

Board of Education Regular Meeting

March 9, 2021 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance will be led by our new Director of Schools, Mr. Trey Duke	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item Bradley Elementary School is excited to have Virtual Math and Literacy Night on Tuesday, March 23. Cason Lane Academy has officially applied for STEM Designation with TSIN and would like to invite Board members to participate and provide students with feedback during the virtual STEAM Walk on March 25. Invitations to the STEAM Walk will be sent soon. Scales Elementary will soon be zooming with Mr. Ryan Hreljac, the founder of Ryan's Well. The students studied about Mr. Hreljac in their EL curriculum. When he was a first grader over 30 years ago, he studied about places have limited access to water and dreamed of raising money to buy a well for a community in Africa. After raising money for one well, he started a foundation and now runs this full time. This ties perfectly with our EL module guiding questions. Our module guiding questions are: 1. Why are the world's freshwater sources threatened? 2. How do people persuade others to take action to contribute to a better world? We will get to zoom him in a location working on a well. At the end of our module, students are going to create a PSA for conserving water! Black Fox Elementary is hosting a Virtual Literacy Night on Tuesday, March 9, and participating in MTSU's Virtual Math Night on Tuesday, March 18. The MCS Voluntary PreK applications are available now online and at the school offices. Applications will be accepted and screenings will be held at Murfreesboro City Schools Central Office on March 22, 23, 24 and 26 from 8 a.m. - 4 p.m. and March 25 from 8 a.m. - 6 p.m. Screenings will also be held at the Head Start Office - 412 E. Vine Street on April 12, 13, 14 and 16 from 8 a.m. - 4 p.m. and April 15 from 8 a.m. - 6 p.m. We want to take this opportunity to thank Mr. Jack Hydrick with Barfield Medical Clinic for his leadership in our COVID Vaccine distribution. Together with the leadership of Darla Sampson, Sarah Walker and the entire Coordinated School Health and Nursing team, MCS vaccinated 827 people on Friday, Feb 26.	Mrs. Lisa Trail

<p>The week of March 7-13 marks the celebration of National School Social Work Week. Our Social Workers are vital to the whole child approach for MCS.</p> <p>The 2021-22 Choice School Applications are now open for parents. Choice schools include Hobgood, Bradley, and Mitchell-Neilson. Additionally, Discovery School mailed letters of acceptance last Friday for the 2021-22 school year.</p> <p>Congratulations to the Gifted Graduates for 2021. Graduates include: Allison Hooper, Bethaney McClatchey, Rachel Chiaravalle, Ginny Urban, Deja Moffett, Evelyn Reed, Kristy Timberlake, Amy Walker, Kim Snow, Kelly Holman, Amy Ritter, Krista Murphree, Brandy Cheatham, Michelle Paty, Kim Neal, Judi Hinds, Alicia Johnson, Shannon Pennington, Erica Calhoun, Ashlee Walker, Elizabeth Truesdell, Nancy Kelley, Kristi LeMay, Anita Spann, Kasey Taylor, Courtney Shope, Catherine Gordon, Mareen Pfeiffer-Hoens, Breana McClain, Jennifer Stanley, Suzanne Clayton, Lindsay Cole, Katie Vehr, Chelsea Burnette, and Whitney O'Leary.</p> <p>The Gifted Academy, sponsored by The Jennings and Rebecca Jones Foundation, in collaboration with MTSU, aims to expand Murfreesboro City Schools Gifted Education program by equipping teachers with tools to identify and engage gifted students.</p> <p>The City Schools Art Show is now at the City Hall Rotunda. The show will remain up from now until the beginning of May. We will be having an art show preview on CityTV and Facebook in April.</p> <p>March 22 is our next transition period for students to choose traditional or virtual classes. This is the last transition open period for the school year. Parents should let principals and the teachers know this week if they intention for the last quarter this week.</p> <p>Congratulations to Amanda Moore on being selected as part of the 2021 School Board Partners fellow cohort. Ms. Moore joins 42 additional board members from across the nation in this competitive two-year fellowship.</p> <p>Discovery School's Virtual Run is happening now. You can walk, run or skip to help raise money for the new Discovery School Track. Visit Discovery School's website for more details.</p>	
<p>A. Introduction of Finance Director-Kim Williams Information Item</p>	<p>Mr. Trey Duke</p>
<p>B. Recognition of School Social Workers-National School Social Workers Week is March 7-13 Information Item</p>	<p>Mr. Joe Marlin</p>
<p>IV. CONSENT ITEMS Consent Agenda</p>	<p>Chair Butch Campbell</p>
<p>A. Approval of 2-23-21 Board Minutes Consent Item</p>	
<p>B. Minor Change to Board Policy</p>	

Consent Item	
i. Approval of Board Policy 5.400 Personnel Health Examinations/ Communicable Disease Consent Item	
ii. Approval of Board Policy 5.601 Conflict of Interest Consent Item	
iii. Approval of Board Policy 5.801 Director of Schools Recruitment and Selection Consent Item	
iv. Approval of Board Policy 5.803 Evaluation of Director of Schools Consent Item	
C. Approval of School Fees Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 4.700 Testing Programs on First Reading Action Item	Mr. Trey Duke
B. Approval of Board Policy 5.500 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) on First Reading Action Item	Ms. Elizabeth Taylor
C. Approval of Budget Amendments/Transfers Action Item	Ms. Kim Williams
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Update on Summer School Plan Information Item	Ms. Sheri Arnette
B. Update on Substitute Teachers Information Item	Mr. Ralph Ringstaff
C. Update on ESSER 2.0 Information Item	Mr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

SCHOOL SOCIAL WORK SERVICES



SSWAA

WHY do today's schools need School Social Workers?

Children today are increasingly victims of many social forces that negatively affect their role as students. The family is in a state of change and until it becomes stabilized, in whatever form, children's unmet physical and emotional needs will continue to interfere with their ability to learn and adjust in school.

WHO are School Social Workers?

School Social Workers are trained mental health professionals with a degree in social work who provide services related to a person's social, emotional and life adjustment to school and/or society. School Social Workers are the link between the home, school and community in providing direct as well as indirect services to students, families and school personnel to promote and support students' academic and social success.

WHAT are some of the specific services that School Social Workers provide?

RELATED SERVICES:

- Participating in special education assessment meetings as well as Individual Educational Planning meetings.
- Working with those problems in a child's living situation that affect the child's adjustment in school. (home, school, and community)
- Preparing a social or developmental history on a child with a disability.
- Counseling (group, individual and/or family)
- Mobilizing family, school, and community resources to enable the child to learn as effectively as possible in his or her educational program
- Assisting in developing positive behavioral intervention strategies.



SERVICES TO STUDENTS:

- Providing crisis intervention.
- Developing intervention strategies to increase academic success.
- Assisting with conflict resolution and anger management.
- Helping the child develop appropriate social interaction skills.
- Assisting the child in understanding and accepting self and others.



SERVICES TO PARENTS/FAMILIES:

- Interviewing the family to assess problems affecting the child's educational adjustment.
- Working with parents to facilitate their support in their children's school adjustment.
- Alleviating family stress to enable the child to function more effectively in school & community.
- Assisting parents to access programs available to students with special needs.
- Assisting parents in accessing and utilizing school and community resources



SERVICES TO SCHOOL PERSONNEL:

- Providing staff with essential information to better understand factors (cultural, societal, economic, familial, health, etc.) affecting a student's performance and behavior.
- Assessing students with mental health concerns.
- Developing staff in-service training programs.
- Assisting teachers with behavior management.
- Providing direct support to staff.



SCHOOL-COMMUNITY LIAISON:

- Obtaining and coordinating community resources to meet students' needs.
- Helping school districts receive adequate support from social and mental health agencies.
- Advocating for new and improved community/school service to meet the needs of students and families.
- Helping the system respond effectively to each child's needs.

SERVICES TO DISTRICTS:

- Assist in developing and implementing educational programs for children for exceptional children
- Developing alternative programs for drop-outs, truants, delinquents, etc.
- Identifying and reporting child abuse and neglect.
- Providing consultation regarding school law and school policy including IDEA and Section 504.
- Providing case management for students and families requiring multiple resources.



(Lists are exemplary and not exhaustive)

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PSYCHOLOGY

Asks a person whether they believe the glass is half full or half empty?

SOCIAL WORK

Asks a person if they know the glass is refillable, and who or what stops them from accessing the tap



MINUTES

Board of Education Regular Meeting

February 23, 2021 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Roseann Barton, Amanda Moore, and Jimmy Richardson. Wes Ballard and Becky Goff were absent. Staff: Interim Director Ralph Ringstaff, Joe Marlin, Sheri Arnette, Beth Prater, Angela Fairchild, Lisa Trail, Adam Bryson, Sara Walker, Greg Lyles, Darla Sampson, and Trey Duke Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett	Chair Butch Campbell
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Lisa VanCleave.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (5-0)	Chair Butch Campbell
III. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed. (5-0)	Chair Butch Campbell
A. Approval of 2-9 Board Minutes Consent Item	
B. Approval of School Fees Consent Item	
C. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 5.200 Separation Practices for Tenured Teachers on Second Reading Consent Item	
ii. Approval of Board Policy 5.201 Separation Practices for Non-Tenured Teachers on Second Reading Consent Item	
IV. ACTION ITEMS Action Item	Chair Butch Campbell
A. Change in Asynchronous Days Action Item Motion to approve the change in asynchronous days to the 2020-2021 school calendar. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (5-0)	Mr. Ralph Ringstaff
B. Approval of a One-Time Stipend Action Item Mr. Ringstaff explained that this one-time stipend would be paid from the ESSER 2.0 grant. It would be divided up as follows:	Mr. Ralph Ringstaff

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February 23, 2021
Recorded by L. VanCleave

<p>1% of the yearly contract of certified employees (2% of the 6 month salary), \$250.00 to classified employees, and \$100.00 to part-time employees. Substitute teachers would not be included in this one-time stipend. It is for current employees only. The payment will be in the May pay period.</p> <p>Motion to approve the one-time stipend. This motion, made by Ms. Roseann Barton and seconded by Ms. Amanda Moore, passed. (5-0)</p>	
<p>V. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. Enrollment (PTR) Report Information Item</p>	Mr. Joe Marlin
<p>B. Revenue and Expenditure Report for January Information Item</p>	Ms. Beth Prater
<p>C. Personnel Report Information Item</p>	Mr. Ralph Ringstaff
<p>D. Administering the Vaccine in MCS Information Item</p>	Sara Walker and Darla Sampson
<p>VI. OTHER BUSINESS Information Item</p> <p>Chair Campbell said that this was Mr. Ringstaff's last official meeting as Interim Director of Schools. He said that speaking on behalf of the entire board, he thanked Mr. Ringstaff for the job that he had done for our system. He said that he had been wearing two hats for 279 days and the board truly appreciated his hard work. Mr. Campbell said that the good news was that Mr. Ringstaff was not leaving, just going back to Human Resources.</p> <p>Amanda Moore reiterated Mr. Campbell's sentiments and added that Mr. Ringstaff took over during the hardest times and did a wonderful job.</p> <p>Roseann Barton added that Mr. Ringstaff has done a fabulous job. She said that teachers appreciate him and central office appreciates him.</p> <p>Jimmy Richardson said that during these trying circumstances, he saw that Mr. Ringstaff was the real deal.</p> <p>David Settles thanked Mr. Ringstaff for agreeing to step in and fill the shoes of Dr. Linda Gilbert.</p> <p>Adam Bryson said that this has been the hardest year for everyone. He said that Mr. Ringstaff took this position, and that is the reason that we are successful as a district.</p> <p>Mr. Ringstaff thanked everyone for the kind words. He also thanked the Board for being the kind of Board that seeks to understand things and makes the best decisions for our students.</p>	Chair Butch Campbell
<p>VII. ADJOURNMENT Action Item</p> <p>The meeting adjourned at 6:32 p.m.</p> <p>Motion to adjourn. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (5-0)</p>	Chair Butch Campbell

Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Personnel Health Examinations / Communicable Diseases	Descriptor Code: 5.400	Issued Date: 03/12/19 10/24/17
		Rescinds: PER 12	Issued: 08/01/01

- 1 All employees, prior to entering service, shall present a certificate showing a satisfactory health record.¹
- 2 Employees shall inform the Director of Schools whenever they contract a contagious or communicable
- 3 disease.

- 4 No employee who has any communicable disease shall perform his/her duties in any location where such
- 5 might endanger the health of school children. The Board shall require any employee to submit to a
- 6 physical examination by a physician whenever there is reason to believe that the employee has any
- 7 communicable disease.²¹

- 8 The Director of Schools shall reassign or suspend any employee who is suspected of having a
- 9 communicable disease which might endanger the health of children, pending investigation and final
- 10 disposition of the case before the Board.³²

- 11 To assist the Board in making final disposition of the case, the Director of Schools may refer the case to
- 12 the county Health Department or other medical experts.

- 13 The Board shall use the written report to determine the employment status of the employee.

Legal References

- ~~1.~~ [TRR/MS 0520-01-03-08\(2\)\(f\)](#)
- ~~21.~~ TCA 49-2-203(b)(2); TCA 49-5-710(a)(7); TCA 49-5-404
- ~~32.~~ TCA 49-5-511(a)(3)

Cross References

- Section 504 & ADA Grievance Procedures 1.802
- Suspension/Dismissal 5.200-202

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Conflict of Interest	Descriptor Code: 5.601	Issued Date: 03/12/19 09/26/17
		Rescinds: PER 7	Issued: 02/01/12

1 ADMINISTRATIVE PERSONNEL

2 Administrative and supervisory personnel, as well as the Board, shall have no financial interest, directly
3 or indirectly, in supplying books, maps, school furniture, or apparatus for the schools or to act as agent
4 for any author, publisher, bookseller, or dealer in school furniture or apparatus, however a spouse or
5 family member of a principal, teacher or other school administrative employee may participate in
6 business transactions with the school system where a sealed competitive bid system is used, provided
7 that the employee does not have discretion in the selection of bids or specifications.¹

8 It shall be a misdemeanor for the Director of Schools to take any other contract under the Board to per-
9 form any other service for additional compensation, to act as principal or teacher in any school, or to
10 become the owner of a school warrant other than that allowed for his/her service as Director of Schools
11 or as secretary to the Board.²

12 PROFESSIONAL AND SUPPORT PERSONNEL³

13 Employees of the Board will not engage in, or have financial interest in, any activity that raises a
14 reasonable question of conflict of interest with their duties and responsibilities as members of the school
15 staff. This includes, but is not limited to, the following:

- 16 1. School employees may not purchase for sale to students any goods or equipment or render any
17 service to the school system on a commission basis;
- 18 2. Employees who have patented or copyrighted any device, publication, or other item will not
19 receive royalties for use of such item in the school system;
- 20 3. Employees will not engage in any type of work where the source of information concerning a
21 customer, client, or employer originates from information obtained through the school system;
- 22 4. The Board shall make no purchase of supplies, materials, or equipment from a school system
23 employee; and
- 24 5. Employees shall not solicit for the purpose of selling instructional supplies, equipment and
25 reference books in a territory that includes the parents of the children of the school in which the
26 employee is assigned.

27 If there is a question about conflict of interest, employees should contact the Director of Schools.

Legal References

1. TCA 49-6-2003
2. TCA 49-2-301(c)
- ~~3. TCA 49-2-203(a)(2)~~

Cross References

- Purchasing 2.805
- Bids and Quotations 2.806
- Purchase Orders and Contracts 2.808
- Employee-Developed Materials 4.405

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Director of Schools Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 03/12/19 10/24/17
		Rescinds: BO 35	Issued: 03/01/11

1 When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.¹ The Board
2 is responsible for finding the person it believes can most effectively translate into action the policies of
3 the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.
5 However, the Board, at all times, drives the search process, and the final selection shall rest with the
6 Board after a thorough consideration of qualified applicants. An interim Director of Schools appointed
7 during the time of a search shall not become a candidate unless the Board expressly permits such
8 inclusion in the selection procedures. A Board member may not apply for or in any other way be
9 considered for the position of Director of Schools.²

10 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the
11 following:

- 12 1. A job description
- 13 2. A timeline
- 14 3. A process for accepting and reviewing applications
- 15 4. Selection procedures which shall include, but not be limited to, the following:³
 - 16
 - 17 a. The Board may invite the community, including employees, to participate in the process
18 of selecting a Director of Schools. Resumes of persons interviewed by the Board shall
19 be available in the Central Office for public inspection.
 - 20 b. The interview process for each finalist shall include meetings with various staff and
21 community groups and may include individual interviews with members of the Board
22 and an interview with the entire Board.
 - 23 c. Finalists shall be interviewed by the Board in an open session. Only Board members
24 will be allowed to ask questions during the interview.
 - 25 d. The Board shall attempt to select a Director by unanimous vote, but a simple majority
26 vote of the membership of the Board shall be required for the appointment of a Director
27 of Schools.
 - 28 e. A Board member must recuse themselves from voting if an immediate family member
29 is an applicant for Director of Schools.
 - 30

Legal References

1. TCA 49-2-203(a)(~~413~~)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(~~413~~)(B)

