	3.9%	638,000	87,774	(550,226)	13.8%
5	46511-Basic Educ. Program	48,115,000	4,811,500	(43,303,500)	10.0%	52,851,000	5,285,100	(47,565,900)	10.0%
6	46515-Early Childhood Ed.	1,063,812	-	(1,063,812)	0.0%	1,063,812	-	(1,063,812)	0.0%
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46590-Other State Education	1,689,401	-	(1,689,401)	0.0%	-	-	-	N/A
9	46610-Career Ladder Program	82,000	-	(82,000)	0.0%	82,000	-	(82,000)	0.0%
10	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
11	46591-Coordinated School Health	100,000	-	(100,000)	0.0%	100,000	-	(100,000)	0.0%
12	46595-Family Resource	29,600	-	(29,600)	0.0%	29,600	4,935	(24,665)	16.7%
13	46800-46990-Other State Revenue	227,419	-	(227,419)	0.0%	200,000	-	(200,000)	0.0%
14	47000- Federal Funds	1,007,488	-	(1,007,488)	0.0%	25,000	-	(25,000)	0.0%
15	49100-49800 Bond & City Transfers	477,720	-	(477,720)	0.0%	450,000	-	(450,000)	0.0%
16	49810-Approp./City Gen. Fund	7,885,103	1,314,184	(6,570,919)	16.7%	7,885,103	1,314,184	(6,570,919)	16.7%
17	49820-Operating Transfers	863,138	-	(863,138)	0.0%	-	-	-	N/A
	<b>TOTALS</b>	<b>\$ 93,760,025</b>	<b>\$6,367,121</b>	<b>\$ (87,392,904)</b>	<b>6.8%</b>	<b>\$94,386,315.00</b>	<b>\$ 6,806,237</b>	<b>\$ (87,580,078)</b>	<b>7.2%</b>

YEAR-TO-DATE EXPENDITURE COMPARISON

AUGUST 2022

PAGE 1

	BUDGET CLASS.	2021-22 BUDGET	2021-22 YTD EXP.	2021-22 OVR/(UNDR) BUDGET	2021-22 %	2022-23 BUDGET	2022-23 YTD EXP.	2022-23 OVR/(UNDR) BUDGET	2022-23 %
1	71100-Reg. Instruction	53,405,843	4,797,062	(48,608,781)	9.0%	52,005,616	\$ 4,489,827	(47,515,789)	8.6%
2	71200-Sp. Ed. Instruction	10,493,199	798,323	(9,694,876)	7.6%	11,069,380	820,044	(10,249,336)	7.4%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	101,955	15,892	(86,063)	15.6%	182,175	29,912	(152,263)	16.4%
5	72120-Health Services	350,470	26,751	(323,719)	7.6%	452,020	55,121	(396,899)	12.2%
6	72130-Guidance	2,664,745	265,943	(2,398,802)	10.0%	3,017,270	320,453	(2,696,817)	10.6%
7	72210-Reg. Instr. Support	2,337,484	274,694	(2,062,790)	11.8%	2,394,965	293,195	(2,101,770)	12.2%
8	72220-Sp. Ed. Support	1,763,075	168,488	(1,594,587)	9.6%	1,810,277	168,961	(1,641,316)	9.3%
9	72250-Technology	2,092,276	331,997	(1,760,279)	15.9%	2,384,180	224,875	(2,159,305)	9.4%
10	72310-Bd. Of Education	1,739,801	608,708	(1,131,093)	35.0%	1,750,350	606,797	(1,143,553)	34.7%
11	72320-Office of Supt.	433,002	63,460	(369,542)	14.7%	423,750	65,863	(357,887)	15.5%
12	72410-Office of Principal	4,987,241	624,344	(4,362,897)	12.5%	5,164,780	611,902	(4,552,878)	11.8%
13	72510-Fiscal Services	556,510	130,106	(426,404)	23.4%	754,345	167,494	(586,851)	22.2%
14	72520-Personnel Services	497,494	118,875	(378,619)	23.9%	505,320	101,025	(404,295)	20.0%
15	72610-Oper. Of Plant	6,534,981	683,612	(5,851,369)	10.5%	6,691,130	744,330	(5,946,800)	11.1%
16	72620-Maint. Of Plant	2,938,194	276,567	(2,661,627)	9.4%	2,951,282	263,349	(2,687,933)	8.9%
17	72710-Pupil Transp.	4,087,128	346,746	(3,740,382)	8.5%	3,783,120	351,781	(3,431,339)	9.3%
18	73300-Community Service	587,955	63,450	(524,505)	10.8%	444,655	41,667	(402,988)	9.4%
19	73400-Early Childhood Educ.	1,240,007	93,047	(1,146,960)	7.5%	1,166,640	74,529	(1,092,111)	6.4%
20	76100-Reg. Cap. Outlay	130,000	12,290	(117,710)	9.5%	130,000	2,250	(127,750)	1.7%
21	82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22	99100-Operating Transfers	350,900	63,960	(286,940)	18.2%	276,800	47,294	(229,506)	17.1%
	<b>TOTALS</b>	<b>97,292,260</b>	<b>9,764,313</b>	<b>\$ (87,527,947)</b>	<b>10.0%</b>	<b>97,358,055</b>	<b>9,480,671</b>	<b>\$ (87,877,384)</b>	<b>9.7%</b>

## Enrollment Period 2 - 09/02/2022 to 10/10/2022

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS
Black Fox	734	37			40			811
Bradley	343							343
Cason Lane	731		19	12	28			790
Discovery	389							389
Erma Siegel	754		17	10	30		6	817
Hobgood	602	80						682
John Pittard	718	39	18	10	30			815
Mitchell-Neilson	558	40	31	12		14		655
Northfield	609	40	13	12	37			711
Overall Creek	949				10			959
Reeves-Rogers	342							342
Salem	955				12			967
Scales	1014				38			1052
								9333

Growth Over Last Year	
End of 2021-2022 -----	<b>9420</b>
Growth from 21-22 to 22-23 ---	<b>-87</b>

Average Attendance Percentage
94.5%

Totals	8698	236	98	56	225	14	6	9333
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	
BEP Funded	8698				225	14	6	8943
Non-BEP Funded		236	98	56				390

## PTR Period 2 - 09/02/2022 to 10/10/2022

	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total K-6
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	
<b>Black Fox</b>	111	6	18.50	142	8	17.75	100	6	16.67	111	6	18.50	464	26	17.85	103	5	20.60	99	5	19.80	68	4	17.00	270	14	19.29	<b>734</b>
<b>Bradley</b>	64	3	21.33	47	3	15.67	43	3	14.33	59	3	19.67	213	12	17.75	56	3	18.67	43	3	14.33	31	2	15.50	130	8	16.25	<b>343</b>
<b>Cason Lane</b>	135	7	19.29	116	6	19.33	113	6	18.83	107	5	21.40	471	24	19.63	104	5	20.80	111	5	22.20	45	2	22.50	260	12	21.67	<b>731</b>
<b>Discovery</b>	60	3	20.00	60	3	20.00	60	3	20.00	60	3	20.00	240	12	20.00	66	3	22.00	66	3	22.00	17	1	17.00	149	7	21.29	<b>389</b>
<b>Erma Siegel</b>	112	6	18.67	133	7	19.00	123	6	20.50	122	7	17.43	490	26	18.85	120	6	20.00	129	6	21.50	15	1	15.00	264	13	20.31	<b>754</b>
<b>Hobgood</b>	97	5	19.40	99	5	19.80	102	6	17.00	87	5	17.40	385	21	18.33	76	4	19.00	82	4	20.50	59	3	19.67	217	11	19.73	<b>602</b>
<b>John Pittard</b>	109	6	18.17	105	6	17.50	108	6	18.00	111	6	18.50	433	24	18.04	127	6	21.17	116	6	19.33	42	2	21.00	285	14	20.36	<b>718</b>
<b>Mitchell-Neilson</b>	102	6	17.00	71	4	17.75	85	4	21.25	81	5	16.20	339	19	17.84	86	5	17.20	91	5	18.20	42	2	21.00	219	12	18.25	<b>558</b>
<b>Northfield</b>	99	5	19.80	102	6	17.00	93	5	18.60	112	6	18.67	406	22	18.45	103	5	20.60	78	4	19.50	22	1	22.00	203	10	20.30	<b>609</b>
<b>Overall Creek</b>	128	7	18.29	154	8	19.25	150	8	18.75	152	8	19.00	584	31	18.84	154	7	22.00	170	8	21.25	41	2	20.50	365	17	21.47	<b>949</b>
<b>Reeves-Rogers</b>	47	3	15.67	55	3	18.33	64	4	16.00	68	4	17.00	234	14	16.71	61	3	20.33	47	3	15.67				108	6	18.00	<b>342</b>
<b>Salem</b>	155	9	17.22	153	8	19.13	152	8	19.00	156	8	19.50	616	33	18.67	136	7	19.43	154	8	19.25	49	3	16.33	339	18	18.83	<b>955</b>
<b>Scales</b>	156	8	19.50	173	9	19.22	138	7	19.71	171	8	21.38	638	32	19.94	155	7	22.14	152	7	21.71	69	3	23.00	376	17	22.12	<b>1014</b>
<b>Totals by Grade</b>	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade									
	1375	74	18.58	1410	76	18.55	1331	72	18.49	1397	74	18.88	1347	66	20.41	1338	67	19.97	500	26	19.23							<b>8698</b>

**8698**  
Total K-6

Regular Education PTR			Pupils	Teachers	PTR
Kindergarten thru Third Grade	-----		5513	296	18.63
Fourth Grade thru Sixth Grade	-----		3185	159	20.03
District Totals			8698	455	19.12

## TRUANCY 10+ Days - Unexcused Absences

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
<b>Black Fox</b>	2	1							
<b>Bradley</b>	2	2							
<b>Cason Lane</b>	7	12							
<b>Discovery</b>									
<b>Erma Siegel</b>									
<b>Hobgood</b>		2							
<b>John Pittard</b>	2	9							
<b>Mitchell-Neilson</b>	5	3							
<b>Northfield</b>	2	4							
<b>Overall Creek</b>		1							
<b>Reeves-Rogers</b>									
<b>Salem</b>	6	6							
<b>Scales</b>									
<b>TOTALS</b>	26	40	-	-	-	-	-	-	-

## Chronic Absenteeism = missing 10% or more

	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9
	2+ days	4+ days	6+ days	8+ days	10+ days	12+ days	14+ days	16+ days	18+ days
<b>Black Fox</b>	165	119							
<b>Bradley</b>	94	84							
<b>Cason Lane</b>	210	207							
<b>Discovery</b>	47	35							
<b>Erma Siegel</b>	151	120							
<b>Hobgood</b>	182	156							
<b>John Pittard</b>	153	153							
<b>Mitchell-Neilson</b>	156	121							
<b>Northfield</b>	178	137							
<b>Overall Creek</b>	179	126							
<b>Reeves-Rogers</b>	110	84							
<b>Salem</b>	180	159							
<b>Scales</b>	227	230							
	2032	1731	-	-	-	-	-	-	-