

**Board of Education Regular Meeting**

November 8, 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, Karen Dodd, and Barbara Long</p> <p>Staff: Dr. Trey Duke, Ralph Ringstaff, Sheri Arnette, Kim Williams, Joe Marlin, Lisa Trail, Katie Johnson, Maria Johnson, Sonya Cox, Quinena Bell, Angela Fairchild, April Zavis, Kim Frank, and Victoria Shields</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	<p>Chair Butch Campbell</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Aiyosuke Clifton-Johnson, a kindergarten student at Hobgood Elementary, and Elias Espejo, a 5th grade student at Mitchell Neilson Elementary, along with his sister, Estefania Espejo, a 3rd grade student at Mitchell Neilson Elementary.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item</p>	<p>Chair Butch Campbell</p>
<p>III. COMMUNICATIONS Information Item Scales teacher Andrea Tousignant was nominated by a member of the community for being an outstanding Teacher. Mrs. Tousignant was selected as the Teacher of the Month by Farmers Insurance Agency.</p> <p>On November 2, the Middle TN STEM Innovation Hub Meeting had an Innovative Educator Workshops for Elementary Educators. The focus was focused on programming for elementary educators and included the opportunity for teachers in the area to attend four separate one-hour workshops. The presenters included 6 teachers from Murfreesboro City Schools.</p> <p>Curiosity Didn't Kill this Cat-Teaching with Inquiry Mallory Eaton, OCE 5th Tamara Cosby, OCE 5th</p> <p>Integration All Day with STEAM Taylor Brown, SA Academic Coach Cherry Ross, OCE Academic Coach</p> <p>Into the Deep: Robotics in the Elementary Chris Penrose, OCE Computer Science</p> <p>Robust Engineering in the Elementary Classroom Lea Barch</p> <p>Congratulations to Salem Elementary on the installation of their new outdoor</p>	<p>Mrs. Lisa Trail</p>

<p>classroom. This was a PTO funded project.</p> <p>Northfield Elementary is hosting an alumni night on Thursday, November 10. Alumni will be recognized between the JV and Varsity Basketball Games</p> <p>Congratulations to Hobgood's 5th and 6th grade students on their Radial Symmetrical Paper Sculptures art display and art show that was held last month at MTSU's Todd hall.</p> <p>The Bradley Academy Choir performed last Saturday at the Cooking To Build fundraiser.</p> <p>Discovery School Applications are now open. Applications and information about school tours are available on the school website.</p> <p>American Education Week-November 13-19</p> <p>Inclement Weather/School Closing Procedure</p>	
<p>A. The Best of MCS-Katie Johnson Procedural Item</p>	Dr. Trey Duke
<p>B. Spotlight on Education-Diversity Task Force Procedural Item Mrs. Johnson gave an overview of the work being done by our Diversity, Equity, and Inclusion task for this year as well as our Lead and Inspire Affinity Group.</p>	Mrs. Maria Johnson
<p>IV. CONSENT ITEMS Consent Agenda</p>	Chair Butch Campbell
<p>A. Approval of 10-25 Board Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item</p>	
<p>C. Minor Change to Board Policy Consent Item</p>	
<p>i. Approval of Board Policy 4.200 Curriculum Development on First and Final Reading Consent Item</p>	
<p>ii. Approval of Board Policy 4.600 Grading System and Reporting Progress on First and Final Reading Consent Item</p>	
<p>iii. Approval of Board Policy 4.803 Recognition of Religious Beliefs, Customs and Holidays on First and Final Reading Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	Chair Butch Campbell
<p>A. Approval of Board Policy 4.603 Promotion and Retention on First Reading Action Item Dr. Duke presented Board Policy 4.603 Promotion and Retention to the board for approval on first reading.</p> <p>After repeatedly stating her frustration and concern with the new 3rd grade retention law, Amanda Moore made a motion to approve this policy on first reading, and Karen Dodd seconded the motion.</p> <p>After more discussion, Ms. Moore amended her motion and made a</p>	Dr. Trey Duke

<p>motion to split the policy into two versions, 4.603 and 4.6031, so that one will cover general promotion and retention and the other will cover 3rd grade promotion and retention. David Settles seconded the motion.</p> <p>The board felt this would be easier for parents to refer to and understand the process of promotion and retention for all grades.</p>	
<p><b>B. Approval of School Based Healthcare Solutions Grant Action Item</b></p> <p>Since Kim Frank was very instrumental in retaining the five year 1.4 million dollar School Based Healthcare Solutions grant that will provide a full time mental health counselor at Reeves Rogers, Bradley, and both Mitchell Neilson schools, Dr. Duke asked her to come to the podium to speak about this new grant. Mrs. Frank said that this is a comprehensive program that will not only support students, but their families as well. She said that the total amount of the grant is \$1.417,128.00.</p> <p>Jimmy Richardson thanked Mrs. Frank for her hard work to get this grant into our school system and for the hard work that she's done over the years for Murfreesboro City Schools. He said that her work would change lives for decades.</p>	<p>Dr. Trey Duke</p>
<p><b>C. Approval of ESSER 2.0 Budget Amendment Action Item</b></p>	<p>Dr. Trey Duke</p>
<p><b>VI. REPORTS AND INFORMATION Information Item</b></p>	<p>Chair Butch Campbell</p>
<p><b>A. Budget Preparation Calendar Information Item</b></p> <p>Dr. Duke told the board that Mrs. Williams had prepared the budget preparation calendar, and it is very similar to the budget calendar in years past.</p>	<p>Dr. Trey Duke</p>
<p><b>B. Internet Safety Report Information Item</b></p> <p>Dr. Duke asked April Zavisla to come to the podium to go over the internet safety policy, 4.406, Use of Internet, that requires an annual report to the board.</p>	<p>Ms. April Zavisla</p>
<p><b>C. Substitute Teacher Report Information Item</b></p> <p>Dr. Duke asked Ralph Ringstaff to come to the podium to give a report on substitute teachers. Mr. Ringstaff stated that there is a shortage of substitute teachers across the nation. He said that although there is a shortage, MCS has maintained a 65-70% sub fill rate over the last few years. He explained that ESP workers also help out when there is a large amount of substitute teachers needed. He told the board that principals are also encouraging parents to sign up to substitute teach to help with the shortage.</p> <p>Mr. Ringstaff added that when teachers are out and subs can't be found, principals have two options: one is to us an EA to cover the class or to split the class among other teachers in that grade level so that students are guaranteed quality instruction.</p> <p>Dr. Duke added that there are labor shortages across the city and country. He said that we don't contract ours subs, they are our employees, and he feels that that is why we are seeing the fill rate stay consistent. He added that we also make sure that we are competitive with pay for substitutes. He said that if we have to ask teachers to take on more</p>	<p>Dr. Trey Duke</p>

<p>responsibilities, we will try to compensate them for that.</p> <p>Mr. Ringstaff told the board that if we have to split classes, the money that a substitute teacher would earn that day would be divided among the teachers in that grade level that take the extra students. He said that this is not a large amount of money, but would be a token of appreciation. If a regular ed EA has to be placed in a class, they would receive their normal pay since they already make more than a sub. This would just be a different duty for the day and not additional work.</p> <p>Several members of the board were concerned that this process would be done instead of trying to find a sub. Mr. Ringstaff assured them that this would not be the case. We will continue to try to get subs and this would be done only as a last resort.</p> <p>Dr. Duke added in closing that this was a report for the board and he would be glad to receive further feedback from them on their thoughts. He said that in December, he will bring a complete comprehensive plan to the board for approval.</p>	
<p>D. Dr. Trey Duke's Updated Evaluation Information Item</p> <p>Elizabeth Taylor presented Dr. Duke's updated evaluation to the board that now includes TNReady scores. She said that this updated evaluation brings his mean score to 4.53 and his overall evaluation score to 4.65, which is above expectations.</p> <p>Chair Campbell congratulated Dr. Duke on a job well done. He told him that it is truly a privilege to have him leading Murfreesboro City Schools.</p>	Ms. Elizabeth Taylor
<p>E. Director's Update Information Item</p>	Dr. Trey Duke
<p>VII. OTHER BUSINESS Information Item</p>	Chair Butch Campbell
<p>VIII. ADJOURNMENT Action Item</p> <p>The meeting adjourned at 7:14 p.m.</p>	Chair Butch Campbell

**MINUTES**

**Board of Education Regular Meeting**

October 25, 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, 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><b>A. Pledge of Allegiance</b> 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>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 Mr. Wesley Ballard, passed. (7-0)</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> 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><b>A. The Best of MCS-Martin Ridgley, Nicole Dyke, and Megan Mayton</b> Procedural Item</p>	Dr. Trey Duke
<p><b>B. Spotlight on Education-Salem Elementary and Discovery School</b> 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><b>IV. CONSENT ITEMS</b> Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Amanda Moore and seconded by Barbara Long, passed. (7-0)</p>	Chair Butch Campbell

A. Approval of 10-11 Board Minutes Consent Item	
B. Approval of School Fees Consent Item	
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	
<b>V. ACTION ITEMS</b> 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.  Motion to approve the FY23 GPS City ARP Tutoring Grant. This motion, made by Jimmy Richardson III and seconded by Karen Dodd, passed. (7-0)	Dr. Trey Duke
B. Approval of Resolution for the FY23 GPS City ARP Tutoring Grant Action Item Motion to approve the Resolution for the FY23 GPS City ARP Tutoring Grant. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke
C. Approval of FY23 General Purpose Schools-BEP Foundation Donation for STEM and Robotics Action Item Motion to approve the FY23 General Purpose Schools-BEP Foundation Donation for STEM and Robotics. This motion, made by Ms. Amanda Moore and seconded by Mr. David Settles, passed. (7-0)	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	Dr. Trey Duke

<p>in the Gifted Academy and out of those, 140 are still employed in our district.  Motion to approve the FY23 General Purpose Schools Gifted Academy Donation. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	
<p>E. Approval FY23 Federal Budget Revision-Epidemiology &amp; Laboratory Capacity (ELC) grant  Action Item  Motion to approve the FY23 Federal Budget Revision-Epidemiology and Laboratory Capacity (ELC) Grant. This motion, made by Barbara Long and seconded by Karen Dodd, passed. (7-0)</p>	Dr. Trey Duke
<p>F. Approval of FY23 Federal Resilient School Communities Grant  Action Item  Motion to approve the FY23 Federal Resilient School Communities Grant. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	Dr. Trey Duke
<p>G. Approval of FY23 GPS Transportation Amendment  Action Item  Motion to approve the FY23 GPS Transportation Amendment. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p><b>VI. REPORTS AND INFORMATION</b>  Information Item</p>	Chair Butch Campbell
<p>A. Personnel Report  Information Item</p>	Mr. Ralph Ringstaff
<p>B. Revenue and Expenditure Report  Information Item</p>	Ms. Kim Williams
<p>C. Enrollment (PTR) Report  Information Item</p>	Mr. Joe Marlin
<p>D. Director's Update  Information Item  Dr. Duke updated the board on several things going on in the district.</p> <p>October 31 is an in-service day for teachers and students would not be in school.</p> <p>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.</p> <p>He told the board that November 8 is Parent Teacher Conference and election day.</p> <p>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.</p>	Dr. Trey Duke
<p><b>VII. OTHER BUSINESS</b>  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.</p> <p>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.</p>	Chair Butch Campbell
<p><b>VIII. ADJOURNMENT</b>  Action Item  Motion to adjourn. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed.</p>	Chair Butch Campbell

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Director of Schools

Minutes  
Page 4 of 4  
October 25, 2022  
*Recorded by L. VanCleave*

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



# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <h2 style="text-align: center;">Curriculum Development</h2>	Descriptor Code: <b>4.200</b>	Issued Date: <b>10/23/18</b> <b>Rev 11/09/21</b>
		Rescinds: <b>IS 2, IS 19</b>	Issued: <b>02/01/12</b>

1 Curriculum that addresses the state content standards shall be implemented under the leadership and  
 2 direction of the Instruction Department.<sup>1</sup> In addition, the Instruction Department will ~~insure~~ensure that  
 3 each teacher has access to the curriculum and will provide professional development concerning the  
 4 curriculum as needed.

5 The Board authorizes the Director of Schools/designee to organize committees to participate in  
 6 curriculum development and to revise and update the curriculum.

7 Any change to any instructional program shall be approved by the Principal, Assistant Superintendent  
 8 of Curriculum and Instruction, Director of Schools, and, in some cases, the Board, prior to such  
 9 change.

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Legal References

1. TRR/MS 0520-01-03-~~034~~(1), (2)

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Cross References

Professional Growth and Development 5.113

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11  
12

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Grading System and Reporting Progress</b>	Descriptor Code: <b>4.600</b>	Issued Date: <b>11/27/18 Rev 11/09/21</b>
		Rescinds: <b>IS 12</b>	Issued: <b>06/01/12</b>

- 1 The Director of Schools shall develop an administrative procedure to establish a system of grading and  
2 assessment for evaluating and recording student progress and to measure student performance in  
3 conjunction with state content standards for grades preK-6.<sup>1</sup> The grading/assessment system shall  
4 follow all applicable statutes and rules and regulations of the State Board of Education.
- 5 The Director of Schools shall submit a copy of the grading, reporting, and assessment systems to the  
6 Board before the system is implemented, and it shall be communicated annually to students and  
7 parent(s) or guardian(s).<sup>2</sup>
- 8 Student progress reports shall be provided at least once every nine (9) weeks during the school year.<sup>1</sup>
- 9 In addition to the regular progress reports, principals and teachers are encouraged to confer with  
10 parents on the educational progress of their children. Teachers shall consult with parents of students  
11 who are working at an unsatisfactory level or whose performance shows a sudden deterioration.  
12 Parents shall be notified by the teacher as early in the school year as possible if the retention of a  
13 student is being considered.
- 14 Conduct grades are based on behavior and shall not be deducted from scholastic grades.

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## Legal References

1. [1. TRR/MS 0520-01-03-.02, State Board of Education](#)
2. \_\_\_\_\_
3. [Policy 3.301; Public Acts of 2022, Chapter No. 1080](#)
4. \_\_\_\_\_
1. [2. TCA 49-2-203\(b\)\(7\); TCA 49-2-301\(b\)\(1\)\(TRR/MS 0520-01-03-.05\(3\)\(a\); TCA 49-6-901](#)
2. [5. TCA 49-2-203\(b\)\(7\)](#)

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Recognition of Religious Beliefs, Customs &amp; Holidays</b>	Descriptor Code: <b>4.803</b>	Issued Date: <b>05/28/19</b>
		Rescinds:	Issued:

1 No religious belief or nonbelief shall be promoted or belittled by the school system or its employees. All  
2 students and staff members shall be tolerant of the views of others and not discriminate against anyone  
3 for a religious viewpoint or lack of a religious viewpoint. Students and staff members shall be excused  
4 from participating in practices which are contrary to their religious beliefs.<sup>1</sup>

## 5 **STUDENTS' EXPRESSIONS OF RELIGIOUS VIEWPOINTS**

6 A student's voluntary expression of a religious viewpoint on an otherwise permissible subject shall be  
7 treated in the same manner as a student's voluntary expression of a secular viewpoint.

8 Students may express religious beliefs in homework, artwork, and other written and oral assignments  
9 free from discrimination based on the religious content of their submissions. These assignments shall be  
10 judged by ordinary academic standards of substance and relevance and against other legitimate academic  
11 concerns. A student shall not be penalized or rewarded on account of the religious content of the student's  
12 work.<sup>2</sup>

## 13 **RELIGIOUS HOLIDAYS**

14 Observance of religious holidays shall be as follows:

- 15 1. The several holidays throughout the year which have both a religious and a secular basis may be  
16 observed in the public schools;<sup>3</sup>
- 17 2. The historical and contemporary values and the origin of religious holidays may be explained in  
18 an unbiased and objective manner without sectarian indoctrination;
- 19 3. Music, art, literature and drama having religious themes or basis are permitted as part of the  
20 curriculum for school-sponsored activities and programs if presented in a prudent and objective  
21 manner and as a traditional part of the cultural and religious heritage of the particular holiday;<sup>4</sup>
- 22 4. The use of religious symbols that are part of a religious holiday are permitted as a teaching aid  
23 or resource, provided such symbols are displayed as an example of the cultural and religious  
24 heritage of the holiday and are temporary in nature; and
- 25 26 5. All students and staff members shall be tolerant of the views of others. Students and staff  
27 members shall be excused from participating in practices which are contrary to their religious  
28 beliefs.<sup>2</sup>

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Legal References

1. TCA 49-6-2901 – 2906; ~~State Board of Education Policy 4.208 – Recitation of the Pledge of Allegiance~~
2. TCA 49-6-1804
3. TCA 49-6-3016
4. *Doe v. Wilson Cty. Sch. Sys.*, 524 F. Supp. 2d 964, 982 (M.D. Tenn. 2007)(citing *Florey v. Sioux Falls Sch. Dist.*, 619 F. 2d 1311 (8<sup>th</sup> Cir. 1980); *Washegesic v. Bloomindale Pub. Sch.*, 813 F. Supp. 559, 563 (W.D. Mich. 1993)).

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Cross References

Student Equal Access 4.802  
Staff Rights and Responsibilities 5.600  
Attendance 6.200

**To: Board of Education**

**RE: Policy 4.603**

**Board Meeting Date: November 8, 2022**

Policy 4.603 governs the district's promotion and retention of students. This amendment replaces our existing language with the TSBA recommended language. This amendment also makes our policy aligned with the new 3<sup>rd</sup> grade retention law and corresponding State Board of Education rules.

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Promotion and Retention</b>	Descriptor Code: <b>4.603</b>	Issued Date: <b>11/12/19</b>
		Rescinds: <b>IS 14</b>	Issued: <b>04/79; 11/98; 04/01; 09/05; 02/12</b>

- 1 ~~The guiding philosophy for determining promotion or retention will be what is in the best interest of the~~  
2 ~~child.~~
- 3 ~~Students shall progress in sequential order from grade to grade. The professional staff shall place students~~  
4 ~~at the grade level best suited for them academically, socially and emotionally.~~
- 5 ~~In order to enhance the opportunity for remediation, students with problems shall be identified as early~~  
6 ~~as possible in the school year. Parents shall be notified when problems are identified and shall be~~  
7 ~~informed periodically of remedial efforts and given progress reports.~~
- 8 ~~Retentions may be made when, in the judgment of the teacher, such retentions are in the best interest of~~  
9 ~~the students. In arriving at a decision for either the promotion or retention of a pupil, the combined views~~  
10 ~~of the teacher, principal, and Director of Schools/designee should be taken into consideration long with~~  
11 ~~those of the parents. However, the final decision rests with school personnel.~~
- 12 ~~Before a student is retained, the parents shall be informed in writing and shall have the opportunity to~~  
13 ~~participate in a conference at least six (6) weeks before the end of the school year.~~
- 14 ~~Before the decision is finalized, the principal shall make a report to the Director of Schools/designee of~~  
15 ~~each student being considered for retention. The report shall include explicit documentation of student~~  
16 ~~deficiencies and documentation of the differentiated instruction implemented by the teacher/school to~~  
17 ~~support the student being successful.~~
- 18 ~~This evidence shall be placed in the student's cumulative record.~~
- 19 ~~Educational approaches and techniques for the repeated year shall vary from the prior year in order to~~  
20 ~~provide an appropriate instructional program. Variations may include, but are not limited to assigning~~  
21 ~~the child to a different teacher, using different materials or strategies, or varying lengths of time per~~  
22 ~~subject.~~
- 23 ~~For the purpose of determining the effectiveness of retention toward improving student achievement,~~  
24 ~~the progress of retained students shall be monitored for at least three (3) years.~~
- 25  
26 ~~The following factors shall be considered in making a decision on promotion and retention:<sup>†</sup>~~

- 1 ~~1. Students shall have mastered essential skills sufficiently to ensure a likelihood of success at the~~
- 2 ~~next grade level.~~
- 3 ~~2. Students who have been identified as having special problems, including high risk students and~~
- 4 ~~others with special needs, shall be given special consideration. Placement of students with IEPs~~
- 5 ~~shall be determined by the IEP Team.~~
- 6 ~~3. Except under unusual circumstances, students may not be retained more than once.~~
- 7 ~~4. Retention should not be a substitute for special education, counseling, intervention, or social~~
- 8 ~~services.~~
- 9 ~~5. Retention shall not be used as a disciplinary measure.~~
- 10 ~~6. No student enrolled in the third grade shall be promoted unless the student has shown a basic~~
- 11 ~~understanding of curriculum and ability to perform the skills required in the subject of reading~~
- 12 ~~as demonstrated by the student's grades or standardized test results. This requirement shall not~~
- 13 ~~apply to students who are participating in a Board approved research-based intervention prior to~~
- 14 ~~the beginning of the next school year or to students who have IEPs pursuant to 20 U.S.C. § 1400~~
- 15 ~~et seq.<sup>2</sup>~~

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Legal References

- 1. TRR/MS 0520-01-03-.05(3)(b)
- 2. TCA 49-6-3115

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Cross References

- Grading System 4.600
- Reporting Student Progress 4.601
- Attendance 6.200

1 General

2 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and  
3 federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if  
4 applicable.<sup>1</sup>

5 Students who have difficulty in achieving the requirements for promotion may be considered for  
6 retention. Schools shall identify these students by February 1<sup>st</sup>. Factors used to identify students for  
7 retention shall include:<sup>2</sup>

8 1. Ability to perform at the current grade level;

9  
10 2. Results of local assessments, screening, or monitoring tools;

11  
12 3. State assessments, as applicable;

13  
14 4. Home Literacy Reports;<sup>3</sup>

15  
16 5. Overall academic achievement of the student;

17  
18 6. Likelihood of success with more difficult material if promoted to the next grade;

19  
20 7. Attendance record; and

21  
22 8. The student's maturity.

23 Students may be identified for retention after the February 1<sup>st</sup> deadline if the delay in identifying a  
24 student is due to:<sup>4</sup>

25 1. Date of enrollment;

26  
27 2. Additional information acquired after results of local assessment, screening, or monitoring are  
28 released; or

29  
30 3. Students do not make previously expected progress.

31 **PROMOTION PLANS**<sup>5</sup>

32 When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within  
33 fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student  
34 avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504  
35 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school  
36 counselor, or other appropriate school personnel.

1 Promotion plans shall incorporate evidence-based strategies, including expectations and measurements  
2 that will verify whether a student has made sufficient progress to be promoted to the next grade level,  
3 and be tailored to the student’s learning needs. Promotion plans for students in third and fourth grade  
4 will include additional requirements for promoting students in these grades. A copy of the plan will be  
5 provided to the student’s parent(s)/guardian(s), and the school shall offer the opportunity for a parent-  
6 teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then  
7 the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the  
8 promotion plan.

9 A student who demonstrates sufficient academic progress according to his/her promotion plan shall be  
10 promoted to the next grade level unless retention is required per additional requirements for students in  
11 third and fourth grade.<sup>6</sup>

12 If a student has not demonstrated sufficient academic progress according to his/her promotion plan by  
13 the end of the school year, the student shall be eligible to enroll in a summer reading or learning  
14 program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10)  
15 calendar days prior to the start of the next school year if the student was enrolled in a summer program.  
16 However, if the student wasn’t enrolled in a summer program, the parent(s)/guardian(s) shall be  
17 notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school  
18 year.<sup>7</sup>

## 19 **RETENTION<sup>6</sup>**

20 A student may be retained when such retention is in the best interests of the student or when retention  
21 is required per additional requirements for students in third and fourth grade.

### 22 Decision of Retention – General<sup>8</sup>

23 If a student is retained, the Principal/designee shall develop an individualized academic remediation  
24 plan within thirty (30) calendar days after the beginning of the next school year. A copy of the plan  
25 shall be provided to the student’s parent(s)/guardian(s) within ten (10) calendar days of its  
26 development. The plan shall include at least one of the following strategies:

27 1. Adjustment to the current instructional strategies or materials;

28 2. Additional instructional time;

29 3. Individual tutoring;

30 4. Modification to the student’s classroom assignment to ensure the student receives  
31 instruction from a teacher with a level of overall effectiveness of above expectations (level  
32 4) or significantly above expectations (level 5); or

33 5. Attendance or truancy interventions.

34 A student shall not be retained more than once in any grade. The progress of students who are retained  
35 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the  
36 37

1 school year in which the student is retained. The Director of Schools shall develop procedures to  
2 ensure appropriate recordkeeping of students who are retained.

3 *Decision of Retention – Third Grade*<sup>9</sup>

4 Third grade students shall not be promoted to the next grade unless they are determined to be  
5 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English language arts  
6 (ELA) based on the student’s most recent TCAP test.

7 Students who are not proficient in ELA may still be promoted if the following conditions are met:

8 1. A student in third grade receiving a performance level rating of “approaching” on the ELA  
9 portion of the student’s most recent TCAP test may be promoted if:

- 10  
11 a. The student is an English language learner and has received less than two (2) full years  
12 of ELA instruction;  
13 b. The student was previously retained in grades K-3;  
14 c. The student is retested before the next school year and scores proficient in ELA;  
15 d. The student attends a learning loss bridge camp before the next school year, maintains a  
16 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-  
17 test at the end of the camp; or  
18 e. The student receives tutoring for the entirety of the next school year in accordance with  
19 state law.

20  
21 2. A student in third grade receiving a performance level rating of “below” on the ELA portion of  
22 the student’s most recent TCAP test may be promoted if:

- 23  
24 a. The student is an English language learner and has received less than two (2) full years  
25 of ELA instruction;  
26 b. The student was previously retained in grades K-3;  
27 c. The student is retested before the next school year and scores proficient in ELA; or  
28 d. The student attends a learning loss bridge camp before the next school year, maintains a  
29 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next  
30 school year in accordance with state law.

31 *Decision of Retention – Fourth Grade*<sup>9</sup>

32 Students in the following categories shall show adequate growth in the following ways before being  
33 promoted to the fifth grade:

34 1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the  
35 next school year in accordance with state law or because of attending a learning loss bridge  
36 camp must maintain a ninety percent (90%) attendance rate; and  
37

38 2. A student receiving tutoring for the entirety of the next school year in accordance with state law  
39 shall be required to show adequate growth on the fourth grade ELA portion of TCAP before the  
40 student may be promoted to fifth grade.

1 A student shall not be retained more than once in fourth grade.

2 Decision of Retention – Students with Disabilities<sup>10</sup>

3 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the  
 4 student’s IEP and/or 504 team to determine whether the student’s performance on the ELA portion of  
 5 TCAP was due to the student’s disability. The school district shall not retain a student with a disability  
 6 or a suspected disability that impacts their ability to read.

7 **APPEALS**<sup>7,11</sup>

8 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision  
 9 to retain the student and provided with information on the right to appeal the decision. Appeals shall be  
 10 made to a committee appointed by the principal within fourteen (14) days. The student and his/her  
 11 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given  
 12 the opportunity to address the committee. The committee shall conduct a hearing within thirty (30) days  
 13 to determine if the student will be promoted and issue such decision within fourteen (14) days. Upon  
 14 notification of the committee decision, the principal shall send written notification to the Director of  
 15 Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of  
 16 their right to appeal such action within 7 days to the Director of Schools/designee.

17 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A  
 18 decision shall be issued within seven (7) business days.

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

23 For students where retention is required per the additional requirements for students in third and fourth  
 24 grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in  
 25 accordance with state law.<sup>12</sup>

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Legal References

1. 20 USCA § 1400 et seq.; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)

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Cross References

- Credit Recovery 4.210  
Grading System 4.600  
Reporting Student Progress 4.601  
Attendance 6.200

4. TRR/MS 0520-01-03-.16(4)
5. TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)(f)
7. TRR/MS 0520-01-03-.16(6)(e)
8. TRR/MS 0520-01-03-.16(6)(g)
9. TRR/MS 0520-01-03-.16(7)
10. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e)
11. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)
12. TRR/MS 0520-01-03-.16(7)(f)

Student Assignments 6.205  
Homeless Students 6.503  
Student Records 6.600

**To: Board of Education**

**RE: FY23 Budget Amendment – School-Based Healthcare Solutions Network Grant**

**Board Meeting Date: November 8, 2022**

This amendment budgets the new School-Based Healthcare Solutions Network grant in the General Purpose Schools fund. The grant funds three full-time mental health and wellness Transitional Coaches who will provide individual and group therapy, assessments and consultations at Bradley Academy, and Mitchell-Neilson and Reeves-Rogers Elementary Schools.

In future budget years, the intent is to continue this privately funded grant for five years for a total of \$1,417,128 if student visit goals are met within the allotted time frame.

Murfreesboro City Schools Budget Amendment (#2)

General Purpose Schools Fund 141  
Fiscal Year 2022-2023

11/8/2022

Exhibit A to Resolution No. 22-R-24

Account Number	Account Description	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>		
141 R 44570	Donations & Contributions	283,426
Total Increase in Revenues		\$ 283,426
<u>Expenditures</u>		
141 E 72130 189	Other Salaries - Mental Health staff	195,000
141 E 72130 201	Social Security	12,100
141 E 72130 204	Retirement	23,950
141 E 72130 206	Life Insurance	1,500
141 E 72130 207	Medical Insurance	34,100
141 E 72130 208	Dental Insurance	1,950
141 E 72130 212	Medicare	2,826
141 E 72130 299	Fringe Benefits	4,500
141 E 72130 399	Other Contract Services - Evaluations	7,500
Total Increase in Expenditures		\$ 283,426
CHANGE IN FUND BALANCE (CASH)		-

This amendment budgets the School-Based Healthcare Solutions Network grant in the General Purpose Schools fund. The grant funds three full-time mental health and wellness Transitional Coaches who will provide individual and group therapy, assessment and consultation at Bradley Academy, and Mitchell-Neilson and Reeves-Rogers Elementary Schools.

*Kim Williams* 11.3.2022

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Reviewed by Finance Director/Finance Manager Date

Approved	<input style="width: 100%;" type="text"/>		
		Director of Schools	Date
Declined	<input style="width: 100%;" type="text"/>		

**To: Board of Education**

**RE: Budget amendment FY23 ESSER 2.0**

**Board Meeting Date: November 8, 2022**

Finance and Federal Programs staff present a revision in the ESSER 2.0 grant for approval.

This is the final year for expending all ESSER 2.0 funds. The final deadline for expenditure is June 30, 2023.

The FY23 ESSER 2.0 amendment of \$60,244.40 is to re-budget funds from unspent professional development line item to the equipment line item. The reallocated funds will be used to purchase chrome books to replace devices that will soon be going out of warranty.

Funding previously approved to employ one FTE Math specialist will be also used to employ one FTE Learning Loss Coordinator. Neither position has been hired, and we are planning for both positions to start in March 2023. There is no budget amendment needed to facilitate this change. The Learning Loss Coordinator will work to identify, develop and implement instructional practices and strategies in response to learning deficits due to the COVID-19 pandemic. Specifically, the initial focus will be on overseeing summer school programming, TNAllCorp Tutoring, and other extended instructional contracts.

In future budget years, the intent is to provide this position through other available grant funding or through the general purpose budget.

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 Federal: ESSER 2.0 Revision 1 - Chromebooks

Account	Description	Increase	Decrease
142 E 71100 722 935	Regular Instruction - Equipment	60,244.40	
142 E 72210 524 935	Instruction Support - In-Service/Staff Development		60,244.40
<b>Total</b>		<b>60,244.40</b>	<b>60,244.40</b>

Explanation: To transfer budgeted funds from In-Service/Staff Development to Regular Instruction Equipment.  
The savings from In-Service/Staff Development will help fund the purchase of approximately  
300 Chromebooks. This is in addition to Chromebooks budgeted in ESSER 3.0.

*Jim Pucillone* 11.2.22  
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobby W. Drake III</i></u>	<u>11-2-22</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

**To: Board of Education**

**RE: Budget Development Timeline for 2023-2024**

**Board Meeting Date: November 8, 2022**

Board policy 2.200 requires that a budget development timeline be prepared each year by January 1<sup>st</sup> of the current school year. The calendar is used as a guide for coordinating the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems, and making budget decisions.

This timeline provides dates to ensure the budget is prepared in an efficient manner that meets local requirements.

## BUDGET DEVELOPMENT TIMELINE FOR 2023 - 2024

MONTH	DAY	FUNCTION/ACTIVITY	RESPONSIBILITY
November	16	Distribute <b>Facility Needs Assessment Forms</b> to Principals, CO and SHOP.	Principals, CO, and Maintenance
	30	Distribute <b>Budget Request Forms</b> to Principals, Department Managers, and School Board Members.	Principals, Department Managers and School Board
December	9	Completed <b>Facility Needs Assessment Forms</b> due (return to Finance Department)	Principals, CO, and Maintenance
	16	Facility Needs Assessments forwarded to Maintenance for Funding Needs	Finance Department
	16	Completed <b>Budget Request Forms</b> due (return to Finance Department)	Principals, Department Managers and School Board
January	24	<b>Facility Needs Assessment</b> Funding Due (return to Finance Department)	Maintenance
	24	Generate 2023-2024 <b>Budget Template</b>	Finance Department
	27	<b>Enrollment Projections</b>	Attendance
	30	Begin <b>Principal and Department Supervisor Presentations</b> to Budget Review Team	Budget Review Team
February	17	End <b>Principal and Department Supervisor Presentations</b>	Budget Review Team
	24	<b>Position Control Chart</b> Developed Based on Budget Guidelines	Human Resources and Payroll
March	1	<b>First Draft of 2023-2024 Individual Fund Budgets</b> (ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	3	<b>First Draft 2023-2024 Operations &amp; Capital Budget</b> Review & Revisions, <b>ESSER 3 Budget Amendments</b>	Budget Review Team/Federal Projects
	3/27-3/31	* Spring Break - 3/27 - 3/31 *	
April	4	<b>Final Draft of 2023-2024 Budgets</b> (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	6	Distribution of <b>Proposed 2023-2024 Budgets</b> to School Board	DOS, Finance Department
	4/11 - 4/18	Board <b>Work Session(s)</b> . Tentative dates 4/11 & 4/18 from 4-8 p.m.	School Board
	21	<b>Final Draft</b> of Proposed Budgets Distributed to School Board (approve on 4/25)	DOS, Finance Department
	25	Board to <b>Approve Proposed Budgets</b> (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.) (Board Meeting)	School Board
	28	<b>Submit Budget to City</b>	Director of Schools
May/June		City Council Review and Budget Approval	Mayor and City Council