

Board of Education Regular Meeting

June 28, 2022 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 Maria Johnson, new Director of Human Resources, and Kristina Boone, principal at Discovery School.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item	Mrs. Lisa Trail
A. Recognition of Board Evaluators for Board of Distinction Status Mr. Kevin Townsel-Franklin Special School District Mr. Coy Young-Rutherford County School District Procedural Item	Chair Butch Campbell
B. Spotlight on Education-Summer School Procedural Item	Dr. Trey Duke
C. The Best of MCS-Ms. Debbie Pulido Procedural Item	Dr. Trey Duke
D. Introduction of Ranesa Shipman and Andrea Oakley Procedural Item	Dr. Trey Duke
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 6-14-22 Board Minutes Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of the Board's Annual Agenda 2022-2023 Action Item	Dr. Trey Duke
B. Approval of TSBA Workshops Action Item	Dr. Trey Duke
C. Approval of Budget Amendment-ESSER 2.0 Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. State TNReady Scores Report Information Item	Dr. Trey Duke
B. Bullying Report Information Item	Mr. Joe Marlin
C. Sick Leave Bank Status Action Item	Mr. Ralph Ringstaff
D. Personnel Report Information Item	Mr. Ralph Ringstaff
E. Revenue and Expenditure Report for May Information Item	Ms. Kim Williams
F. Director's Update Information Item	Dr. Trey Duke

VII. OTHER BUSINESS Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

MINUTES

Board of Education Regular Meeting

June 14, 2022 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 was led by Natalie Hardiman, principal at Reeves Rogers Elementary.	
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 Ms. Becky Goff, passed. (7-0)	Chair Butch Campbell
III. COMMUNICATIONS Information Item The grateful folks at Mitchell-Neilson Schools would like to thank the amazing agents at Parks Realty- especially Sunnette Peay and Jonathon Dodson for their extremely generous donation of prizes for our annual essay contest. Students in K through 6th grade wrote about who they see as a Leader and why. The Parks Realty agents chose 4 winners from each grade level and provided prizes: 1st Place- new bicycle and helmet 2nd Place- \$50 Walmart gift card 3rd Place \$25 Walmart gift card 4th Place \$10 McDonald's gift card They have done this every year for at least 10 years and we are so grateful to them for their ongoing support!!! MCS is pleased to announce that Quinena Bell, principal at Hobgood Elementary recently received the J. Harmon Home Team Hero of the Month Award. This honor recognizes the heroes that impact people in our community and change lives in our own backyard. This is the nomination that was received by the J. Harmon Home Team. "I have great appreciation for Ms. Bell's leadership as principal of Hobgood Elementary School. She is a dedicated, committed, and compassionate member of the education profession. Her commitment to excellence is evident in her ability to listen, build consensus, and develop and maintain high expectations for faculty and student performance." Congratulations to Ms. Quinena Bell! The Nashville Business Journal has ranked Discovery School in the top 3 elementary schools in the Middle Tennessee Region. This was ranked by performance score and appears on their book of lists. Congratulations Discovery.	Mrs. Lisa Trail
A. Spotlight on Education-ESP Summer Camps Procedural Item	Dr. Trey Duke

<p>Kandy Powers presented a PowerPoint on the summer camps being provided by ESP. Mrs. Powers thanked the board for approving the recruitment and retention incentives. She said that since that was approved, she has received over 150 applicants and she hopes to eliminate the wait list for the fall.</p>	
<p>B. Best of MCS-Ms.Florence Smith-EA at Bradley Academy Procedural Item Dr. Duke presented Ms. Florence Smith, EA at Bradley with the Best of MCS award. Dr. Duke told of the many ways that Ms. Smith is involved not only at her school, but also in the community. Several board members commented on what a positive impact Ms. Smith has had on our district and thanked her for truly representing the Best of MCS!</p>	<p>Dr. Trey Duke</p>
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Chair Butch Campbell</p>
<p>A. Approval of 5-24-22 Board Minutes Consent Item</p>	
<p>B. Second Reading of Board Policies Consent Item</p>	
<p>i. Approval of Board Policy 5.310 Vacations and Holidays on Second Reading Consent Item</p>	
<p>ii. Approval of Board Policy 6.400 Promoting Student Wellness on Second Reading Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	<p>Chair Butch Campbell</p>
<p>A. Director's Evaluation Report and Contract Extension Action Item Ms. Taylor went over the scores for each section of Dr. Duke's recent evaluation. She stated that Dr. Duke scored significantly above expectations. Ms. Taylor explained that an extended contract had been presented to the board. The language of the contract would remain the same. The date of the extension would be July 20, 2022-June 30, 2026. There were no questions from the board regarding the contract extension. Chair Campbell did mention that there was no increase in compensation at the request of Dr. Duke, which was commendable.</p> <p>David Settles stated that he didn't know what else to say about the job that Dr. Duke has done for MCS. He said that he appreciates his hard work.</p> <p>Dr. Duke thanked the board, CO staff, principals and teachers. He said that he works with the best and looks forward to the next four years.</p> <p>Several board members seconded the motion.</p> <p>Motion to extend the Director's contract until June 30, 2026. This motion, made by Mr. Butch Campbell and seconded by Jimmy Richardson III, passed. (7-0)</p>	<p>Ms. Elizabeth Taylor</p>
<p>B. FY23 Consolidated Application Approval for IDEA/ESEA Action Item Motion to approve the FY23 Consolidated Application for IDEA/ESEA. This motion, made by</p>	<p>Dr. Trey Duke</p>

Mr. David Settles and seconded by Ms. Amanda Moore, passed. (7-0)	
C. Approval of Budget Amendments Action Item	Dr. Trey Duke
i. Approval of Budget Amendment-FY22 General Purpose Fund Action Item Motion to approve the FY22 General Purpose Fund Budget Amendment. This motion, made by Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke
ii. Approval of Budget Amendment-Sped High Cost Action Item Motion to approve the Sped High Cost Budget Amendment. This motion, made by Ms. Roseann Barton and seconded by Mr. David Settles, passed. (7-0)	Dr. Trey Duke
iii. Approval of Budget Amendment-ESP Action Item Motion to approve the ESP Budget Amendment. This motion, made by Ms. Amanda Moore and seconded by Jimmy Richardson III, passed. (7-0)	Dr. Trey Duke
D. Approval of ESSER 1.0 Revisions Action Item Motion to approve the ESSER 1.0 Revisions. This motion, made by Mr. David Settles and seconded by Ms. Becky Goff, passed. (7-0)	Dr. Trey Duke
E. Approval of ESSER 2.0 Revisions Action Item Motion to approve the ESSER 2.0 Revisions. This motion, made by Ms. Roseann Barton and seconded by Ms. Becky Goff, passed. (7-0)	Dr. Trey Duke
F. Approval of FY22 Federal Consolidated Budget Revisions Action Item Motion to approve the FY22 Federal Consolidated Budget Revisions. This motion, made by Ms. Amanda Moore and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke
G. Approval of FY22 21st Century Grant Revisions Action Item Motion to approve the FY22 21st Century Grant Revisions. This motion, made by Ms. Roseann Barton and seconded by Ms. Amanda Moore, passed. (7-0)	Dr. Trey Duke
H. Approval of ARP IDEA Part B Revisions Action Item Motion to approve the ARP IDEA Part B Revisions. This motion, made by Jimmy Richardson III and seconded by Mr. David Settles, passed. (7-0)	Dr. Trey Duke
I. Approval of the Math Implementation Grant Action Item Motion to approve the Math Implementation Grant. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)	Dr. Trey Duke
J. Approval of Surety Bond for Finance Director Action Item Motion to approve the Surety Bond for the Finance Director. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)	Dr. Trey Duke
K. Approval of Differentiated Pay Plan Action Item Motion to approve the Differentiated Pay Plan. This motion, made by Mr. David Settles and seconded by Ms. Roseann Barton, passed. (7-0)	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. 2022-2023 Tentative Assignment List Information Item	Mr. Ralph Ringstaff

<p>Mr. Ringstaff told the board that this was a tentative assignment list for the 2022-2023 school year. The board will receive any updates to this list in August.</p>	
<p>B. Director's Update Information Item In Dr. Duke's update, he told the board that the second week of summer school was going great. He said that he has received several emails about how everyone is loving it. He wanted to thank Mrs. Sheri Arnette and the Instruction team for their hard work. He said that there are two weeks left.</p> <p>Dr. Duke informed the board that the city council approved the city schools budget for next school year. He said that there may be some changes in revenue based on the outcome of the final passage of the county commission budget should they elect to decrease the current property tax allocation for education. If that is the case, he will adjust the budget and bring it back to the board.</p>	<p>Dr. Trey Duke</p>
<p>VII. OTHER BUSINESS Information Item Ms. Barton stated that she had heard from some people that the board seems to go through items on the agenda very quickly, and she wanted to explain that the board gets a thorough explanation of everything in plenty of time before the meeting. She said that these decisions are not made quickly without thought.</p> <p>Chair Campbell added that the memo that Dr. Duke attaches to each agenda item helps tremendously.</p> <p>Chair Campbell also recognized the MPD officers that attend all board members and thanked them for doing so.</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item The meeting adjourned at 6:54 p.m. Motion to adjourn. This motion, made by Mr. David Settles and seconded by Jimmy Richardson III, passed. (7-0)</p>	<p>Chair Butch Campbell</p>

Director of Schools

To: Board of Education

RE: Approval of Annual Agenda

Board Meeting Date: June 28, 2022

We are presenting a copy of the Board's 2022-2023 Annual Agenda for adoption as required by Board policy 1.403. The attached agenda has changes from last year highlighted with red, and will begin with the July 26, 2022 Board meeting.

ANNUAL AGENDA
2022-2023
MURFREESBORO CITY SCHOOLS BOARD OF EDUCATION

The following items appear on your agenda **monthly**:

- Approval of Minutes
 - Approval of School Fees
 - Approval of Board Policies
 - Attendance Report (except June and July)
 - Personnel Update
 - Monthly Revenue/Expenditure Report
 - Spotlight on Education
 - **Recognition of Employees and Students**
 - Director's Update
-

The following items appear on your agenda **as needed**:

- **Board Self-Assessment (to be done in March of the Board of Distinction status renewal year-every even year, due again August 2024)**
 - Residential Development/Zoning
 - Budget Adjustments/Amendments
 - Construction Update
 - Five-Year Plan for New Construction, Zoning, and Related Issues Update
 - Sick Leave Bank Appointments
 - Recommendations for Tenure
 - Bids/contracts
-

The following items appear on your agenda **within the month listed**:

JULY (TBD)

- ❖ Recommendations
 - Approval of Policy Adjustments Addressing New Laws
 - ❖ Reports
 - School Opening Update
 - New Teacher Orientation
-

AUGUST

- ❖ Recommendations
 - Extended School Advisory Board
 - Pre-K Advisory Council
 - Induction of New Board Members (election year)
 - Board Critique by Another Board (Board of Distinction Year)-Due no later than August 2022 for our board
 - Approval of Family Resource Center Advisory Board
 - Approval of Board Committee Assignments (to be added 2022-2023)
 - **MOVED FROM OCTOBER**-Approval of Director's Evaluation Document-presented by Director (to be added 2022-2023)
 - Review and approval of changes to expense allowances and reimbursement guidelines per policy 2.804

 - ❖ Reports
 - Enrollment Update
 - Report District Improvement Plan Goals
 - Summer Feeding Report
 - Recognition of New Teachers
 - Recognition of SRO's
 - Review of District Organizational Chart (to be added 2022-2023)
-

SEPTEMBER

- ❖ Recommendations
 - Election of Board Chair and Vice Chair (Attends TSBA's October "New Board Chair Orientation" session; assumes office at November Board meeting.)
 - Certification of Compliance with T.C.A. §49-3-310(4)(1)—Textbooks (will be listed under Consent Agenda going forward)
 - Approve Contract with Fiscal Auditor (when needed)
 - Approval of school-based accounts payable carried over from previous school year
 - Sick Leave Bank/Recommendation for Trustees (if needed) (moved from June)

 - ❖ Reports
 - Director's State of the Schools Report
-

OCTOBER

- ❖ Recommendations
 - Approval of Textbook Adoption Committee Members
 - Report of School System/School Compliance (LEA Compliance Report)—Tennessee Statutes/Rules, Regulations, and Minimum Standards

- Tenured Teachers
 - ❖ Reports
 - Discussion of Rezoning Options (as needed)
 - Announce Upcoming TSBA Leadership Conference and Convention
 - Results of Board Self-Assessment
-

NOVEMBER

- ❖ Recommendations
 - Approval of Special Question Committee for Collaborative Conferencing (every 3 years)
 - ❖ Reports
 - Board Chair and Vice Chair assume duties of their office
 - Reports from TSBA Leadership Conference and Convention
 - American Education Week
 - Inclement Weather/School Closing Procedure
 - Budget Preparation Calendar
 - Internet Safety Report
-

DECEMBER (TBD)

- ❖ Recommendations
 - Recommendation of Zoning Appeal Special Committee by Director (to be added 2022-2023)
 - Recommendation of Charter School Review Team by Director (to be added 2022-2023)
 - ❖ Reports
-

JANUARY

- ❖ Recommendations
 - Board Finalizes Charter School Review Team and Appoints Chair-Board Policy 1.901 (to be added 2022-2023)
- ❖ Reports
 - Audit Report
 - Strategic Five-Year Plan Review/Update
 - Tennessee School Board Week

- Proposed School Year Calendar and Acknowledgement of District Calendar Committee
-

FEBRUARY

- ❖ Recommendations
 - Approval of New School Year Calendar
 - Approval of Application to United Way (every 3 years)
 - Approval of Open/Closed Zone Schools
 - ❖ Reports
 - Recognition of Teachers of the Year
-

MARCH

- ❖ Recommendations
 - Textbook Adoption Committee Recommendation
 - ❖ Reports
 - Budget Discussion (or special meeting—date to be determined)
-

APRIL

- ❖ Recommendations
 - Approval of General Fund, Federal Funds, ESP and Cafeteria Budgets
 - Approval of Seven Member Administrative Collaborative Conferencing Team (every 3 years if needed)
 - Approval of Audit Firm Extension
 - Approval of Report of Local Adoption of Textbooks
 - ❖ Reports
 - Announce Date and Time of Retirement Celebration
 - Budget Discussion (or special meeting)
 - Announce May Teacher Appreciation Day/Week
-

MAY

- ❖ Recommendations
 - Budget Revisions (if needed)

- ❖ Reports
 - Instructional/Program Updates (as needed)
 - Upcoming Year's Board Meeting Dates
 - City Schools Foundation Update
-

JUNE

- ❖ Recommendations
 - Approval of Surety Bond for Finance Director
 - Approval of Agreement with Mid-Cumberland Head Start
 - Approval of Board Annual Agenda for Upcoming Year (or in July)
 - Approval of Differentiated Pay Plan
 - **MOVED FROM JANUARY**-Director's Evaluation Results (tallied by Board Attorney) (to be added 2022-2023)
 - Director's Contract Extension (as needed)
 - Bullying Report (to be added 2022-2023)
 - Approval of Board attendance at conventions and other educational meetings per Board Policy 2.804
- ❖ Reports
 - Tentative Assignment Lists

To: Board of Education

RE: Pre-approval of TSBA Board Workshops

Board Meeting Date: June 28, 2022

Board Policy 2.804 states the following regarding Board member attendance at conventions and other educational meetings or travel for other school purposes.

“Attendance at conventions or other educational meetings or travel for other school purposes shall be authorized in advance by the Board”

In compliance with that policy, we are requesting pre-approval for the following upcoming TSBA conferences and meetings for the 2022-2023 school year:

- TSBA Summer Law-July 22-23, 2022
- TSBA Leadership Conference and Annual Convention-November 10-13, 2022
- Fall District Meeting-September 29, 2022
- Other TSBA conducted meetings, workshops and seminars held throughout the year to inform board members and administrators about key issues and topics affecting public education.

To: Board of Education

RE: Budget amendment FY22 ESSER 2.0

Board Meeting Date: June 28, 2022

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

The FY22 ESSER 2.0 amendment of \$35,000 is to re-budget funds from savings in the textbooks line items to the In Service/Staff Development line item. These funds will be used to provide training opportunities for educators in the areas of ELA/Reading and Math based on 2022 TNReady achievement data and the district's strategic plan.

As previously discussed, The original ESSER 2.0 budget included funding to cover the summer 2021 and summer 2022 summer learning camp programs. After the ESSER 2.0 budget process, the state released additional funds specifically for learning camps resulting in the savings.

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

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2021-2022 Schools Federal Projects Fund-ESSER 2.0
BOE Meeting Date 28-Jun-22

Account	Description	Increase	Decrease
	ESSER 2.0		
142 E 71100 449	Textbooks		35,000
142 E 72210 524	In Service/Staff Development	35,000	
Total		<u>\$ 35,000</u>	<u>\$ 35,000</u>

Explanation: To revise line items from savings in textbooks in ESSER 2.0 to inservice/staff development line item.
These funds will be used to provide training opportunities for educators in the areas of ELA/Reading
and Math based on 2022 TNReady achievement data and the district's strategic plan.
As previously discussed, the original ESSER 2.0 budget included funding to cover the summer 2021 and
summer 2022 summer learning camp programs. After the ESSER 2.0 budget process, the state released
additional funds specifically for learning camps resulting in the savings.
The budget revision is reasonable, necessary and allowable.

Kim Williams 6.23.22
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u><i>Bobbi D. Duke III</i></u> Director of Schools	<u>6/23/2022</u> Date
Declined	<input type="checkbox"/>		

To: Board of Education

RE: Policy 6.304 - Annual Bullying Report

Board Meeting Date: June 28, 2022

Board Policy 6.304 states that "By June 1 of each year, the Director of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending."

These numbers are reported by principals/designees of each school and compiled into this report. This report is also submitted to the Tennessee Department of Education prior to August 1.

Bullying Report 2021-2022

Murfreesboro City Schools

Bullying Complaint Data	Prior Year	Current Year
Total number of harassment, intimidation, bullying, or cyber-bullying cases brought to the attention of school official in the 2021-22 school year.	55	* <input type="text" value="121"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases where investigation indicated bullying occurred	17	* <input type="text" value="55"/>
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving race, color, or national origin	1	* <input type="text" value="7"/>
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving sex or gender-based discrimination	1	* <input type="text" value="3"/>
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving disability	0	* <input type="text" value="5"/>
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving the use of electronic technology	3	* <input type="text" value="10"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases where investigation was not initiated within forty-eight (48) hours. Please attach a document disclosing the reasons they were not initiated within 48 hours.	0	* <input type="text" value="3"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases where appropriate intervention was not initiated within twenty (20) calendar days. Please attach a document disclosing the reasons intervention took longer than 20 days	1	* <input type="text" value="0"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases still pending	1	* <input type="text" value="1"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in any disciplinary action other than out of school suspension, including but not limited to student/parent conference, in-school suspension, safety plans, etc.	13	* <input type="text" value="46"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension of less than 10 days.	3	* <input type="text" value="12"/>
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension of 10 days or more	0	* <input type="text" value="0"/>

To: Board of Education

RE: Status of Sick Leave Bank

Board Meeting Date: June 28, 2022

The Annual Board Agenda calls for the members of the Board to be updated each June to the status of the MCS sick leave bank.

As of June 28, 2022, MCS has 199 members in the sick leave bank. There are currently 245.5 sick leave days in the bank. For the 2021-2022 school year, we had four requests for a total of 56 days. All requests were approved.

State law mandates that the Sick Leave Bank must assess an additional day(s) once the number of days gets below the number of members. Our sick leave bank is at an acceptable level, and we anticipate enrolling new members once the school year starts. New members contribute two days when enrolling in the sick leave bank.

Trustees of the sick leave bank consist of two school board members, two teachers and the director of schools.

Your Board packet includes our complete Sick Leave Bank handbook.

