

**Board of Education Regular Meeting**

May 8, 2018 6:00 PM

City Hall Council Chambers

<b>I. CALL TO ORDER BY BOARD CHAIR</b> Procedural Item	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance will be led by Brody Hanson, a 6th grade student at Black Fox Elementary and Jemma Bramlett, a 4th grade student at Discovery School.	Chair Butch Campbell
B. Moment of Silence Procedural Item	Chair Butch Campbell
<b>II. APPROVAL OF AGENDA</b> Action Item	Chair Butch Campbell
<b>III. COMMUNICATIONS</b> Information Item Recognition of Mr. Don Odom, Director of Rutherford County Schools Lea Bartch and Cherry Ross presented “Stop Bogus Science Before it Erodes STEM Thinking” today at the Tennessee STEM Innovation Network. Cindy Cliche and Jeremy Winters recently presented at the National Council of Teachers of Mathematics Conference in Washington. The title of their session was <i>Developing Reasoning and Problem Solving Skills through Children's Literature</i> . The session focused on engaging in literature-based rigorous tasks and analyzing student work from MCS. Participants left with strategies and tasks designed to develop reasoning and problem solving skills with the students in their schools. Congratulations to the schools that participated in the Science Olympiad on the 28 <sup>th</sup> . The following Murfreesboro City Schools placed in the competition: Pittard came in 9 <sup>th</sup> , Scales placed 8 <sup>th</sup> , Bradley scored 4 <sup>th</sup> , Erma Siegel was awarded 3 <sup>rd</sup> , and Discovery was awarded 1 <sup>st</sup> place. Thank you to John Pittard Elementary for hosting and to MTSU, particularly Dr. Pat Patterson, for developing this tremendous program. And finally, thank you teachers who guided the students in achieving success. Murfreesboro City Schools would like to thank Murfreesboro Lioness Club and First Cumberland Presbyterian Church for their continued support of the Backpack Food Program. Murfreesboro City Schools recognized and celebrated our school nutrition department on May 4 during School Lunch Hero Day. Upcoming events: Our Employee Recognition Celebration will be tomorrow evening at 6:00. This is the time when we highlight the service of MCS family members. The Boro Book Battle, an opportunity to showcase our students’ knowledge of reading, will be Thursday at 6:00 at Bradley. On Saturday, May 12, Murfreesboro City Schools will be partnering with Habitat for Humanity for a panel build. The build will occur at St. Paul’s Episcopal Church, and 6 <sup>th</sup> graders from Hobgood and their parents will be participating. We are excited about this partnership and look forward to expanding it to give our children real-world, service learning experiences. A reminder that the Project 14 Golf Tournament, which will benefit Bradley Elementary School, will be held on the 17 <sup>th</sup> . Black Fox Asian Night will be held at 6:00 p.m. on May 10. Overall Creek's STEM Night will be held on May 17 from 5:00 p.m. to 7:00 p.m. The Ribbon Cutting of BOB's Book Bus will be May 31 at 5:00 p.m. at Hobgood Elementary.	Mrs. Lisa Trail

<p>Murfreesboro City Schools is celebrating National Teacher Appreciation Week May 6-12. We want to take this opportunity to thank our many teachers and staff members for investing their time and energy into our students.</p> <p>Murfreesboro City Schools is also celebrating National School Nurse Day on May 9. The Summer Food Service Program (CHOW) will be May 29-July 27. The Summer Food Service Program will be provided at 24 locations.</p> <p>The City Schools Foundation would like to introduce our newest board members - Kevin Grisham, Kirk Garrett, Andrew Young, Lindsey Fournier, Whit Turnbow and Ellen Slicker. Congratulations to Dr. Linda Gilbert. Dr. Gilbert has been named the 2018 Mid-Cumberland Superintendent of the Year by her colleagues.</p> <p>Congratulations to Mr. Joe Thompson who will be retiring this year after 43 years of service to education.</p>	
<b>IV. CONSENT ITEMS</b>	Chair Butch Campbell
Action Item	
A. Approval of School Fees	
Action Item	
B. 2nd Reading of Board Policies	
Action Item	
i. Board Policy 5.202 Separation Practices for Non-Certified Employees	
Action Item	
ii. Board Policy 6.203 School Admissions	
Action Item	
iii. Board Policy 6.206 Transfers Within the System	
Action Item	
iv. Board Policy 6.309 Zero Tolerance Policy	
Action Item	
C. Minutes of the 4-4-18 Budget Work Session	
Action Item	
D. Minutes of the 4-5-18 Budget Work Session	
Action Item	
E. Minutes of the 4-10-18 Board Meeting	
Action Item	
F. Minutes of the 4-24-18 Board Meeting	
Action Item	
<b>V. ACTION ITEMS</b>	Chair Butch Campbell
Action Item	
A. Approval of Upcoming Year's Board Meeting Dates	Chair Butch Campbell
Action Item	
B. 1st Reading of Board Policies	Chair Butch Campbell
Action Item	
i. Board Policy 6.302 Procedural Due Process	Chair Butch Campbell
Action Item	
ii. Board Policy 6.304 Anti-Harassment, Intimidation, Bullying, Cyber-bullying, and Hazing of Students	Chair Butch Campbell
Action Item	
iii. Board Policy 6.316 Suspensions/Expulsions	Chair Butch Campbell
Action Item	
iv. Board Policy 6.3101 Gang Activity or Association	Chair Butch Campbell
Action Item	
C. Approval of the Cooperative Purchasing Agreement	Mr. Gary Anderson
Action Item	
<b>VI. REPORTS AND INFORMATION</b>	Chair Butch Campbell
Information Item	
A. Enrollment (PTR) Report	Mr. Gary Anderson

Information Item	
<b>VII. OTHER BUSINESS</b> Information Item	Chair Butch Campbell
<b>VIII. ADJOURNMENT</b> Action Item	Chair Butch Campbell



# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Separation Practices for Non-Certified Employees</b>	Descriptor Code: <b>5.202</b>	Issued Date: <b>09/12/17</b>
		Rescinds:	Issued:

## 1 DISCIPLINE

2 The Director of Schools may impose discipline, up to and including termination, of any support employee when  
3 necessary.

4 The Director of Schools shall establish procedures for discipline.

## 5 SUSPENSION

6 A Director of Schools/designee may suspend an employee at any time when deemed necessary.<sup>1</sup>

7 The Director of Schools may suspend an employee with or without pay. If the suspension was without pay and  
8 the employee is reinstated, the employee shall be paid full salary for the period of suspension, unless suspension  
9 without pay is deemed to be an appropriate penalty.

## 10 DISMISSAL

11 All non-certified (classified) employees are employed at the will of the Director. The Director of Schools may  
12 dismiss any non-certified employee during the year for any lawful reason.

13 Classified employees who are notified that their services are no longer required may request a reconsideration of  
14 that decision by the Director of Schools. Such requests must be made in writing within ten (10) working days  
15 from the date shown on the notice to the employee.

## 16 RESIGNATION

17 Support personnel shall give the immediate supervisor written notice of resignation at least two (2) weeks (ten  
18 (10) working days) in advance of the effective date of voluntary termination. The ten (10) working days may be  
19 waived by the Director of Schools for justifiable reason.

20 The immediate supervisor shall forward copies the day received to the Director of Schools' office. The payroll  
21 office will prepare final payment for the next appropriate scheduled pay day.

## 22 RETIREMENT

23 Retirement shall mean a termination of services under conditions which will allow the employee to draw  
24 benefits from retirement plans and/or social security benefits. Employees eligible for retirement benefits may  
25 elect to retire at any age according to the provisions of the retirement system.

26 Central Office personnel shall assist employees in securing retirement benefits; however, it shall be the  
27 responsibility of the retiring employee to obtain verification of eligibility in writing from the Tennessee  
28 Consolidated Retirement System (TCRS) to the Central Office. It shall be the responsibility of the retiring  
29 employee to file for eligible benefits. Employees who retire under TCRS may be employed up to one-hundred-

30 twenty (120) days per year without loss of retirement benefits.  
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Legal References

1. TCA 49-2-301(b)(1)(EE)—(FF)

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <h2 style="text-align: center;">School Admissions</h2>	Descriptor Code: <b>6.203</b>	Issued Date: 
		Rescinds: <b>STU 3, STU 17</b>	Issued: <b>07/01/11</b>

1 All children residing inside the corporate city limits of Murfreesboro with parent(s) or legal  
 2 guardian(s) and who meet the age requirements designated in Board Policy 6.201 shall be admitted to  
 3 the Murfreesboro City Schools.

4  
 5 Any student entering school for the first time must present:

6 1. A birth certificate or officially acceptable evidence of date of birth at the time of registration;<sup>1</sup>

7 2. Evidence of a current medical examination.<sup>2</sup> There shall be a complete medical examination of  
 8 every student entering school for the first time;

9 3. Proof of address of parent or legal guardian upon initial enrollment; however, proof of residency or  
 10 guardianship may be requested at any time.

11 3. Evidence of state-required immunization.<sup>3</sup>

12 A child whose care, custody and support have been assigned to a resident of the district by a power of  
 13 attorney or order of the court shall be enrolled in school provided appropriate documentation has been  
 14 filed with the district office.<sup>4</sup>

15 A student may transfer into the school system at any time during the year if the parent(s) or legal  
 16 guardian moves their residence into the school system.

17 **Immunizations**

18 Any required immunization shall not be required if a qualified physician shall certify that  
 19 administration of such immunization would be in any manner harmful to the child involved.

20 In the absence of an epidemic or immediate threat thereof, immunization shall not be required of any  
 21 child whose parent or guardian shall object thereto in writing on grounds that such immunization and  
 22 other preventive measures conflict with the religious tenants and practices of a well-organized  
 23 religious denomination whose teaching include reliance on prayer or spiritual means alone or healing  
 24 of which he parent or guardian is an adherent or member.

25 Immunizations required of all students are required for ESL students. If there is a child without  
 26 documentation (green card) or is homeless, they will be admitted to school in accordance with federal  
 27 law. A reasonable length of time will be given for the parent(s) or guardian(s) to obtain  
 28 documentation. The Board believes the main goal is to have children in school.

**29 Name on Pupil Records**

30 The name used on the records of a student entering the Murfreesboro City School System must be that  
31 shown on the birth certificate unless evidence is presented that such name has been legally changed as  
32 prescribed by law. If the parent insists on using a name other than that shown on the birth certificate,  
33 both names shall be placed on the cumulative record.

34 If the parent does not have, or cannot obtain a birth certificate, then the name used on the records of  
35 such student will be as shown on documents which are acceptable to the system as proof of date of  
36 birth.

37 The name used on the records of a pupil entering the Murfreesboro City Schools from another school  
38 system must be the name shown on the records of that school unless the name has been legally  
39 changed.<sup>5</sup>

**40 Digital Photographic Record of Adult Enrolling Students**

41 At the time a child is initially enrolled in school, the principal or principal's designee shall inform the  
42 adult individual(s) enrolling the child that school officials confirm the identity of the person removing  
43 a child from school during school hours, either by that person's presentation of an acceptable form of  
44 identification or by a digital photograph of the adult individual(s) enrolling the child taken by a school  
45 official at the time of the child's enrollment. Any adult individual enrolling a student in school shall  
46 have the option of having their photograph taken by a school official and having that photograph  
47 retained by the school as part of that student's permanent record. The parent(s) or legal guardian(s)  
48 would be required to return within a reasonable length of time to provide an official government-issued  
49 photo I.D.

**50 Parent or Legal Guardian Notice to School of Student Adjudication**

51 If a student has at any time been adjudicated delinquent for any offense listed in TCA 49-6-3051(b),  
52 the parents/guardians and a school administrator of any school having previously received similar  
53 notice from the juvenile court or another source, shall provide to the school principal/designee, the  
54 abstract provided under TCA 37-1-153 or TCA 37-1-154 or other similar written information when  
55 any such student:

56 (1) Initially enrolls in an LEA;

57 (2) Resumes school attendance after suspension, expulsion or adjudication of delinquency; or

58 (3) Changes schools within this state.

59 This information shall be shared only with school employees who have responsibility for classroom  
60 instruction of the student and the school counselor, social worker or psychologist who is developing a  
61 plan for the child while in the school, and the school resource officer. Such information is otherwise  
62 confidential and shall not be released to others, and the written notification shall not become a part of  
63 the student's record.<sup>6</sup>

**64 Students Out of City Within Rutherford County**

65 Students residing with parent(s) or legal guardian(s) and living outside the city limits but within  
66 Rutherford County may be assigned to a Murfreesboro City school contingent upon available space.  
67 The Board has the authority to limit, adjust, or modify the enrollment as it deems necessary. Once an  
68 out-of-city student has been admitted to a Murfreesboro City school under this provision, the student  
69 shall be allowed to continue to attend a Murfreesboro City school for the remainder of their elementary  
70 school years, provided the student and parents comply with all Murfreesboro City Schools' policies,  
71 rules, and regulations, and administrative directives.

## 72 **Out-of-County Students**

73 At the discretion of the Director of Schools or designee, out-of-county students may be assigned to a  
74 City school. Students assigned will be assessed an annual fee as determined by the Board. An out-of-  
75 county student residing with a parent or legal guardian who is a full-time or part-time employee of  
76 Murfreesboro City Schools shall not be required to pay the out-of-county tuition. Once an out-of-  
77 county student has been admitted to a Murfreesboro City school under this provision, the student shall  
78 be allowed to continue to attend a Murfreesboro City school for the remainder of their elementary  
79 school years, provided that the student and parents pay the relevant tuition and comply with all  
80 Murfreesboro City Schools' policies, rules and regulations, and administrative directives.

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### Legal References

1. TCA 49-6-3008(b)
2. TRR/MS 0520-01-03-.08(2)(a);
3. TCA 49-6-5001(c)
4. TCA 49-6-3001(c)(6); TCA 37-1-131(a)(2)
5. TCA 49-6-5106
6. TCA 49-6-3051

# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <b>Transfers Within the System</b>	Descriptor Code: <b>6.206</b>	Issued Date:
		Rescinds:	Issued:

1    **Zone Waivers**

2    During the month of April each year, a parent/guardian may request that their child attend a school within  
3    the system other than the one to which the child is zoned.\*\* Applications for waivers on school zone  
4    requirements must be submitted in writing to the Director of Schools or designee. The Director of  
5    Schools or designee shall review such requests and, if adequate space is available, grant such transfers  
6    unless a transfer would be adverse to the best interests of the child or the school system. If granted, the  
7    student must provide their own transportation to and from the school.<sup>1</sup> Students on zone waivers cannot  
8    be sent back to their zoned school without the approval of the Director of Schools or designee.

9    Except within the first ten (10) days of a school year when a parent/guardian may appeal the assignment  
10   of a student to the Board,<sup>2</sup> after a student has enrolled in one (1) school within the system, they shall not  
11   be permitted to transfer to another unless there is a change in residence of the student’s parent(s) or  
12   guardian(s) outside the area in which the student enrolled. Any exception to this policy must be brought  
13   before the Director of Schools for evaluation and decision.

14   Students whose families transfer their residence to another school area after the first month of school  
15   may complete the school year at their former school. Students who present evidence that they will move  
16   during the school year and who desire to enroll in a new school in the new area may do so with prior  
17   written request for a change of school area. The Director of Schools or designee may grant other  
18   exceptions to this policy for good and sufficient reasons.

19   **Open Zoning**

20   Upon recommendation of the Director, each year the board will approve which schools will be available  
21   for open zoning. That decision will be based on current and future available space for students, principal  
22   recommendation, and any other appropriate consideration needed at that time. If the transfer is granted,  
23   the parents or guardians are responsible for transportation of the student to the new school. The student  
24   shall maintain satisfactory attendance, behavior and effort to remain in the new school.

25   \*\* Not effective in event of federally-mandated desegregation order.

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Legal References

1. TCA 49-2-128

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Cross References

Student Assignments 6.205

2. TCA 49-6-3201
3. TRR/MS 0520-01-03-.03 (11)(a)—(e)

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Zero Tolerance Offenses</b>	Descriptor Code: <b>6.309</b>	Issued Date:
		Rescinds: <b>STU 38</b>	Issued: <b>06/01/11</b>

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

## 2 **WEAPONS & DANGEROUS INSTRUMENTS**

3 Students shall not possess, handle, transmit, use or attempt to use any dangerous weapon in school  
4 buildings or on school grounds at any time, or in school vehicles and/or buses or off the school  
5 grounds at a school-sponsored activity, function or event.<sup>1</sup>

6 Dangerous weapons for the purposes of this policy shall include, but are not limited to a firearm or  
7 anything manifestly designed, made or adapted for the purpose of inflicting death or serious bodily  
8 injury or anything that in the manner of its use or intended use is capable of causing death or serious  
9 bodily injury.<sup>2</sup>

10 Violators of this section shall be subject to suspension and/or expulsion from school.

11 *Firearms (as defined in 18 U.S.C. § 921)*<sup>3</sup>

12 In accordance with state law, any student who brings or possesses a firearm on school property shall be  
13 expelled for a period of not less than one (1) calendar year. The Director of Schools shall have the  
14 authority to modify this expulsion requirement on a case-by-case basis.<sup>4</sup>

## 15 **DRUGS**

16 In accordance with state law, any student who unlawfully possesses any drug including any controlled  
17 substance, controlled substance analogue, or legend drug shall be expelled for a period of not less than  
18 one (1) calendar year. The Director of Schools shall have the authority to modify this expulsion  
19 requirement on a case-by-case basis.<sup>5</sup>

## 20 **ASSAULT**

21 In accordance with state law, any student who commits aggravated assault as defined in § 39-13-102  
22 upon any teacher, principal administrator, any other employee of the school or school safety and  
23 education officer shall be expelled for a period of not less than one (1) calendar year. The Director of  
24 Schools shall have the authority to modify this expulsion requirement on a case-by-case basis.<sup>5</sup>

## 25 **ELECTRONIC THREATS**

26 In accordance with state law, any student who transmits by an electronic device any communication  
27 containing a credible threat to cause bodily injury or death to another student or school employee and  
28 the transmission of such threat creates actual disruptive activity at the school that requires

29 administrative intervention shall be expelled for a period of not less than one (1) calendar year. The  
30 Director of Schools shall have the authority to modify this expulsion requirement on a case-by-case  
31 basis.<sup>6</sup>

## 32 NOTIFICATION

33 When it is determined that a student has violated this policy, the principal of the school shall notify the  
34 student's parent or guardian and the criminal justice or juvenile delinquency system as required by  
35 law.<sup>7</sup>

36 This policy shall be published in the Code of Conduct as set forth in the *Parent/Student Handbook*, and  
37 provided annually to all teachers, administrative staff, and parent.

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### Legal References

1. TCA 39-17-1309
2. TCA 39-11-106(a)(5)(A), (B)
3. 18 U.S.C. 921
4. 20 USCS § 8921; TCA 49-6-4216(b); TCA 49-6-3401(g)
5. TCA 49-6-3401(g); TCA 49-6-4216(b)
6. TCA 49-6-4216(a)(2)(C)
7. TCA 49-6-4209; TCA 39-17-1312

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### Cross References

- Discipline Procedures 6.313  
Suspension/Expulsion/Remand 6.316

## MINUTES

Board Budget Session

Teacher Learning Center-Murfreesboro City Schools Administrative Offices

Wednesday, April 4, 2018

In attendance: Chair Butch Campbell, Vice Chair Nancy Rainier, Collier Smith, Jared Barrett, David Settles, Phil King. Wes Ballard was absent.

Staff: Dr. Linda Gilbert, Gary Anderson, Ralph Ringstaff, Angela Fairchild, Lisa Trail, Sandy Scheele, Cindy Cliché, Pam Holden, Greg Lyles, Beth Prater, Joe Marlin, Lea Bartch, Scott Campbell, and Tamara Cosby

Assistant City Attorney Kelley Baker was absent. City Liaison Bill Shacklett was absent.

Mr. Campbell called the meeting to order at 4:05 p.m.

Dr. Gilbert went over the PowerPoint (attached) showing MCS's successes of 2017-18 and the vision and budget for the upcoming year. Dr. Gilbert explained that she is planning to share this PowerPoint with the city council. She asked the Board to let her know if anything needed to be changed/added before she shares with the city council.

Dr. Gilbert went over the increase in city legal fees (\$25,000), increase in risk management (\$336,911), and increase to workers comp (\$210,175) for next year. Mr. Anderson also discussed these issues with the Board.

Mrs. Smith mentioned that it would be ideal to have a parent of a student in MCS to be the attorney because she didn't feel the need for a fulltime attorney. Mr. Ringstaff added that Chuck Cagle said that we could use his firm for \$50,000-\$60,000 a year.

Mr. Campbell said that he has been saying for a year that we need our own attorney in house. He said that he felt with our enrollment, we would definitely use the full time. We currently pay \$75,000 to the city. He thinks we could have our own for \$90,000 a year.

Mr. King said that Mrs. Baker said that a lot of her time is spent on truancy.

Mr. Campbell said that if a person is hired on a salary, that is their salary. There is no overtime.

There was discussion about our system using Adam Tucker, who is also an attorney for the city, in addition to Mrs. Baker. Mrs. Smith asked why we would ever use Adam Tucker. Dr. Gilbert said that occasionally if Kelley is out, we may have to consult Mr. Tucker.

Minutes  
Page 1 of 7  
April 4, 2018  
Recorded by L. VanCleave

Mrs. Trail said that we use Mrs. Baker a lot for parental custody issues, and we have to make sure that we have the correct paperwork on file. Mrs. Trail said that she has really realized that since she took over parent complaints. Mrs. Trail added that truancy is another issue that we use Mrs. Baker for.

Phil King asked if the city is telling us to absorb the difference. Dr. Gilbert said yes. She explained that we absorb this cost because there is no guarantee that we'll get any money from the city.

Mrs. Smith asked if we are going to look for another liability insurance company. Mr. Gary Anderson said that we will do that.

Mr. Anderson said that Workman's Comp reports are turned in to HR, but then we don't know what happens after that.

Mr. Campbell asked if we get an itemized list of what workman's comp cases we have from the city. Mr. Anderson said no, they just tell us what we owe. Mr. Barrett said that we need a detailed list so that we can warn employees about safety issues.

Mrs. Smith asked where the counselor and the behavior person will go that is being hired. Dr. Gilbert said that they will be district-wide and Mrs. Kim Frank will be able to place them as needed.

Dr. Gilbert told the Board about the cuts that had to be made, and Mr. Anderson said that we are still at 1 million dollars over budget after making cuts. Mrs. Rainier asked if we could fight the county for the revenue that they are not giving us which is around \$750,000.00. Mr. Anderson explained that if they don't go out to a bond, we don't get the 15% that they are supposed to share with us.

Dr. Gilbert began with 71100 Regular Instruction expenses and explained that the budget is increasing by \$4,456,643.00.

Under line 722 Regular Instruction Equipment, Collier Smith said that she didn't understand how we could only budget \$10,000.00 for breakages. Dr. Gilbert explained that we only spent \$8000.00 this year, so she felt the \$10,000.00 should work alright for next year.

Jared Barrett asked if the cumulative files need to be paper or could they be electronic. Mr. Joe said yes, they do have to be paper.

David Settles asked about science textbooks under line 449. Dr. Gilbert said that science is the adoption this next year. Dr. Gilbert explained we want to look at Williamson County's on-line

science program and see if this is something that we can use for free. If it seems that it is good quality, it may be something that we can use and then use the money on professional development and science kits. We are seeing that the books are a 6 year adoption and are out of date by the time we are ready for more. The potential savings if we go with Williamson County's free on-line curriculum is \$376,000.00.

Collier Smith asked if all of the money from the Foundation is going to grants and parity now or is this something that we can use that money for. Mrs. Smith said that one of the Foundations priorities is definitely science. Lisa Trail said that the Foundation wants to pay for things that are beyond the traditional budget, not the science curriculum. Mr. Settles clarified that the Foundation would pay for things to enhance the curriculum, not the core curriculum. Lisa Trail agreed. The Foundation may possibly pay for the science kits.

#### 71200-Special Education Instruction

Dr. Gilbert explained in detail line 71200 312-Contracts with Private agencies and explained that we may possibly have to come back to the Board regarding that line because it could increase. She has no way of knowing at this point. This line is for services that would cover students with severe mental needs.

David Settles asked about line 312 Contracts with Private Agencies. He wanted to know if this is put out for bid. Dr. Gilbert said that we do not have a lot of choices as far as contractors. Angela Fairchild said that we do start with Rutherford Academy, but then Genesis is the only company that does these type services around this area. Angela said that we do get some money back from the State for these students, but we were out \$170,000 last year and we got back \$24,000.

Nancy Rainier asked if Trust Point is going to serve special education children. Dr. Gilbert said yes. Dr. Gilbert will touch base with the administrator of Trust Point.

Nancy Rainier asked about 499 Other Supplies and Materials. Mrs. Rainier thought that it seemed like a huge cut from \$15,000.00 this year to \$8000.00 next year. She asked if it was gloves, wipes, etc. that are used with special needs students. Mrs. Angela Fairchild said that we have a surplus of those items at this point, therefore, we should be fine.

#### 71400-Student Body Educational Program

Dr. Gilbert said that this is for the cheerleaders. It is self-supported and they raise the money. Mrs. Smith wanted to make sure that all children are offered the opportunity to participate. Dr. Gilbert said yes. Mrs. Smith was very glad for that.

#### 72110-Student Services-Attendance

Dr. Gilbert said that this is for the Skyward program, and she is very grateful for the Board choosing to purchase Skyward because she can't imagine where we'd be without it.

Collier Smith asked about people using their own phones for school business. Mr. Anderson said that we have a good contract with the phone company, and we do either pay for certain employees' phones or give them an allowance.

#### 72120-Student Support Services-Health

Dr. Gilbert talked about how important these conferences are, and what we are learning that is very valuable to our employees, especially in the area of health.

#### 72130-Student Support Services-Other

Collier Smith wanted to know the breakdown of line 322-Evaluation and Testing  
Mrs. Lea Barch explained NWEA progress monitoring.

#### 72210-Student Support Services-Regular Instruction

Collier Smith asked how much the library software program, Destiny, is for all schools. Mrs. Beth Prater said \$14000.00 annually.

#### 72220-Student Support Services-Special Education Instruction

#### 72250-Support Services-Technology

Collier Smith asked why the increase is so huge on line 317 Data Processing Services-Cisco Smart Net. Scott Campbell said that this includes all servers. Mrs. Smith asked if it went up in price and Mr. Campbell said yes, we are having to add equipment as we grow. Scott Campbell explained that the Comcast contract expired with the city this year and they haven't given the city a price as of yet. He explained that this is our back up option. David Settles asked if this cost could go down and Scott Campbell said yes. Scott Campbell added that if Comcast comes through, we will get the service for free through the city since the lines are already run.

#### 72310-Administrative Support-Board of Education

There was some discussion about other line 399- Other Contracted Services. Mr. Campbell asked where, in this portion of the budget, was the TSBA policy located. Dr. Gilbert said line 320 Dues and Memberships.

Collier Smith asked if the new attorney could help pick up the load of AIMS as far as keeping abreast of legislation. Dr. Gilbert said yes, and that most school districts belong to AIMS.

Collier Smith also asked if we have to pay for BEP Foundation. Dr. Gilbert said that we need to belong to it. Mrs. Smith feels that our system doesn't benefit from it as it should. She feels that middle and high schools that receive the primary benefit.

72320-Administrative Support-Office of Director

72410-Administrative Support-Office of Principal

72510-Administrative Support-Fiscal Services

72520-Support Service-Personnel

Collier Smith asked about line 599 Other Charges. She wanted to know what the physical abilities test was. Mr. Ringstaff said that that test is required now for some positions.

Mr. Campbell asked if we absorb the cost of fingerprinting for employees and Mr. Ringstaff said yes.

Collier Smith asked if we have any teachers that have the additional certification to carry guns in schools. Mr. Ringstaff said that he hoped not.

72610-Support Service-Operation of Plant

Nancy Rainier asked how the custodial services were going since we now hire our own custodians. Mr. Anderson said that he has only heard positive things about having our own custodial staff. She asked Mr. Ringstaff if there is a large turnover and he said yes, especially the night shift custodians.

72620-Support Services-Maintenance of Plant

72710-Support Services-Pupil Transportation

Mr. Anderson said that we have added a bus driver and a bus assistant in this budget. Jared Barrett asked if we need to include money in the budget for the new bus garage. Mr. Anderson said that cost was not in the budget because we are not sure when construction will begin.

73300-Non-Instructional Service-Community Service

73400-Non-Instructional Service-Early Childhood Education

76100-Capital Outlay

Dr. Gilbert went over each schools' projects in detail with the Board. Dr. Gilbert said that she was going to ask the city council for a million dollars.

Collier Smith said that we may need to be writing more grants for some of these things. She added that Mitchell Neilson's playground also really needs to be looked at.

### Food Service Budget

Dr. Gilbert said that the food service budget stands alone. She said that right now Discovery, Cason Lane Academy (Title school this next year only because of the 2 year period that we can ask for it to be a Title school to make sure that there is no change in the community), Erma Siegel Elementary, Overall Creek Elementary, and Scales, will not qualify for free and reduced breakfasts and lunches for 2018-2019. Their students will have to individually qualify for free and reduced. Sandy Scheele explained to the Board why these schools are now not automatically free and reduced school-wide. For students that don't qualify for free and reduced meals and have to pay for breakfast and lunch, it will cost \$4.50 per student per day or \$787.00 per year. Ms. Rainier asked Mrs. Scheele to put this in writing and send it to Dr. Gilbert so that she can get it to the Board so that they can write their congressmen.

Jared Barrett asked if we are going to let the parents know ahead of time of the change in paying for breakfasts and lunches. Dr. Gilbert said yes, but she wanted to let the Board know first.

Mrs. Scheele said that with these changes, the Board would probably have to look at some new Board policies regarding charges and shaming. Dr. Gilbert said that we may have to just write AD's for these.

There was discussion about how this program would work as far as recognizing whether a student is free and reduced or not and making sure that they were not singled out. Mrs. Scheele said that would definitely not happen. Students would not know who was free/reduced and who was not.

### ESP Budget

Mr. Ringstaff said that the ESP budget is self-sustaining. He explained that this program makes money at the larger schools and loses money at the smaller ones, but it all evens out. If any money is made, they put that money back into the program. They have big plans for the enrichment programs in ESP for the upcoming school year. ESP is eliminating the enrichment fees for next year as per Mr. Ringstaff.

Mr. Campbell asked if basketball officials are paid out of ESP, and Mr. Ringstaff said no, but they used to be. Mr. Ringstaff explained that now it is all paid by gate fees.

Mr. Campbell asked Mr. Ringstaff if the ESP program at all schools is run the same. Mr. Ringstaff said no. He explained that some Title schools are grant sites and the grants mandate some things at those sites. He also explained that some schools have specialty programs.

Mrs. Scheele came back before the Board to explain that the five schools that were losing funding for free breakfasts and lunches would also lose funding for summer feeding and

enhanced ESP snacks. The students from those schools could, however, go to a school in the summer that qualifies for free breakfasts and lunches and be fed there.

The meeting adjourned at 8:22 p.m.

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Director of Schools

## MINUTES

Board Budget Session

Teacher Learning Center-Murfreesboro City Schools Administrative Offices

Thursday, April 5, 2018

In attendance: Chair Butch Campbell, Vice Chair Nancy Rainier, Collier Smith, Jared Barrett, David Settles, Phil King, and Wes Ballard

Staff: Dr. Linda Gilbert, Gary Anderson, Ralph Ringstaff, Angela Fairchild, Lisa Trail, Sandy Scheele, Beth Prater, Joe Marlin, and Scott Campbell, and Laurie Offutt

Assistant City Attorney Kelley Baker was absent. City Liaison Bill Shacklett was absent.

Mr. Campbell called the meeting to order at 4:09 p.m.

### Federal and State Project Revenues

Mr. Anderson said that this information is tentative until October 1, 2018. Last year we had to transfer from the IDEA and Title budget to the General Purpose budget. Grant money is not included in the ESP budget. Dr. Gilbert told the Board that the Coordinated School Health Grant is a recurring grant now; however the Legislature could change that at any time. There was a question about who keeps up with immunizations of the students. Dr. Gilbert said that the nurses keep up with immunizations. The Coordinated School Health department does health screenings on students.

Mr. Anderson said that we went over the Cafeteria budgets last night. He added that this is all self-sustained money. Mr. Ballard asked if the salaries for cafeteria staff is also outside the GP budget, and Mr. Anderson said yes.

### Staffing Allocations

Mr. Anderson explained that regular education educational assistants went from 1 to 75 to 1 to 85 to help meet the budget guidelines. This will bring us back to the ratios we had a few years ago. Mr. Campbell asked how many EA's we will lose. Mr. Anderson said that we will lose 8.67 EA's next year.

Dr. Gilbert explained that we are adding a guidance counselor and one behavior specialist that will probably be floating, but that will be up to Mrs. Kim Frank.

School Counselor total staff is going from 15 to 16, with one floating as needed. Dr. Gilbert said that it depends on where the need is. We will have at least one counselor at every school, but the extra person will go where they are needed. There was discussion about Centerstone and others that partner with us regarding guidance. Dr. Gilbert asked Mr. Joe about Centerstone, and he said

that they are a mental health service provider that can bring therapists in to talk with the families. Dr. Gilbert said that she perceives a strong partnership with Trust Point.

Jared Barrett asked how much we pay Academic Interventionists. Mrs. Beth Prater said that we pay them \$50,000.00 to \$60,000 a year. AI's serve students who fall in the 25 percentile and below. Mrs. Smith asked about the AI at Discovery School. Dr. Gilbert explained that the AI at Discovery School is an EA.

Nancy Rainier asked Gary Anderson and Dr. Gilbert about positions that we are tight in. Dr. Gilbert said that she has cut everything that we can cut and the next thing will be people. She would like for us to see what the revenue will be and then go to the city and ask for what we need. She said that possibly we will be able to cut the curriculum if we like what we see in Williamson County.

Collier Smith asked how many teachers we may have to hire. Mr. Ringstaff said that we know of two that are retiring and two that are leaving.

We have 412 classroom teachers and we'll need 408 next year.

Nancy Rainier said that she is really concerned about the number of teachers we need and cutting staff. She said with the 247 projected students coming in, she was very concerned. Dr. Gilbert said that if we grow more, we'll have to hire more. Mr. Ringstaff added that we have signed about 22 teachers to contracts already for next year.

David Settles questioned the fact that we have 412 teachers, we project needing 408 teachers next year, and we have signed 22. He asked why we signed 22 when it seems that we already have enough. Dr. Gilbert said that some will be non-renewed and some will move, etc.

The question was asked when non-renewals are sent out and Mr. Ringstaff said that non-renewal letters go out five days before the last day of instruction. Mrs. Smith was concerned about how that process was done, and Mr. Ringstaff said that the teacher is notified on the last day and at the end of the day.

There was some discussion regarding numbers of students and the process of placing teachers.

There was also discussion about apartments being built and how that will affect our enrollment at certain schools.

Collier Smith asked if any EA's will be removed from Special Education, and Mrs. Fairchild told her no.

Collier Smith asked about why it seems that there are teachers that are not staying the entire year. Dr. Gilbert explained that some schools hired teachers late, but was unaware of several teachers leaving mid-year. Dr. Gilbert asked Mr. Ringstaff for a list of teachers that left mid-year and why. Mrs. Smith said that two teachers left Discovery School mid-year, and she felt that they were good teachers. Dr. Gilbert will check into that; but she was aware that one of the teachers left because of a family situation. Dr. Gilbert noted that some teachers leave mid-year because

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Recorded by L. VanCleave

of the location of a spouse's job, and some leave because they decide that teaching is not for them. These are typically the teachers who are hired last. Dr. Gilbert said that if teachers are leaving for a promotion, she supports that.

Collier Smith said that she knew that some new teachers seemed to be stressing out about Kindergarten portfolios. Dr. Gilbert agreed that could be true. Mr. Ringstaff said that we rank 5<sup>th</sup> in the state for providing teacher support services. If there are things that we can control, we need to control them. He added that we need to look into the stress of the teachers. Dr. Gilbert said that the program that Sheri Arnette works with, Teacher2Teacher, which is a first year teacher PLC, really helps our new teachers. She said that when they can collaborate and plan together, it seems to help them so much.

David Settles asked if we do something as a district for those teachers that make it through their first year. Ralph Ringstaff talked about things we do for new teachers. He said that we have the Teacher2Teacher once a month so that they can collaborate, and the last time they meet, we have a big party for them at The Grove for completing their first year. Mr. Ringstaff said that they come at 4:00 on the same night as the retirees. The Board asked to be invited to that this year. Mr. Ringstaff said that we also do a video of teachers who have completed their first year with tips for new teachers. Mr. Ringstaff said that he will send that to the Board.

Wes Ballard had some questions about cuts and Dr. Gilbert explained the decisions that were made to him in detail. She also explained that she didn't want to cut the 2% raise. She said that this budget will probably be fine, but won't pass the State, therefore, she will have to ask the city for money for fund balance.

Dr. Gilbert said that she had a conversation with Kelley Baker today regarding the time that is spent working for City Schools. Dr. Gilbert explained to Mrs. Baker that the principals are to call Dr. Gilbert before consulting with Mrs. Baker about certain situations because we will need to save our time with Mrs. Baker for more important things.

Nancy Rainier asked how much we would pay an attorney. Dr. Gilbert said that we have \$100,000.00 in the budget for that position, but we may have to consult Chuck Cagle for a year or so.

There was more discussion about Mrs. Baker's time spent on City Schools' business. Mr. Campbell said that he had talked to Rutherford County, and their attorney is at \$85,000.00-\$90,000.00 with benefits.

Phil King said that if we hire Mrs. Baker, and she is still a city employee, would she get to keep her tenure or retain her seniority? Mr. Ringstaff said no, it would be like her taking a new job.

## Revenue

Mr. Anderson discussed the revenue portion of the budget. He asked them to go to page 5 and it starts breaking them down. He explained that we have budgeted a 3.5% increase in sales tax and a 3.5% increase in property tax. Mr. Anderson said that is our major funding. He added that so

far property tax has gone up 3.9%, but sales tax is at 2.6 or 2.7%. He said that we anticipate that to go up some. Our share comes from the city and county combined. Mr. Anderson explained each section of funding that we will receive.

Mr. Anderson added that we are projecting to use fund balance to make the budget work, but Dr. Gilbert is going to ask the city for money. We have to have 3% in the bank when we start our budget. Mr. Anderson said that it will take \$1,933,000.00 to balance the budget.

Collier Smith asked what percent of the money coming in is from the state. Mr. Anderson said that 44 million is from the state. Mr. Anderson added that 27 million is from local and 5 million is from the city, so roughly 58% comes from state.

Mr. Anderson said that he can't give the Board firm numbers of the BEP because they are refiguring the county's ability to pay. He said that he won't know the final amount of the BEP until mid-July.

Nancy Rainier asked how many experienced teachers we have. Mr. Anderson gave the Board a report with the number of teachers in our system and the years of experience.

Collier Smith asked if any of the new hires are experienced or minority. Mr. Ringstaff said that he has hired two African American males for the 2018-19 school year.

Mr. Ballard asked how it worked to offer the retirement incentive last year. Mr. Anderson said that it had all been paid up and we will be caught up in two years.

There was more discussion about the science curriculum that they will be looking at in Williamson County. Mr. Joe Marlin said that if we purchased the curriculum from a textbook vendor, it would be digital. They are going to look at Williamson County's curriculum before making a decision. He added that if we go with Williamson County, maybe we could purchase some supplies and not purchase the kits.

Mr. Anderson explained that last year Williamson County's science curriculum was developed by ten teachers and staff. It cost Williamson County a million dollars, and they are offering it to us for free. Mr. Anderson said that they will keep it current each year. Mr. Marlin said that we will look at availability, scope and sequence, and standards of the Williamson County program.

We are waiting on a revenue number to give the board and then Dr. Gilbert will go to the city. Mr. Anderson goes to a meeting on Tuesday the 24<sup>th</sup> to find out the BEP numbers and will update the Board that night at our regularly scheduled Board meeting.

Mr. Anderson said that we have to get the budget to city council on May 1. The Board will go with Dr. Gilbert to the council to vote.

Collier Smith asked about the new school and bus garage. Dr. Gilbert feels that the land for the new school should happen pretty quickly. She added that the land for both the school and the bus garage will probably not have to be condemned for us to get it, but the city is just negotiating the price.

Mr. Anderson said that the city wants us to use an advocate. He said that Johnson & Bailey would like the city to hire someone to represent us. He added that the school would look like Overall Creek Elementary.

Mr. Ballard said that he would like to see a critical path list periodically during the building of the new school. Mr. Campbell asked the feasibility of steel classroom doors. Mr. Anderson said that they looked at things like that but they are extremely heavy and extremely expensive.

Mr. Campbell asked if we will definitely have all SSEO's by August. Dr. Gilbert said that she hopes so.

There was discussion about the book bus and the progress on it. The official launch date is set for June 1.

The meeting adjourned at 7:00 p.m.

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Director of Schools

MINUTES

Board of Education Regular Meeting  
April 10, 2018 6:00 PM  
City Hall Council Chambers

In attendance: Chair Butch Campbell, Wes Ballard, Phil King, Collier Smith, Jared Barrett, and David Settles.  
Vice Chair Nancy Rainier was absent.

Staff: Dr. Linda Gilbert, Gary Anderson, Ralph Ringstaff, Lisa Trail, Greg Lyles, Laurie Offutt, Maria Johnson, Shavon Davis Louis, Larry Willeford, Kristina Maddux.

Assistant City Attorney Kelley Baker and City Liaison Bill Shacklett

<b>I. CALL TO ORDER BY BOARD CHAIR</b>	Chair Butch Campbell
Procedural Item	
<b>A. Pledge of Allegiance</b>	Chair Butch Campbell
Procedural Item	
The Pledge of Allegiance was led by Brycen Louis, a 5th grade student at Discovery School, and Braniyah Edwards-Scott, a 4th grade student at Scales Elementary.	
<b>B. Moment of Silence</b>	Chair Butch Campbell
Procedural Item	

<b>II. APPROVAL OF AGENDA</b>	Chair Butch Campbell
Action Item	
Collier Smith made the motion to approve the agenda. David Settles seconded the motion. All approved by saying aye.	

<b>III. COMMUNICATIONS</b>	Mrs. Lisa Trail
Information Item	
Mitchell-Neilson would like to give a HUGE shout out to Sinking Creek Farms, ScreenArt, MOAB, Fuzzy's Tacos, The Green Dragon, Liquid Smoke, Deep South Growlers, and Champy's for donating \$100 each to help our students go to Land Between the Lakes.	
Mitchell-Neilson would like to thank Alan Farley, a Mitchell-Neilson alumni, for sponsoring a student at our Land Between the Lakes field trip and Ed and Karen Rogers and Alvin Burns for sponsoring a 6th grader.	
Mitchell Neilson had more donations for the Land Between the Lakes field trip. A big thank you to Collier Smith and Dr. Andy Brown.	

Mitchell Neilson Schools would like to thank Ginger and Danny Demombreun and all the members of the Sinking Creek Bike Club for their very generous donation of \$1000 to the MNS field trip fund.

A special thanks to Pack Orthodontics for their donation of cases of water and to Zeke Yanez at Pizza Inn for the donation of pizzas to the Ready for Kindergarten spring sessions.

Murfreesboro City Schools would like to thank the New Vision Baptist Church D.I.V.A.S. Women's Ministry for their food donation to the Backpack Food Program.

The following schools will be competing in the 2018 Elementary Science Olympiad on Saturday, April 28<sup>th</sup>, at John Pittard Elementary: Bradley, Discovery, Erma Siegel, John Pittard, Northfield, Reeves-Rogers, and Scales. Many thanks for the teachers who are coaching the teams: Billie Jo Thompson, Suzanne St. John, Shea Payne, Eric Matthews, Angela Pope, Kaycie Jones, Caleb Jones, Luke Dickerson, Stacey Burt, Xan Lasko, and Sondra Smith.

The Murfreesboro City Schools Retirement Reception/Employee Recognition will be held at The Grove on Wednesday, May 9, at 6:00 p.m.

The MTSU Math Competition will be held Thursday, April 12, with the awards ceremony to be held at 12:45 p.m. Overall Creek, Mitchell Neilson, Hobgood, and Scales will have teams competing in this event. The coaches for these teams are as follows: Overall Creek-Erin Nunley, Mitchell Neilson-Alison Murphy, Hobgood-Chick Knitter, and Scales-Craig Offutt

Several Events will be happening over the next few weeks in MCS. They include:

Special Olympics-Friday, April 13 at MTSU

2<sup>nd</sup> Round of Petals and Pearls will be Saturday, April 14, at Bradley Academy.

Club Marvel Graduation will be this Saturday, April 14 at 11:15 at the new science building at MTSU.

Our Farm to School Team will be a part of the Adventures in Agriculture at the Lane Agri-Center on Saturday, April 14.

MCS will also have a group that is going to be participating in Earth Day on April 21.

Teacher Appreciation Week will be May 7-11.

Kindergarten Preview Days are going on now. That information has been sent out to the public through the press and dates and times vary by school. That information is also on our website. Kindergarten Registration is May 3-4.

Applications are being accepted in April from the three choice school programs, Hobgood, Mitchell Neilson, and Bradley.

Pre-school applications are also being accepted through April 13 at all schools. After that date, they will continue to be accepted, but only at Central Office. To enter into our pre-school program, your child must be 4 years old before August 15, 2018.

Murfreesboro City Schools would like to congratulate Jonathan Walling for passing his CPSI (Certified Playground Safety Inspector) test for playground inspection. This is a very big step for MCS and the relation with the City's Risk Management Department. Mr. Gary Anderson said that we always try to make sure that our students are safe at school, and one of the things that they are always on is the playground. He said that Mr. Larry Willeford has been working with Mr. Walling to help him get his CPSI. Mr. Anderson introduced Mr. Willeford. Mr. Willeford said that this is a 3 day intense course and the test is difficult. He is very proud of Mr. Walling. Mr. Walling thanked everyone for the recognition and the opportunity to keep our students safe. He added that he loved his job and is glad that he can now take care of the safety inspections.

Collier Smith thanked Mr. Walling for making our playgrounds safe.

Mr. Campbell asked Mrs. Trail to be sure and put the extra announcements on the agenda from now on so that the public knows. Several were not on there.

Collier Smith asked Mrs. Trail to explain the Kindergarten Preview Days. Mrs. Trail asked Mrs. Maria Johnson and Ms. Maddux to come forward and explain how their Kindergarten Preview Days go. They explained that the incoming students and their families are invited at different times during the day to tour the school, meet the front office staff, tour the playground, and learn about programs available for kindergarteners at the schools. This just builds interest in our school system. Ms. Maddux said that the only difference is that she separates the parents from the students for a short time and she talks with the parents and the students tour the school with school ambassadors.

**IV. CONSENT ITEMS**

Chair Butch Campbell

Action Item

**A. Approval of School Fees**

Chair Butch Campbell

Action Item

**B. Minutes 3-13-18 Board Meeting**

Chair Butch Campbell

Action Item

David Settles made the motion to approve the consent items. Collier Smith seconded the motion. All approved by saying aye.

Mr. Ballard asked about the field trip where the students will be on public radio. He wanted to know when that will be broadcast. Mrs. Johnson said that it was the Steel de Boro band from Scales, and she will find out the date and get it to Mr. Ballard.

Mr. Settles wanted to know if the Fall Creek Falls trip is overnight and the answer is yes.

**V. ACTION ITEMS**

Chair Butch Campbell

Action Item

**A. Recommendation for Tenure**

Dr. Linda Gilbert

Action Item

Mr. Ringstaff first told the Board that Mrs. Johnson had texted him the information of when the Steel de Boro band would be broadcast on public radio. He said that it will be May 8 on WPLN 91.1 at 12:06 p.m. It will be rebroadcast the following Thursday, May 10, at 6:06 p.m. Mrs. VanCleave will email that information to the Board.

Mr. Ringstaff said that there are three additional teachers who have earned tenure. He asked for the Board's approval. He introduced the teachers who could attend.

Jared Barrett made the motion to approve these three teachers for tenure. Phil King seconded the motion. All approved by saying aye.

**B. Approval of Johnson and Bailey as Architect of the New School**

Mr. Gary Anderson

Action Item

Mr. Anderson said that there is a letter from Johnson and Bailey in the Board packet. He said that this letter explains the design of the school. If the Board approves Johnson and Bailey, the city will actually be the ones contracting with them as the architectural firm. He asked for approval for Johnson and Bailey to build the new school that is in the planning stages. They will also be our advocate at the meetings. Mr. Anderson added that the building would be similar to Overall Creek but with more storage areas. This new school would be 142,000 square feet.

Mr. Campbell said that the letter shows that the cost would be \$165 per square foot. Mr. Campbell asked if that is binding. Mr. Anderson said no, it's an estimate. That would be put out for bid.

Mr. Settles asked about the letters of recommendation and one references Southwest Elementary School. Mr. Anderson said that they just provided that letter because it was in the same geographic location.

Jared Barrett said that he sees the \$165/sq. ft, but he also sees \$195/sq. ft. Mr. Anderson said that they are basing their fee at \$165/sq. ft even if it comes in at \$195/sq. ft. He said that their fee is a percentage and is drastically reduced compared to most school districts. He said that because we have used this basic plan before, but ultimately they will negotiate with the city for the best price that the city can get.

Collier Smith asked why the services of the architect don't have to go out for bid. Mr. Anderson said that the state of Tennessee says that if it's a professional service like architects, attorneys, or engineers, that have a professional license, they do not have to put it out for bid.

Jared Barrett asked how much it cost to build Overall Creek Elementary. Mr. Anderson said that the actual construction came in at under \$17,000,000.00. He added that you would have to add another \$900,000.00 for furniture, \$600,000.00 for technology, plus the land purchase.

Mr. Ballard asked again about their fee. He said that he reads it like it would be no more than \$165 per square foot. Mr. Anderson said that they will max it out at \$165 per square foot. Mr. Anderson added that the city will ultimately make the decision on that.

There was much discussion regarding the fee per square foot and the construction manager.

Phil King made the motion to approve Johnson and Bailey as the architectural firm. David Settles seconded the motion. All approved by saying aye.

### **C. Approval of Advisory Board/Family Resource Center Action Item**

Dr. Linda Gilbert

Mr. Anderson asked Mr. Lyles to come forward to give the Board some more information on this Advisory Group. Mr. Lyles said that the grant that we get from the State requires that we have an Advisory Committee. Jared Barrett asked about the parent representative. Mr. Lyles said that was blank because that person had not been named, but he is planning to name a parent representative. Mr. Barrett asked who appoints that person. Mr. Lyles said that he seeks out the interested parents and ask them to serve in the advisory capacity.

Jared Barrett made the motion to approve the Advisory Board for the Family Resource Center. Mr. Ballard seconded the motion. All approved by saying aye.

<b>D. Second Reading of Board Policies</b>	Chair Butch Campbell
Action Item	

**1. Board Policy 3.203 Crisis Management**  
Action Item

Chair Butch Campbell

Mr. Settles asked about line 8 where it states that all media attention shall be directed to the Director of Schools. Mr. Settles felt that should be directed to the Director of Communications. Mr. Settles said that he did speak with Lisa Trail before the meeting and she agreed. That is normally how it works.

Mr. Campbell asked why not put Director of Schools or designee. Collier Smith said that she felt that all calls regarding media should go to Director of Communications because she felt that was her role. Mr. Campbell felt that any media should go through the Director of Schools first. He would not think that the Director of Communications would make statements that had not gone through the Director of Schools.

Lisa Trail said that the communication would go through her but she would not make any statements that Dr. Gilbert had not approved. Collier Smith said that the key word is directed. She said that when someone from the media calls the office, they would be directed to the Director of Communications, but any releases on paper would go through the Director of Schools.

Dr. Gilbert said that she feels that's inferred when it says the Director of Schools' office.

Mr. Campbell referred to the first paragraph about during a crisis and who would make decisions and disseminate information during the crisis. He asked would that give the crisis response team responsibility to speak to the media. Dr. Gilbert said that everything that happens during a crisis is going to come through the central office.

Phil King suggested that we reword line 8 to say "all media requests" shall be directed to central office and handled by the communications department. Dr. Gilbert said that is not going to necessarily be true.

Mr. Settles referred to line 4 where it defines members of the teams. He just wants to see the Communications Director in this policy somewhere.

Dr. Gilbert asked if she can bring an AD referring to this policy and be more detailed. She doesn't want to be in a situation where she is violating board policy because a crisis has happened and there has to be an immediate decision made.

Mr. Campbell asked if the Board would like to defer 2<sup>nd</sup> reading passage until an AD is written. Dr. Gilbert said that the AD can change and without Board approval.

David Settles made the motion to defer the second reading of Board Policy 3.203 until an AD is written. Wes Ballard seconded the motion. All approved by saying aye.

<p><b>2. Board Policy 3.218 Service Animals In District Facilities</b> Action Item Jared Barrett made the motion to approve Board Policy 3.218 on second reading. Collier Smith seconded the motion. All approved by saying aye.</p>	<p>Chair Butch Campbell</p>
<p><b>3. Board Policy 3.500 Food Service Management Program</b> Action Item David Settles made the motion to approve Board Policy 3.500 on second reading. Wes Ballard seconded the motion. All approved by saying aye.</p>	<p>Chair Butch Campbell</p>
<p><b>4. Board Policy 6.415 Student Suicide Prevention</b> Action Item Mr. Barrett wanted to add a staff statement at the end. The statement would state "In addition, the Crisis Response Team shall work with staff impacted by the death to provide assistance and support if needed." David Settles asked about line 34 where it states... if student is under age of 18. He said that all of our students are under the age of 18. Dr. Gilbert said that is what the law states. Jared Barrett made the motion to approve Board Policy 6.415 on second reading with the amendment. Collier Smith seconded the motion. All approved by saying aye.</p>	<p>Chair Butch Campbell</p>
<p><b>E. 1st Reading of Board Policies</b> Action Item</p>	<p>Chair Butch Campbell</p>
<p><b>1. Board Policy 3.205 Security</b> Action Item</p>	<p>Dr. Linda Gilbert</p>

Dr. Gilbert said that this is basically a TSBA policy that we need because the state will be releasing some funds. We are in the process of developing an MOU with the Police Department.

David Settles asked about line 32 where it states that no officer will be assigned to a school without the consent of the Director. He asked if there should be something in the policy that states that the Director of Schools can reassign or dismiss an officer. Kelley Baker said that would be addressed in the MOU.

Jared Barrett made the motion to approve Board Policy 3.205 on first reading. Wes Ballard seconded the motion. All approved by saying aye.

## 2. Board Policy 3.400 Student Transportation Management Action Item

Dr. Linda Gilbert

Dr. Gilbert said that the state is requesting that we have a transportation supervisor which we already do. She explained that we already follow this policy. She added that the only thing that has changed is the label of the supervisor and the complaint procedure.

Wesley Ballard asked about line 6 and 7 where it discusses aging buses. He asked if we had retired any buses. Mr. Anderson said that yes, we retire them on a regular basis when their time is up. Mr. Anderson said that we continue to keep up with buying buses every year so that we don't have to purchase so many at once.

Mr. Ballard asked if it is brought to the Board to approve when purchasing a bus. Mr. Anderson said that it is brought here either through budgetary means or it is brought before the city council in the capital outlay. Mr. Anderson said that we always try to have two, three, or four spare buses, because they break down. He also told the Board that we keep buses for 17 years.

David Settles said that line 18 is redundant. He asked that we delete the words "every year."

Phil King asked if there is a different policy for hiring bus drivers. Dr. Gilbert said that is in the personnel policies.

Collier Smith what is the practice of renting buses from Rutherford County schools for field trips. Mr. Anderson said that, of course, first priority is that they use one of the city buses for a field trip, but if the field trip extends beyond the normal school day and they can't be back by 1:30 p.m., then they are allowed to

use an outside contractor. Mrs. Smith asked how we pay for them. Mr. Anderson said that the rate is negotiated with the outside contractor. They must have the insurance carrier that we require.

Wes Ballard made the motion to approve Board Policy 3.400 on first reading with changes. Collier Smith seconded the motion. All approved by saying aye.

### 3. Board Policy 3.401 Scheduling and Routing

Dr. Linda Gilbert

#### Action Item

Dr. Gilbert asked Mr. Anderson to cover this policy with the Board. This policy covers the length of time a student can be on a bus. The state law is no more than an hour and a half one direction. Our goal is no one will be on the bus longer than 45 minutes and our basic route is 30 minutes or less. The policy also discusses the process for who can get on and off the bus such as children going home with other children.

Mr. Campbell asked about line 13. He said that he was confused about a signed note given to the driver and then turned over to the principal. Mr. Anderson said to make sure that everyone is in the loop, they inform the principal first, then notify transportation, then the student takes the note on the bus to give to the driver.

Mr. Campbell didn't feel that the paragraph was worded that way. Mr. Anderson said that we go above and beyond on this portion of the policy so that everyone is in the loop.

Mr. Anderson said that the note goes to the school office first and then to the bus driver. Mr. Campbell would like the wording to be changed to what we actually do in this case. Mr. Anderson said that we will change the wording to read the actual process that we follow.

Phil King had a question about line 17 where it states that a driver can remove an offending student from the bus. Mr. King asked if we need to include a statement about letting a student off of the bus if the driver can see the house, but not get to the house because of a blockage or construction. Mr. Anderson said that we have a bus driver and a bus assistant on the buses and we will not just drop a student off the bus. They also have radios. If they need to use the cell phone, they will pull over and use it. Mr. Anderson added that the policy says "may" but we do not do that.

David Settles asked if this needs to be in an AD since there are so many variables. Mr. Settles also asked if kindergarten students get

dropped off at their door. Mr. Anderson said that we do not release a kindergarten student off the bus until we see an adult. We have even taken buses back to the school with a kindergarten student because they did not see an adult.

David Settles also asked about line 6 where it states that every year bus drivers shall be given the policies. Mr. Anderson said that they receive these when they go through their in-service.

Jared Barrett said that a couple of years ago, he had the opportunity to ride a bus with students. He said that he even went through the 100 point pre check of the bus with the driver before the route. He said that it was very interesting.

Jared Barrett made the motion to approve Board Policy 3.401 on first reading with changes. Phil King seconded the motion. All approved by saying aye.

**4. Board Policy 3.404 Private Vehicles  
Action Item**

Dr. Linda Gilbert

Dr. Gilbert said that this policy has to do with employees needing their private vehicles for school purposes. Dr. Gilbert said that we may have a small amount of students that may need to go to an event. She explained that we have developed permission forms that are pretty tight.

Jared Barrett asked about the permit mentioned in lines 5-6. He asked if that permit is through the central office. Mrs. Baker said that we have a form specifically designed for that, and that is if we know ahead of time. She said that the permit refers to the form.

Collier Smith made motion to approve Board Policy 3.404 on first reading. Jared Barrett seconded the motion. All approved by saying aye.

**VI. REPORTS AND INFORMATION**

Dr. Linda Gilbert

**Information Item**

**A. Testing Process  
Information Item**

Dr. Linda Gilbert

Dr. Gilbert explained that Mrs. Smith asked about a report on testing tonight since we are about to go through testing. Dr. Gilbert asked Mrs. Laurie Offutt to come forward and explain the testing process from the tests that we have all the way through the entire process. Mrs. Offutt gave the Board a handout with testing information and explained that handout.

<b>B. Enrollment (PTR) Report</b>	Mr. Gary Anderson
Information Item Mr. Anderson said that this is the end of the 7 <sup>th</sup> period. We grew between the 6 <sup>th</sup> and 7 <sup>th</sup> period by 49 students. He said that we have dropped 289 students since the end of last year. He explained that our attendance rate is at 96%. Mr. Anderson also went over the PTR per grade level.	

**VII. OTHER BUSINESS**

Chair Butch Campbell

Information Item

Mr. Campbell said that he gave the Board a challenge back in October to get boardmanship points. Mrs. VanCleave gave each board member a report with their points before the meeting. Mr. Campbell asked them to look at that and see what they need to do to get their points up to date and possibly achieve the next level.

Phil King said that given recent events where a student was expelled in Rutherford County for having a gun at school, he would like to review our policy if a student brought a handgun or weapon to school. Dr. Gilbert said that is under the zero tolerance policy. Mr. Campbell asked if we can go over that policy at the next meeting. Dr. Gilbert said yes. Mr. Campbell asked where a student goes if they are expelled from our system. Dr. Gilbert said that they can apply at another system, but it is up to the superintendent to accept them or not. Kelley Baker said that there are no alternative schools for elementary students.

Wes Ballard would like to look at having a Board Retreat to discuss employee survey results, to get an update on construction plans and also discuss measurable objectives for our system. Dr. Gilbert said that we also need to go over the strategic plan. There was more discussion regarding the election of new board members and whether or not the new members would need to be included. Mr. Barrett said that he would like for the current board members to be included. Dr. Gilbert said that if we could have the retreat before the Summer Law Conference, that would be great.

**VIII. ADJOURNMENT**

Chair Butch Campbell

Action Item

Jared Barrett made the motion to adjourn. Wes Ballard seconded the motion. The meeting was adjourned at 7:20 p.m.

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Director of Schools

**MINUTES**

Board of Education Regular Meeting

April 24, 2018 6:00 PM

City Hall Council Chambers

In attendance: Chair Butch Campbell, Vice Chair Nancy Rainier, Phil King, Wes Ballard, Collier Smith, Jared Barrett, and David Settles

Staff: Dr. Linda Gilbert, Gary Anderson, Greg Lyles, Joe Marlin, Ralph Ringstaff, Lisa Trail, Angela Fairchild, Robin Newell, and Adam Bryson.

Assistant City Attorney Kelley Baker and Liaison Bill Shacklett

<b>I. CALL TO ORDER BY BOARD CHAIR</b>	Chair Butch Campbell
Procedural Item	
<b>1. Pledge of Allegiance</b>	Chair Butch Campbell
Procedural Item	
The Pledge of Allegiance will be led by Amy Wade, a 5th grade student at John Pittard, and Lexi Cipollone, a 6th grade student at Mitchell Neilson and also the Read to Succeed County-wide Spelling Bee winner!	
<b>2. Moment of Silence</b>	Chair Butch Campbell
Procedural Item	

<b>II. APPROVAL OF AGENDA</b>	Chair Butch Campbell
Action Item	

Mr. Campbell asked that the Board approve the agenda after removing the item under action items pertaining to the budget. Mr. Anderson didn't receive the information needed to approve the budget at the meeting he attended today in Gatlinburg, so there will be no need to discuss it at this time.

Jared Barrett made the motion to approve the agenda. Phil King seconded the motion. All approved by saying aye.

<b>III. COMMUNICATIONS</b>	Mrs. Lisa Trail
Information Item	
Mrs. Trail informed the Board that our meetings are now being broadcast in closed caption. This began with our last school board meeting and will continue with each meeting.	
We are pleased to announce that Lea Bartch has been asked to serve on the Advisory Council for the regional Invention Convention.	

Many thanks to Middle Tennessee State University for their partnership with Club Marvel and for hosting our students this year. On Saturday, the 14<sup>th</sup>, more than fifty students, and many parents, attended the graduation ceremony. In addition to MTSU, we want to thank Greg Lyles for his leadership, the Transportation Department for their help, and teachers Kenecia Sullivan, Francina Austin, Kim Nelson, Kandy Powers, and Kelly Jones for working with the students on Saturdays throughout the year.

Many thanks to MTSU for hosting the Special Olympics again this year. Students from Black Fox, Cason Lane, Erma Siegel, Northfield, Reeves-Rogers, and Scales joined nearly 500 student athletes from across the county to compete in various athletic events.

Many thanks to Northfield's Tammy Sutton, Hobgood's Chick Knitter, Overall Creek's Erin Nunley, and Mitchell-Nielson's Alison Murphy for coaching students at the recent middle schools Mathematics Competition at MTSU. And many thanks to Cindy Cliche who assisted all of the teams. That competition involved about 20 schools in the region, and MCS competed in the 6<sup>th</sup> grade division. Congratulations to Northfield's Kevin Scott Slate who placed 16<sup>th</sup> in the competition, to Overall Creeks' Hayden Suerstedt who placed 4<sup>th</sup> in the competition, and to Overall Creek that placed 6<sup>th</sup> among all schools.

On Saturday, April 28, the 11<sup>th</sup> Elementary Science Olympiad will be held at John Pittard Elementary. Pittard has been the host site for this event since its inception. Bradley, Discovery, Erma Siegel, John Pittard, Northfield, Reeves-Rogers, and Scales will be competing. Many thanks to Billie Jo Thompson, Suzanne St. John, Shea Payne, Eric Matthews, Angela Pope, Kaycie Jones, Caleb Jones, Luke Dickerson, Stacey Burt, Xan Lasko, and Sondra Smith for coaching the teams over the past many weeks.

Kindergarten Registration for the 2018-19 school year will be Thursday and Friday, May 3<sup>rd</sup> and 4<sup>th</sup>. All children entering kindergarten must be five years old on or before August 15<sup>th</sup>. For an overview of registering your child for kindergarten, go to our [cityschools.net](http://cityschools.net) website and search New Student Registration in the search bar.

A reminder to our listening public: Murfreesboro City Schools will be closed on Tuesday, May 1, for Election Day.

We want to congratulate Mr. Bill Spurlock, who was recently named as the next Director of Rutherford County Schools. We look forward to a very collaborative relationship with Mr. Spurlock and to continuing the strong partnership we have with our neighboring school district.

Congratulations to the MCS Cheer Competition Team. In their first year of existence, they competed in Nationals. Many thanks to the parents and grandparents of these students, as well as principals and teachers for their support. Also, we want to thank Amber Kelly, Jessica Jacobs, and Megan Brewer for their coaching, encouragement, and perseverance.

The coaches, Ms. Kelly, Ms. Jacobs, and Ms. Brewer came forward and thanked the Board for the opportunity to coach these girls from across the district. They had 31 girls that participated this year. They placed first in the regional competition and fourth in the nation. This next school year, they plan to have two teams, a youth team and a junior team. These teams will represent all twelve schools. This past year the grades that were represented were 4<sup>th</sup>-6<sup>th</sup>, but for the 2018-19 school year, they will have 1<sup>st</sup>-6<sup>th</sup> graders. Dr. Gilbert asked that the cheerleaders come forward to introduce themselves and their school and grade.

Mr. Campbell informed everyone that Rutherford County Schools is hosting a School Safety Meeting on May 7th at 5:30 p.m. at Blackman High School. The public is invited. Law enforcement agencies will be involved.

**IV. CONSENT ITEMS**

Chair Butch Campbell

Action Item

**1. Approval of School Fees**

Chair Butch Campbell

Action Item

**2. Second Reading of Board Policies**

Chair Butch Campbell

Action Item

**1. Board Policy 3.203 Crisis Management and Associated Administrative Directive**

Chair Butch Campbell

Action Item

**2. Board Policy 3.205 Security**

Chair Butch Campbell

Action Item

**3. Board Policy 3.400 Student Transportation Management**

Chair Butch Campbell

Action Item

**4. Board Policy 3.401 Scheduling and Routing**

Chair Butch Campbell

Action Item

**5. Board Policy 3.404 Private Vehicles**

Chair Butch Campbell

Action Item

Collier Smith made the motion to approve the consent items.  
Nancy Rainier seconded the motion. All approved by saying aye.

**V. ACTION ITEMS**

Chair Butch Campbell

Action Item

**1. Percent of Student Grades**

Dr. Linda Gilbert

Minutes

Page 3 of 10

March 24, 2018

Recorded by L. VanCleave

## Action Item

Dr. Gilbert explained that with the passage of the legislation where TNReady grades can now count 0-15%, she would like to recommend that the Board vote to count 0% for this year. Dr. Gilbert said that although our system did paper-pencil testing, there were still major difficulties with the paper-pencil testing. Dr. Gilbert explained that our teachers were capable of giving the grades that they need this year without having test scores. Collier Smith asked if Dr. Gilbert could explain some of the difficulties of the tests. Dr. Gilbert said that in addition to the changes that were emailed to testing coordinators at 12:15 a.m. the morning of the test, there were several other things that happened. Dr. Gilbert read the email that Laurie Offutt sent to her regarding the problems from damaged boxes to changes in the test booklets. Mr. Marlin said that there score sheet mix ups and last minute changes.

Collier Smith said that she didn't feel that we would have scores before the report cards anyway. Dr. Gilbert said that if we don't get the scores before five days before the end of the school year, we cannot include the scores anyway.

Mrs. Smith said that testing may not have been perfect, but she didn't feel that the students saw or felt the frustration. She felt that the students looked and felt more confident. Dr. Gilbert said that she feels that was because we did paper-pencil testing this year and didn't have to deal with on-line testing.

Dr. Gilbert feels that we will see our scores. Dr. Gilbert said that we will know more tomorrow morning after the webinar.

Mrs. Smith asked if there will be any implications on the teachers from the scores. Dr. Gilbert said that was the spirit of the legislation not to hold teachers accountable, but again, she should know more after tomorrow morning.

Ms. Rainier said that it should not count against the district either. Again, Dr. Gilbert said that she will know more after the webinar. She said that it was made very clear that we could not make employment decisions based on scores and they were very clear about A-F. She does feel that scores will be made public and there may be some consideration of that in the teacher evaluation.

David Settles asked if we have to decide ahead of time what percent we want the scores to count. Dr. Gilbert said that is correct, we have to decide now.

Jared Barrett asked if the 0% was for all grades, and Dr. Gilbert said that it would apply to all that took the TNReady, which was grades 3-6.

Nancy Rainier made the motion to approve counting test scores at 0%. Jared Barrett seconded the motion. All approved by saying aye.

Wes Ballard said that he supports the 0%, but he wanted to know how we will judge achievement for the year if we don't count test scores from TNReady. Dr. Gilbert instead of the letter grade coming from the teacher, part of the letter grade would come from the TCAP scores, so that's where the 15% would have applied.

Collier Smith said that she still didn't feel that we would have been able to count that this year anyway, because we would not have the scores in on time. She also feels that these students have been working toward this goal all year.

Dr. Gilbert said all of our schools have worked really hard this year, and for them to not be able to find out what they scored, it's really disappointing. She does feel that they will be able to find that out; however, she doesn't feel that we need to hold teachers accountable for these tests if the test scores do not reflect truly what the students have learned.

Phil King stated that the outages were in other states as well, so he doesn't feel that it's a Tennessee problem, but a vendor problem.

Collier Smith thanked the legislators for representing our students and teachers well and for the rapid response. Mr. Campbell agreed that the legislators need to be commended.

Dr. Gilbert added that Mrs. Baker had researched the amount that the tests would have counted this year, and it would have been 15% for 2018-2019 if they had not passed the law.

**2. Approval of the 2018-2019 General Purpose School Fund, School Nutrition, and Extended School Program Budget  
Action Item**

This item was removed from the agenda due to lack of information. This item will be added to a special called meeting when the needed information is acquired.

Mr. Gary Anderson

<p><b>3. 1st Reading of Board Policies</b> Action Item</p>	<p>Chair Butch Campbell</p>
<p><b>1. Board Policy 5.202 Separation Practices for Non-Certified Employees</b> Action Item Dr. Gilbert explained that this was a change to a recently approved policy. She turned it over to Mr. Ringstaff. Mr. Ringstaff explained that in September 2017, the Board passed this policy, but he would like to request that two sentences, lines 13-15 be added to give all classified employees an avenue to appeal a dismissal decision if they so choose. Jared Barrett made the motion to approve the amendment to Board Policy 5.202 on first reading. David Settles seconded the motion. All approved by saying aye.</p>	<p>Dr. Linda Gilbert</p>
<p><b>2. Board Policy 6.203 School Admissions</b> Action Item Dr. Gilbert explained that this policy replaces STU 3 and STU 17. Mr. Campbell asked about line 80 where it refers to tuition. He wanted to know the amount of tuition. Mr. Anderson said that it is \$3250.00 and has been that same rate for quite a few years. Mr. Campbell asked how that amount was determined. Mr. Anderson said that it was determined by the Board years ago and it has stepped up to this amount but has been the same now for about four or five years. Dr. Gilbert said that it had to do with cost of educating the child. Mr. Anderson said that it is based on how much local monies are contributed. Mr. Campbell also asked what the amount is today. Mr. Anderson said that the State pays about 50% of the total cost, so it would be approximately \$4500.00 per student. Mr. Campbell asked if we are in good shape with the \$3250.00 Mr. Anderson said yes, we will be getting about \$8000.00 per student based on the state money that follows the student.  Nancy Rainier asked if the Board wanted the amount listed in the policy or would that be covered in an Administrative Directive. Dr. Gilbert said that we can add an AD. She will check into that. Also, Ms. Rainier said that on line 9, the words “proof of address” was in that sentence twice.  Jared Barrett asked how many students we have right now that are out of city students. Mr. Anderson said that we only have one or two students at this point. Mr. Barrett also asked about digital photographic records. He wanted Mr. Anderson to walk him</p>	<p>Dr. Linda Gilbert</p>

through that process. Dr. Gilbert said that we take photographs and if they don't have a photo ID, we will take one for them.

Collier Smith asked about when someone moves out of their zoned area to the county. Dr. Gilbert said that would be covered under the policy regarding transfers. Mr. Anderson explained the process of zone waivers to Ms. Smith. Dr. Gilbert said that there would be more about that in the next policy.

Nancy Rainier said that there was another typo in line 23. The word "demonization" should be "denomination."

Wesley Ballard made the motion to approve Board Policy 6.203 on first reading. Nancy Rainier seconded the motion. All approved by saying aye.

**3. Board Policy 6.206 Transfers Within the System  
Action Item**

Dr. Linda Gilbert

Dr. Gilbert said that this policy has to do with transfers within the system.

Nancy Rainier made the motion to approve Board Policy 6.206 on first reading. David Settles seconded the motion. All approved by saying aye.

**4. Board Policy 6.309 Zero Tolerance Policy  
Action Item**

Dr. Linda Gilbert

Dr. Gilbert said that this policy has been debated since it was first voted into law. There are some things that have stayed consistent with it. One of those things is that this is one of the few policies where the Director of Schools bears the responsibility of any modification of the expulsion requirements and that is done on a case by case basis.

Mr. Campbell asked about line 6 pertaining to a dangerous weapon where it states "not limited to a firearm...", he asked if we need to list any weapons or just leave it the way it is. Mrs. Baker said the policy references a footnote to statutes that define weapons. She said that every situation would be different and we would have to research each one separately. Mrs. Baker said that she will send those statutes to the Board by email.

Phil King gave a scenario where a student brings a handgun to school to show off in April and is expelled for a year. He wanted to clarify that the student could not return to school until the following April. Dr. Gilbert said yes, unless the Director of Schools changes it. Mr. King said that is very serious for the student and family and could really set them back in school. Mr. Campbell said that the student could attend another school district if the Director of Schools will accept them.

David Settles stated that the policy doesn't address any alternative schools and we don't have any such schools. Dr. Gilbert said no, not for elementary schools. Mr. Campbell asked what grade the alternative school starts in the county system. Mr. Marlin said 6<sup>th</sup> grade. Mr. Settles asked that when a zero tolerance offense is committed, the students are made aware of their options. Dr. Gilbert said that they usually make an appeal to the Director of Schools and then an extensive investigation is done and a decision is made.

Jared Barrett said that the old policy stated that the principal will be enforcing the rules at the school and he wanted to know if that was still the case. Dr. Gilbert said yes, the principal is responsible for discipline in the school. He also said that the old policy also explains the whole appeal process and the new one does not. Mrs. Baker said that is in another policy.

Wesley Ballard asked about legend drugs. Mrs. Baker said that they are prescription drugs or over the counter drugs and it would just depend on what drug it was.

David Settles made the motion to approve Board Policy 6.309 on first reading. Wesley Ballard seconded the motion. All approved by saying aye.

**VI. REPORTS AND INFORMATION**

Dr. Linda Gilbert

Information Item

<p><b>1. Revenue and Expenditure Report for February and March</b></p>	<p>Mr. Gary Anderson</p>
<p>Information Item Mr. Anderson said that there are two reports so he reviewed the latest one for March. He said that this one puts us at the 75 percentile for the year. Our net income is \$7,970,644.00. That amount is about \$700,000.00 behind where we were last year at this time, but last year we didn't have any growth money and this year we have between</p>	

\$600,000.00 to \$700,000.00 coming to us. On the revenue side, tax collections and sales tax collections are up.

**2. Personnel Report  
Information Item**

Dr. Linda Gilbert

Dr. Gilbert said that if there are questions, they can see Mr. Ringstaff. Collier Smith asked if we have a number of employees planning to retire. Mr. Ringstaff said that we have three or four that have completed paperwork.

Mr. Campbell asked how long they have to turn in their paperwork. Mr. Ringstaff said that they can turn in their paperwork at any time, but the ones that have completed paperwork will be honored at the Employee Recognition Celebration on May 9.

Nancy Rainier asked for a list of employees that have been hired and those that have left us this year. Mr. Ringstaff will get that to the Board.

**VII. OTHER BUSINESS**

Chair Butch Campbell

**Information Item**

David Settles said that he and Ms. Rainier attended the School Safety summit and it was a great session. He said that it was very informative.

Nancy Rainier said that Mr. Bill West from the county will be the national president for the next school year.

Bill Shacklett mentioned that on April 29 there will be an open house at the new police building from 1:00 to 5:00 on Highland Avenue.

Dr. Gilbert mentioned that Project 14—the David Price Foundation—will be having a golf tournament to benefit Bradley Academy. The information will be on our website or call our office and speak to Lisa Trail.

Nancy Rainier asked if the Board will have another meeting to approve the budget. Mr. Anderson and Dr. Gilbert said yes, we will have to have a meeting to approve the budget and we will let the Board know when that is scheduled.

**VIII. ADJOURNMENT**

Chair Butch Campbell

**Action Item**

Jared Barrett made the motion to adjourn. David Settles seconded the motion.

The meeting adjourned at 6:57 p.m.

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Director of Schools

**MURFREESBORO CITY SCHOOL BOARD  
2018-2019 MEETING SCHEDULE**

All regularly scheduled Murfreesboro City School Board meetings will be held on the **second and fourth Tuesdays** of each month beginning at **6:00 p.m.** Meetings will be held in **Council Chambers at City Hall, 111 West Vine Street**, Murfreesboro, Tennessee. If circumstances require a change in time, venue, or an additional special meeting, an advertisement with specific information will be placed with the media.

<b>August 14</b> Regular Board Meeting	<b>February 12</b> Regular Board Meeting
<b>August 28</b> Regular Board Meeting	<b>February 26</b> Regular Board Meeting
<b>September 11</b> Regular Board Meeting	<b>March 12</b> Regular Board Meeting
<b>September 25</b> Regular Board Meeting	<b>March 26 *week of spring break</b> Regular Board Meeting
<b>October 9 *week after fall break</b> Regular Board Meeting	<b>April 9</b> Regular Board Meeting
<b>October 23</b> Regular Board Meeting	<b>April 23</b> Regular Board Meeting
<b>November 13</b> Regular Board Meeting	<b>May 14</b> Regular Board Meeting
<b>November 27 *week after Thanksgiving</b> Regular Board Meeting	<b>May 28</b> Regular Board Meeting
<b>December 11</b> Regular Board Meeting	<b>June 11</b> Regular Board Meeting
<b>January 8 *week we return from winter break</b> Regular Board Meeting	<b>June 25</b> Regular Board Meeting
<b>January 22</b> Regular Board Meeting	



# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <b>Procedural Due Process</b>	Descriptor Code: <b>6.302</b>	Issued Date:
		Rescinds: <b>STU 20</b>	Issued: <b>1/01; 6/12</b>

1 Every student has a right to due process guaranteed by the Constitution of the United States of  
 2 America for disciplinary action resulting in a suspension of ten (10) days or more or expulsion.  
 3 Except in an emergency, the student shall be advised of the nature of his/her misconduct, be  
 4 questioned about it, and be given an opportunity to explain his/her actions.

5 Students are to be reminded that in exercising their rights, they must not interfere with the rights  
 6 of others, disrupt the educational program, or violate the laws of the federal, state, and local  
 7 governments or the policies of the Murfreesboro City School System Board of Education.

8 Before school authorities administer disciplinary measures, reasonable inquiry shall be made to  
 9 determine the truth of what happened.<sup>1</sup> The nature of this inquiry will vary in degree with the  
 10 seriousness of the offense and the consequence attached thereto.<sup>2</sup>

11 For minor offenses where corrective measures are taken by the classroom teacher, no formal  
 12 procedure is required. An inquiry should be conducted into the incident to ensure that the  
 13 offender is accurately identified, that the offender understands the nature of the offense, and the  
 14 offender knows the consequences of the offense for which the offender is accused.

15 In case of severe offenses where there is a possibility of suspension, the student shall be advised  
 16 of the nature of the student's misconduct, questioned about it, and allowed to give an  
 17 explanation.

18 If the principal determines that the offense is of such nature that the student's continued presence  
 19 would be detrimental to the school or persons within the school, the principal shall refer the case  
 20 to the Disciplinary Hearing Authority.<sup>3</sup>

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Legal References

1. *Ingraham v. Wright*, 430 U.S. 651 (1977)
2. *Goss v. Lopez*, 419 U.S. 565, (1975)
3. TCA 49-6-3401(c)(4)(A)—(B)

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Cross References

- Interrogations and Searches 6.303
- Discipline Procedures 6.313
- Disciplinary Hearing Authority 6.317

# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Anti-Harassment, Intimidation, Bullying, Cyber-bullying, and Hazing of Students</h2>	Descriptor Code: <h3 style="text-align: center;">6.304</h3>	Issued Date:  
		Rescinds: <h3 style="text-align: center;">STU 53 STU 61</h3>	Issued: <h3 style="text-align: center;">01/06; 04/06; 07/11</h3>

1 Harassment, intimidation, bullying, cyber-bullying, and hazing, like other disruptive or violent  
 2 behavior, is conduct that disrupts a student’s ability to learn and a school’s ability to educate its  
 3 students in a safe environment. Because students learn by example, school administrators,  
 4 faculty, staff and volunteers shall demonstrate appropriate behavior, treating others with civility  
 5 and respect and refuse to tolerate harassment, intimidation, bullying, cyber-bullying, or hazing  
 6 and encourage others to do so as well. Students shall be provided a safe and civil environment in  
 7 which to learn and achieve high academic standards.<sup>1</sup> It shall be a violation of this policy for  
 8 any student, school employee, volunteer, or any other person to harass, intimidate, bully, cyber-  
 9 bully, or haze a student.

10 This policy shall be disseminated annually to all school staff, students, and parents. This policy  
 11 shall cover employees, employees' behaviors, students and students' behaviors while on school  
 12 property, at any school-sponsored activity, on school-provided equipment or transportation, or at  
 13 any official school bus stop.

14 Principals are responsible for insuring this policy is implemented and are responsible for  
 15 educating and training the respective staff and students as to the definition and recognition of  
 16 harassment, intimidation, bullying, cyber-bullying, and/or hazing.

17 **DEFINITIONS**

- 18 1. “Cyber-bullying” means bullying undertaken through the use of electronic devices;  
 19 2. “Electronic devices” include, but are not limited to, telephones, cellular phones or other  
 20 wireless telecommunication devices, personal digital assistants (PDAs), computers,  
 21 electronic mail, instant messaging, text messaging, and web sites;  
 22 3. “Harassment, intimidation, or bullying” means any act that substantially interferes with a  
 23 student’s educational benefits, opportunities or performance; and:  
 24 a. If the act takes place on school grounds, at any school sponsored activity, on  
 25 school-provided equipment or transportation or at any official school bus stop, the act  
 26 has the effect of:  
 27 i. Physically harming a student or damaging a student’s property;  
 28 ii. Knowingly placing a student or students in reasonable fear of physical harm to the  
 29 student or damage to the student’s property;  
 30 iii. Causing emotional distress to a student or students; or  
 31 iv. Creating a hostile educational environment; or

- 32 v. The Conduct is aimed at defining a student in a sexual manner or the conduct is  
33 impugning the character of a student based on allegations of sexual promiscuity;  
34 or  
35 b. If the act takes place off school property or outside of a school-sponsored activity, it is  
36 directed specifically at a student or students and has the effect of creating a hostile  
37 educational environment or otherwise creating a substantial disruption to the  
38 education environment or learning process.
- 39 4. “Hazing” means an intentional or reckless act by a student or group of students that is  
40 directed against any other student(s) that endangers the mental or physical health or  
41 safety of the student(s) or that induces or coerces a student to endanger his/her mental or  
42 physical health or safety. Coaches and other employees of the school district shall not  
43 encourage, permit, condone, or tolerate hazing activities.

44 “Hazing” does not include customary athletic events or similar contests or competitions  
45 and is limited to those actions taken and situations created in connection with initiation  
46 into or affiliation with any organizations.

## 47 **EXPECTATIONS**

48 Murfreesboro City Schools students are expected to:

- 49 1. Demonstrate appropriate behavior.  
50 2. Treat others with civility and respect.  
51 3. Refuse to tolerate harassment, intimidation, bullying, cyber-bullying, or hazing and  
52 encourage others to do so as well.

## 53 **FILING A COMPLAINT**

54 Alleged victims of harassment, intimidation, bullying, cyber-bullying, or hazing or their  
55 parents/guardians shall report such incidents immediately to a teacher, school counselor or  
56 school principal or any adult employed by the school system.<sup>2</sup> All school employees are  
57 required to report alleged violations of this policy to the principal/designee. All other members  
58 of the school community, including students, parents, volunteers, and visitors, are encouraged to  
59 report any act that may be a violation of this policy.

60 Such reports may be made anonymously by the student by letting a teacher, principal, school  
61 counselor or adult employed in the building know of the situation. However, nothing in this  
62 policy shall be construed to permit formal disciplinary action solely on the basis of an  
63 anonymous report. In addition, while reports may be made anonymously, an individual’s need  
64 for confidentiality must be balanced with obligations to cooperate with police investigations or  
65 legal proceedings, to provide due process to the accused, to conduct a thorough investigation or  
66 to take necessary actions to resolve a complaint, and the identity of parties and witnesses may be  
67 disclosed in appropriate circumstances to individuals with a need to know.

## 68 **INVESTIGATION**

69 The principal/designee at each school shall be responsible for investigating and resolving  
70 complaints. The principal/designee is responsible for determining whether an alleged act  
71 constitutes a violation of this policy, and such act shall be held to violate this policy when it  
72 meets one of the following conditions:

- 73 • It places the student in reasonable fear or harm for the student’s person or property;

- 74       • It has a substantially detrimental effect on the student’s physical or mental health;  
75       • It has the effect of substantially interfering with the student’s academic performance; or  
76       • It has the effect of substantially interfering with the student’s ability to participate in or  
77       benefit from the services, activities, or privileges provided by a school.

78       Once a complaint is received, the principal/designee shall initiate an investigation within forty-  
79       eight (48) hours of receipt of the report.<sup>3</sup> If the report is not initiated within forty-eight (48)  
80       hours, the principal/designee shall provide the Director of Schools with appropriate  
81       documentation detailing the reasons why the investigation was not initiated within the forty-eight  
82       (48) hours timeframe.<sup>4</sup>

83       The principal/designee shall notify the parent/legal guardian when a student is involved in an act  
84       of harassment, intimidation, bullying, cyber-bullying, or hazing. The principal/ designee shall  
85       provide information on district counseling and support services. Students involved in an act of  
86       harassment, intimidation, bullying, cyber-bullying, or hazing shall be referred to the appropriate  
87       school counselor by the principal/designee when deemed necessary.<sup>5</sup>

88       Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough,  
89       and complete investigation of each alleged incident. All investigations shall be completed and  
90       appropriate intervention taken within twenty (20) calendar days from the receipt of the initial  
91       report.<sup>6</sup> If the investigation is not complete or intervention has not taken place within twenty  
92       (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate  
93       documentation detailing the reasons why the investigation has not been completed or the  
94       appropriate intervention has not taken place.<sup>7</sup> Within the parameters of the federal Family  
95       Educational Rights and Privacy Act (FERPA) at 20 U.S.C. § 1232g, a written report on the  
96       investigation will be given to the parents of the complainant, parents of the accused student, and  
97       to the Director of Schools.

98       The investigation should include:

- 99       • Interview of the alleged offender  
100       • Interview of the complainant and/or victim if different person  
101       • Interview of possible witnesses

## 102       **RETALIATION AND REPORTING**

103       Reprisal or retaliation against any person who reports any act of harassment, intimidation,  
104       bullying, or cyber-bullying is strictly prohibited under this policy. Anyone who engages in such  
105       reprisals or relation or refuses to cooperate or gives false information during the course of an  
106       investigation may be subject to disciplinary action. The willful filing of a false report will itself  
107       be considered harassment and will be treated as such. A school employee, student, or volunteer  
108       shall not engage in reprisal or retaliation against a victim of, witness to, or person with reliable  
109       information about an act of harassment, intimidation, bullying, cyber-bullying, or hazing. A  
110       school employee, student, or volunteer who witnesses or has reliable information that a student  
111       has been subjected to an act of harassment, intimidation, bullying, cyber-bullying, or hazing is  
112       encouraged to report the act to the principal of the school. Pursuant to T.C.A. §49-6-4505(c), a  
113       school employee who promptly reports an act of harassment, intimidation, bullying, cyber-  
114       bullying, or hazing to the principal in compliance with this policy is immune from a cause of  
115       action for damages arising from any failure to remedy the reported act.

116 A school employee, student or volunteer who witnesses or possesses reliable information that a  
117 student has transmitted by an electronic device any communication containing a credible threat  
118 to cause bodily injury or death to another student or school employee, as prohibited by T.C.A.  
119 §49-6-4216, shall report such information to the principal. Such school official shall make a  
120 determination regarding the administration of the report.<sup>8</sup>

121 False accusations accusing another person of having committed an act prohibited under this  
122 policy are prohibited. The consequences and appropriate remedial action for a person found to  
123 have falsely accused another may range from positive behavioral interventions up to and  
124 including suspension and expulsion.

## 125 **RESPONSE AND PREVENTION**

126 School administrators shall consider the nature and circumstances of the incident, the age of the  
127 violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as  
128 appropriate to properly respond to each situation.

129 A substantiated charge against an employee may result in disciplinary action up to and including  
130 termination. A substantiated charge against a student may result in corrective or disciplinary  
131 action up to and including suspension.

132 A student who commits an act of harassment, intimidation, bullying, or cyber-bullying shall be  
133 subject to the appropriate consequences and remedial actions as listed in Board Policy 6.313  
134 “Discipline Procedures.” The level of remedial action as identified in Board Policy 6.313  
135 “Discipline Procedures” will depend on the severity of the act, the age of the offender, the facts  
136 of the particular situation, and prior violation of this policy.

137 An employee who commits an act of harassment, intimidation, bullying or cyber-bullying shall  
138 be subject to appropriate consequences and remedial actions.

## 139 **APPEAL**

140 A student disciplined for violation of this policy may appeal the decision as set forth in  
141 accordance with Board Policy 6.313 “Discipline Procedures.” An employee disciplined for  
142 violation of this policy may appeal the decision by contacting the Human Resource Department  
143 for Murfreesboro City Schools in accordance with MCS employee discipline policies.

## 144 **REPORTS**

145 This policy shall be published in the parent/student handbook distributed annually to every  
146 student.

147 When a complaint is filed alleging a violation of this policy where there is physical harm or the  
148 threat of physical harm to a student or a student's property, the principal/designee of each middle  
149 school, junior high school, or high school shall report the findings and any disciplinary actions  
150 taken to the director of schools and the chair of the board of education.

151 By June 1 of each year, the Director of Schools/designee shall prepare a report of all of the  
152 bullying cases brought to the attention of school officials during the prior academic year. The  
153 report shall also indicate how the cases were resolved and/or the reasons they are still pending.

154 This report shall be presented to the board of education at its regular June meeting, and it shall be  
155 submitted to the state department of education by August 1.<sup>9</sup>

156 The Director of Schools shall develop forms and procedures to ensure compliance with the  
157 requirements of this policy and TCA 49-6-4503.

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Legal References:

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<sup>1</sup> T.C.A. §§ 49-6-4501 through 49-6-4506

<sup>2</sup> 20 USCS §§ 1681 to 1686

<sup>3</sup> 2016 Tenn. Pub. Acts 783

<sup>4</sup> 2016 Tenn. Pub. Acts 783

<sup>5</sup> TCA 49-6-4503; 2016 Tenn. Pub. Acts 783

<sup>6</sup> 2016 Tenn. Pub. Acts 783

<sup>7</sup> 2016 Tenn. Pub. Acts 783

<sup>8</sup> T.C.A. §49-6-4505 (d)

<sup>9</sup> T.C.A. § 49-6-4503 (c)(2)(B)

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Suspension/Expulsion/Remand</b>	Descriptor Code: <b>6.316</b>	Issued Date:
		Rescinds: <b>STU 25</b>	Issued: <b>09/01/13</b>

## 1 **DEFINITIONS:**<sup>1</sup>

2 **Suspension:** dismissed from attendance at school for any reason not more than ten (10) consecutive  
3 days. Multiple suspensions shall not run consecutively nor shall multiple suspensions be applied to  
4 avoid expulsion from school.

5 **Expulsion:** removal from attendance for more than ten (10) consecutive days or more than fifteen (15)  
6 days in a month of school attendance. Multiple suspensions that occur consecutively shall constitute  
7 expulsion.

8 **Remand:** assignment to an alternative school.

## 9 **REASONS FOR SUSPENSION/EXPULSION:**

10 Any principal, principal-teacher or assistant principal (herein called principal) may suspend/expel any  
11 student from attendance at school or any school-related activity on or off campus or from attendance at  
12 a specific class or classes, or from riding a school bus, without suspending such student from  
13 attendance at school (in-school suspension), for good and sufficient reasons including, but not limited  
14 to:<sup>2</sup>

- 15 1. Willful and persistent violation of the rules of the school;
- 16 2. Immoral or disreputable conduct, including vulgar or profane language;
- 17 3. Violence or threatened violence against the person of any personnel attending or assigned to any  
18 school;
- 19 4. Willful or malicious damage to real or personal property of the school, or the property of any  
20 person attending or assigned to the school;
- 21 5. Inciting, advising or counseling of others to engage in any of the acts herein enumerated;
- 22 6. Marking, defacing, or destroying school property;
- 23 7. Possession of a pistol, gun or firearm on school property;<sup>3</sup>
- 24 8. Possession of a knife and other weapons, as defined in TCA 39-17-1301, on school property;
- 25 9. Assaulting a principal, teacher, school bus driver or other school personnel with vulgar, obscene  
26 or threatening language;

- 27 10. Unlawful use or possession of barbitol or legend drugs, as defined in TCA 53-10-101;<sup>3</sup>
- 28 11. Engaging in behavior which disrupts a class or school-sponsored activity;
- 29 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly  
30 explosive or destructive device including chemical weapons on school property or at a school  
31 sponsored event;
- 32 13. One (1) or more students initiating a physical attack on an individual student on school property  
33 or at a school activity, including travel to and from school or a school activity;
- 34 14. Off-campus criminal behavior that meets the requirements of T.C.A. 49-6-3401(a)(14) and  
35 when the student's continued presence in school poses a danger to persons or property or  
36 disrupts the educational process; and
- 37 15. Any other conduct prejudicial to good order or discipline in any school.

38 If as a result of an investigation, a principal or the principal's designee finds that a student acted in self-  
39 defense under a reasonable belief that the student, or another to whom the student was coming to the  
40 defense, may have been facing the threat of imminent danger of death or serious bodily injury, then,  
41 the student may not face any disciplinary action.<sup>4</sup>

42 **IN-SCHOOL SUSPENSION:**<sup>5</sup>

- 43 1. Students given an in-school suspension in excess of one (1) day from classes shall attend either  
44 special classes attended only by students guilty of misconduct or be placed in an isolated area  
45 appropriate for study; and
- 46 2. Personnel responsible for in-school suspension will see that each student is supervised at all  
47 times and has textbooks and classwork assignments from the student's regular teachers.  
48 Students given in-school suspension shall be required to complete academic assignments and  
49 shall receive credit for work completed.

50 **PROCEDURES FOR OUT OF SCHOOL SUSPENSION AND EXPULSION:**<sup>6</sup>

- 51 1. Unless the student's continued presence in the school, class or school-related activity presents  
52 an immediate danger to the student or other persons or property, no principal shall  
53 suspend/expel any student until that student has been advised of the nature of the student's  
54 misconduct, questioned about it, and allowed to give an explanation.
- 55 2. Upon suspension/expulsion of any student (in-school suspension in excess of one (1) day), the  
56 principal shall make an immediate attempt to contact the parent or guardian to inform them of  
57 the suspension/expulsion. The student shall not be sent home before the end of the school day  
58 unless the parent or guardian has been contacted.
- 59 3. The principal shall notify the parent or guardian and the Director of Schools or designee in  
60 writing:

- 61 a. Of the suspension/expulsion and the cause for it; and
- 62 b. A request for a meeting with the parent or guardian, student and principal, to be held as
- 63 soon as possible, but no later than five (5) days following the suspension/ expulsion.
- 64 4. Immediately following the scheduled meeting, whether or not attended by the parent or
- 65 guardian or student, the principal shall determine the length of the suspension/expulsion and set
- 66 conditions for readmission. If the principal determines the length of the suspension to be
- 67 between six (6) and the maximum of ten (10) days, the principal shall develop and implement a
- 68 plan for correcting the behavior when the student returns to school.
- 69 5. If at the time of the suspension the principal determines that an offense has been committed
- 70 which, in the judgment of the principal would justify a suspension/expulsion for more than ten
- 71 (10) days, the principal may suspend/expel/remand the student unconditionally for a specified
- 72 period of time or upon such terms and conditions as are deemed reasonable.
- 73 6. The principal shall immediately give written or actual notice to the parent or guardian and the
- 74 student of the right to appeal the decision to suspend/expel/remand for more than ten (10) days.
- 75 All appeals must be filed, orally or in writing, within five (5) days after receipt of the notice and
- 76 may be filed by the parent or guardian, the student or any person holding a teaching license
- 77 who is employed by the school system if requested by the student.
- 78 7. The appeal from this decision shall be to the Board or to the Disciplinary Hearing Authority.
- 79 8. If the suspension/expulsion occurs during the last ten (10) days of any term or semester, the
- 80 student shall be permitted to take such final examinations or submit such required work as
- 81 necessary to complete the course of instruction for that semester, subject to conditions
- 82 prescribed by the principal.

### 83 SPECIAL EDUCATION STUDENTS

84 Those students falling under the purview of IDEA (Individuals with Disabilities Education Act) will be

85 disciplined in accordance with federal and state regulations for IDEA students.

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#### Legal References

1. TCA 49-6-3007(h)
2. TCA 49-2-203(a)(7); TCA 49-6-3401(a)
3. TCA 49-6-4216; TCA 39-17-1309; TCA 39-17-417
4. TCA 49-6-3401(i)
5. TCA 49-6-3401(b)(1)
6. TCA 49-6-3401(a)-(c); *Goss v. Lopez*, 419 U.S. 565 (1975); 20 USCS 1415; Individuals with Disabilities Act Amendments of 1997 § 615

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#### Cross References

- Procedural Due Process 6.302
- Bus Conduct 6.308
- Zero Tolerance Offenses 6.309
- Discipline Procedures 6.313
- Disciplinary Hearing Authority 6.317

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <h2 style="text-align: center;">Gang Activity or Association</h2>	Descriptor Code: <b>6.3101</b>	Issued Date: 
		Rescinds: <b>STU 40</b>	Issued: <b>01/01/01</b>

- 1 Gang symbols and activities are contrary to the learning environment and objectives of the
- 2 Murfreesboro City Schools. The use of hand signals, graffiti, or the presence of any apparel, jewelry,
- 3 accessory, or manner of grooming which by virtue of its color, arrangement, trademark, symbol, or any
- 4 other attribute which can be construed as gang related is prohibited.<sup>1</sup>
  
- 5 The Director of Schools will establish procedures and regulations to ensure that any student wearing,
- 6 carrying, or displaying gang paraphernalia, exhibiting behavior or gestures which symbolize gang
- 7 membership, or participating in activities which intimidate or affect the attendance of another student
- 8 shall be subject to disciplinary action.

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Legal References  
 1. TCA 49-6-4215

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Cross References:  
 Discipline Procedures 6.313  
 Suspension/Expulsion/Remand 6.316

To: MCS School Board  
From: Gary Anderson  
RE: Cooperative Purchasing Agreements  
Date: May 3, 2018

The State Auditors have advised of a requirement in Section 12-3-1205, TCA, that local governments may use cooperative agreements with other local governments or those outside the state by passing a local resolution for each. We have used cooperative purchasing agreements in the past and are currently using one for the purchase of new bleachers at Scales John Pittard Elementary.

A cooperative purchasing agreement is where another government entity has followed all of their own purchasing requirements in obtaining a competitive bid through a normal process and allows for other entities to use that bid for a like purchase in another government. Within the state this is called a "piggy back" purchase. We obtain from the bidding entity all the relative files that show compliance and maintain in our records.

In turn, we allow other entities to take advantage of a competitive bid that we do by incorporating appropriate language to that effect in our bid document. In fact, local entities have benefited from many such bids we have processed in the past.

We have entered into purchasing agreements in the past with:

- TCPN-National IPA... [www.nationalipa.org](http://www.nationalipa.org)
- NJPA-National Joint Powers Alliance... [www.njpacoop.org](http://www.njpacoop.org)
- USC-US Communities... [www.uscommunities.org](http://www.uscommunities.org)
- TIPS-TAPS-Tips USA... [www.tips-usa.com](http://www.tips-usa.com)
- BuyBoard... [www.buyboard.com](http://www.buyboard.com)
- GSA-General Services Administration-Federal buying co-op extended to local governments and LEA's... [www.gsa.gov](http://www.gsa.gov)
- NCPA-National Cooperative Purchasing Alliance... [www.ncpa.us](http://www.ncpa.us)
- KEDC/KPC-Kentucky Educational Development Corporation... [www.kpc4me.com](http://www.kpc4me.com)

The current contract for the bleachers were purchased through KEDC/KPC.

Staff recommends approval of using cooperative agreements such as these as they comply with state law and bidding requirements.

## PTR 180504 End of Eighth Period

SCHOOL	Pre - K			Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total Students			
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	Total w/o Pre-K	Building Total		
DISCOVERY				59	3	19.67	60	3	20.00	60	3	20.00	59	3	19.67	238	12	19.83		66	3	22.00	60	3	20.00	22	1	22.00	148	7	21.14	386	386	
BLACK FOX	10	38	2	19	104	6	17.33	99	6	16.50	114	6	19.00	118	6	19.67	435	24	18.13		114	6	19.00	123	6	20.50	97	4	24.25	334	16	20.88	769	863
		24	2	12																							22	2	11.00	22				
BRADLEY				47	3	15.67	61	3	20.33	68	4	17.00	62	3	20.67	238	13	18.31		55	3	18.33	64	4	16.00	47	3	15.67	166	10	16.60	404	404	
CASON LANE	10	40	2	20	123	7	17.57	103	5	20.60	113	6	18.83	142	7	20.29	481	25	19.24		136	6	22.67	124	6	20.67	63	3	21.00	323	15	21.53	804	896
		19	2	9.5																							23	3	7.67	27				
ERMA SIEGEL	10			100	5	20.00	112	5	22.40	114	6	19.00	117	6	19.50	443	22	20.14		124	6	20.67	142	6	23.67	24	1	24.00	290	13	22.31	733	803	
		26	2	13										5	1	5.00											29	4	7.25	34				
HOBGOOD		60	3	20	108	6	18.00	99	5	19.80	84	4	21.00	99	5	19.80	390	20	19.50		109	5	21.80	93	4	23.25	77	3	25.67	279	12	23.25	669	729
MITCHELL-NEILSON		40	2	20	121	6	20.17	110	5	22.00	100	6	16.67	82	4	20.50	413	21	19.67		94	5	18.80	117	5	23.40	73	4	18.25	284	14	20.29	697	760
		15												16	1	16.00											7	1	7.00	23				
NORTHFIELD		40	2	20	89	5	17.80	78	4	19.50	83	4	20.75	89	4	22.25	339	17	19.94		96	5	19.20	74	4	18.50	38	2	19.00	208	11	18.91	547	681
		32	3	10.67																							47	5	9.40	47				
OVERALL				150	8	18.75	147	7	21.00	171	9	19.00	180	9	20.00	648	33	19.64		159	7	22.71	149	7	21.29	59	3	19.67	367	17	21.59	1015	1015	
REEVES-ROGERS				56	3	18.67	79	4	19.75	59	3	19.67	53	3	17.67	247	13	19.00		75	4	18.75	69	4	17.25	25	1	25.00	169	9	18.78	416	443	
																										27	2	13.50	27					
PITTARD				124	6	20.67	91	5	18.20	114	6	19.00	103	6	17.17	432	23	18.78		133	6	22.17	132	6	22.00	89	5	17.80	354	17	20.82	786	786	
SCALES	10			163	8	20.38	159	8	19.88	144	8	18.00	152	7	21.71	618	31	19.94		150	7	21.43	137	6	22.83	85	4	21.25	372	17	21.88	990	1047	
		27	2	13.5																							20	3	6.67	20				
OFF SITE PRE-K	CDC			KINDERGARTEN			1ST GRADE			2ND GRADE			3RD GRADE			4TH GRADE			5TH GRADE			6TH GRADE			CDC									
Oakland Court	40	2	20	1244	66	18.85	1198	60	19.97	1224	65	18.83	1256	63	19.94	1311	63	20.81	1284	61	21.05	699	34	20.56	REGULAR ED SUB TOTAL			8216						
Mercury Court	39	2	19.5																			SPED K-6 CDC, BEST, Vision			200									
TOTAL OFF SITE	79	4	19.75																			SPECIAL ED PRE-K			128									
PRE-K SUBTOTALS																									TOTAL BEP FUNDED			8416						
Pre-K Peer Models	55																								TOTAL ALL OTHER PRE-K			352						
Pre-K Regular Ed	297	15	19.8																						DISTRICT TOTAL STUDENTS			8896						
Pre-K Special Ed	128	11	11.6																															
PRE-K TOTALS	480	26	18.5																															

**AVERAGE ATTENDANCE PERCENTAGE**  
96 %

REGULAR EDUCATION PTR			Students	Teachers	PTR
Kindergarten thru Third Grade	→		4922	254	19.38
Fourth Grade thru Sixth Grade	→		3294	158	20.85
District Totals	→		8216	412	19.94

**GROWTH OVER LAST YEAR**  
End of 2016-2017 → **8597**  
Growth from 16-17 to 17-18 → **299**

REGULAR ED SUB TOTAL	8216
SPED K-6 CDC, BEST, Vision	200
SPECIAL ED PRE-K	128
TOTAL BEP FUNDED	8416
TOTAL ALL OTHER PRE-K	352
<b>DISTRICT TOTAL STUDENTS</b>	<b>8896</b>