

**Board of Education Regular Meeting**

October 24, 2023 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 Jack David Wilson, a 3rd grade student and Kaleigha Grace Wilson, a kindergarten student, both at John Pittard Elementary and Grant Goulet, a 1st grade student at Hobgood Elementary, along with his brother, Grayson Goulet, a 4th grade student also at Hobgood Elementary.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item Reeves-Rogers would like to acknowledge and thank St. Marks Woman to Woman Sunday School Class for donation of school supplies, St. Marks Church Family for the donation of clothing and St. Marks Church Sunday School Class for snacks for teachers.  Reeves Rogers would also like to thank Wal-Mart for donations of school supplies.  Thank you to Jimmy John's for providing lunch for our bus drivers and maintenance team.  Mitchell-Neilson would like to thank the Murfreesboro Airport for opening their doors and planes for a family field trip.  You are invited to join Discovery School, MoreTreesBoro and the City of Murfreesboro for a tree planting celebrating Arbor Day on Firday, November 3 at 10 a.m. This is the first step in satisfying requirements for Murfreesboro to be designated a Tree City.  Thousands of apples were crunched to celebrate National Farm to School Month. We appreciate our farmer educators and nutrition team for bringing farming to the classroom.  The City Schools Foundation will be delivering over \$100,000 in grants to our schools on November 1. This will be the largest grant season for the foundation and our educators.  MTSU Education Day for 4 <sup>th</sup> - 6 <sup>th</sup> grade students is scheduled for November 9. Join us for a great day.	Mrs. Lisa Trail
A. The Best of MCS-Kathie Brown-Reeves Rogers Procedural Item	Dr. Trey Duke
B. Spotlight on Education-School Improvement-OKRs	Mr. Ken Rocha

Procedural Item	
C. Public Comment Procedural Item	Chair Butch Campbell
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell
A. Approval of 9-26-23 Board Minutes Consent Item	
B. Approval of School Fees Consent Item	
C. Approval of Contract: Beacon Cooperative Agreement (under consent because less than \$50K) Consent Item	
D. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 1.405 Rules of Order on Second Reading Consent Item	
ii. Approval of Board Policy 1.407 Public Records on Second Reading Consent Item	
iii. Approval of Board Policy 3.600 Insurance Management on Second Reading Consent Item	
iv. Retirement of Board Policy 5.1101 Benefits for Full-time Employees Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 1.500 Board Community Relations on First Reading Action Item	Ms. Lauren Bush
B. Approval of Board Policy 1.806 Advertising and Distribution of Materials in the Schools on First Reading Action Item	Ms. Lauren Bush
C. Approval of Board Policy 3.200 Building and Grounds Management on First Reading Action Item	Ms. Lauren Bush
D. Approval of Board Policy 3.206 Community Use of School Facilities on First Reading Action Item	Ms. Lauren Bush
E. Approval of Board Policy 5.301 Emergency and Legal Leave on First Reading Action Item	Ms. Lauren Bush
F. Approval of ESSER 2.0 and ESSER 3.0 Carryover Budget Action Item	Dr. Trey Duke
G. Approval of 2023 LEA Compliance Report Action Item	Dr. Trey Duke
H. Approval of Contract: Systems Integration Cooperative Agreement Action Item	Dr. Trey Duke
I. Approval of Contract: Solar Response Cooperative Agreement Action Item	Dr. Trey Duke
J. Approval of Contract: Bradley Mutual Use Agreement with Murfreesboro Parks and Recreation Action Item	Dr. Trey Duke

K. Approval of Tenured Teachers Action Item	Dr. Trey Duke
L. Approval of TISA Accountability Report Action Item	Dr. Trey Duke
M. Approval of Revenue and Expenditure Report Action Item	Ms. Kim Williams
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Enrollment (PTR) Report Information Item	Mr. Ken Rocha
B. Personnel Report Information Item	Dr. Trey Duke
C. 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**

September 26, 2023 6:00 PM

City Hall Council Chambers

<p><b>I. CALL TO ORDER</b> Procedural Item <b>Present:</b> Mr. Wesley Ballard, Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mr. Jimmy Richardson III, Mr. David Settles.</p> <p>In attendance: Dr. Trey Duke, Ken Rocha, Don Bartch, Sheri Arnette, Angela Fairchild, Kim Williams, Amanda Adams, April Zavis, Natalie Hardiman, Tiffany Strevel, Jeremy Lewis, Adam Bryson, Jenny Ortiz, Emily Spencer, Robin Newell, Jeremy Lewis, Emily Bradley, Andy Taylor, Maria Johnson, Andrea Oakley, and Jennifer Whitlow</p> <p>Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett</p>	Chair Butch Campbell
<p><b>A. Pledge of Allegiance</b> Procedural Item The Pledge of Allegiance was led by Emery Bell, a student at Cason Lane PreK, along with Evelyn Hunsicker, also a student at Cason Lane PreK. Emery's mom is a teacher at Hobgood and Evelyn's mom works in HR at our central office. Joining our PreK students will be Jeremiah Cabell and Victoria Guevara, both 3rd grade students at Bradley Academy.</p>	
<p><b>B. Moment of Silence</b> Procedural Item</p>	
<p><b>II. APPROVAL OF AGENDA</b> Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0</p>	Chair Butch Campbell
<p><b>III. COMMUNICATIONS</b> Information Item MCS would like to thank the Murfreesboro Technology Council (MTC) for their recent donation of 150 Chromebooks to our district. MTC focuses on Economic Development of tech companies in the Rutherford and Middle Tennessee area.</p> <p>Overall Creek wants to thank Renee Krenson with Benchmark Realty and Nashville Krav Maga Murfreesboro for providing breakfast to our entire faculty and staff. We definitely felt the love and support from our community on our first week back to school.</p> <p>Thank you to New Vision and Fellowship Church for once again meeting weekly to assemble weekend food backpacks for our students. The majority of our food is provided by Second Harvest Food Bank but we find ourselves in a deficit for long weekends and holiday breaks. That deficit was made up this semester by wonderful partners like First Presbyterian and United Way's Hometown Huddle, and The City Schools Foundation.</p> <p>The City Schools Foundation's Doubles Tennis tournament is scheduled for October 27 and 28. Registration is now open.</p> <p>The Foundation received 118 grant requests this year. Those grants are currently being read and ranked by our grant committee and winning grants will be awarded in October.</p>	Mrs. Lisa Trail

<p>Congratulations to Cintya Gomez-Ortiz. Cintya will begin hosting the Spanish news on CityTV this month.</p> <p>Reading in the Schools Day was a major success. Thank you to Read to Succeed and our many parents, volunteers, and partners for taking part in the day.</p> <p>Building Strong Brains - a partnership between MCS, John Pittard Elementary, MMC and the Prevention Coalition will be held on September 26 from 5 - 6 p.m.</p> <p>Bradley Academy will be celebrating Hispanic Heritage Month on October 19.</p>	
<p>A. The Best of MCS-Ms. Emily Bradley Procedural Item</p>	Dr. Trey Duke
<p>B. Spotlight on Education-High Fives! Natalie Hardiman-Reeves Rogers Tiffany Strelvel-Black Fox Jeremy Lewis-Bradley Adam Bryson-Mitchell Neilson Jenny Ortiz-Overall Creek Emily Spencer-Erma Siegel Procedural Item After the schools were honored for receiving Level 5 status, Chair Campbell said that he was honored to be Chairman of the Board, and he mentioned that the board was nominated as School Board of the Year. He also informed everyone that the EA that Ms. Moore nominated for Volunteer of the Year, Ms. Ca'Tricia Robinson, was selected as the Mid-Cumberland Volunteer of the Year and was recognized last night at the TSBA Fall District Meeting. Ms. Moore added that Ms. Robinson will go on to represent MCS at the State level.</p>	Dr. Trey Duke
<p>C. Public Comment Procedural Item</p>	Chair Butch Campbell
<p><b>IV. CONSENT ITEMS</b> Consent Agenda Motion to approve consent agenda.. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p>	Chair Butch Campbell
<p>A. Approval of 9-5 Board Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item</p>	
<p>C. Approval of Contracts less than \$50,000.00 but more than \$25,000.00 Consent Item</p>	
<p><b>V. ACTION ITEMS</b> Action Item</p>	Chair Butch Campbell
<p>A. Approval of Board Policy 1.405 Rules of Order on First Reading Action Item Motion to approve Board Policy 1.405 Rules of Order on First Reading. This motion, made by Ms. Barbara Long and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0</p>	Ms. Lauren Bush
<p>B. Approval of Board Policy 1.407 School District Records on First Reading Action Item Motion to approve Board Policy 1.407 School District Records on First Reading. This motion, made by Mr. David Settles and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p>	Ms. Lauren Bush

<p>C. Approval of Board Policy 3.600 Insurance Management on First Reading Action Item Motion to approve Board Policy 3.600 Insurance Management on First Reading. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0</p>	<p>Ms. Lauren Bush</p>
<p>D. Approval of Board Policy 5.1101 Benefits for Full-Time Employees on First Reading Action Item Motion to approve Board Policy 5.1101 Benefits for Full-Time Employees on First Reading. This motion, made by Ms. Amanda Moore and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0</p>	<p>Ms. Lauren Bush</p>
<p>E. Approval of 2023-2024 Board Committee Assignments Action Item Motion to approve 2023-2024 Board Committee Assignments. This motion, made by Mr. Wesley Ballard and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0</p>	<p>Dr. Trey Duke</p>
<p>F. Approval of Jobe, Hastings &amp; Associates MCS Audit Proposal for FY24, FY25, and FY26 Action Item Motion to approve the Jobe, Hastings &amp; Associates MCS Audit Proposal for FY24, FY25, and FY26. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0 Jimmy Richardson stated that working with Jobe Hastings has been an incredible journey, and he is very impressed with their work.</p>	<p>Dr. Trey Duke</p>
<p>G. Approval of Matlock Clements, P.C. Internal Schools Fund Audit Proposal for FY24, FY25, and FY26 Action Item Motion to approve the Matlock Clements, P.C. Internal Schools Fund Audit Proposal for FY24, FY25, and FY26. This motion, made by Ms. Amanda Moore and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p>	<p>Dr. Trey Duke</p>
<p>H. Approval of ESSER Planning Addenda and Health and Safety Plan Action Item Motion to approve the ESSER Planning Addenda and Health and Safety Plan. This motion, made by Mr. Wesley Ballard and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0</p>	<p>Dr. Trey Duke</p>
<p>I. Approval of Budget Amendment-Public Schools Safety Grant Action Item Motion to approve Budget Amendment-Public Schools Safety Grant. This motion, made by Ms. Barbara Long and seconded by Mr. Jimmy Richardson III, passed. Yea: 7, Nay: 0</p>	<p>Dr. Trey Duke</p>
<p>J. Approval of Budget Amendment-TN ALLCorp Action Item Motion to approve Budget Amendment-TN ALLCorp. This motion, made by Mr. Wesley Ballard and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0 Amanda Moore asked if we are anticipating receiving this TNALLCorp grant next year and Dr. Duke told her no, we will not receive this grant next year. He added that this grant is extremely limited on how the funds are to be spent.  David Settles reiterated what Dr. Duke had explained to make sure that he understood correctly.</p>	<p>Dr. Trey Duke</p>
<p>K. Approval of Budget Amendment-FY24 Replacement Maintenance Vehicle Action Item</p>	<p>Dr. Trey Duke</p>

<p>Motion to approve Budget Amendment-FY24 Replacement Maintenance Vehicle. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p> <p>Motion to approve budget amendment for FY24 replacement vehicle. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p>	
<p>L. Approval of Budget Amendment-FY24 Open Purchase Order Balances Action Item</p> <p>Motion to approve Budget Amendment-FY24 Open Purchase Order Balances. This motion, made by Mr. David Settles and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>M. Approval of Terrascope Cooperative Purchasing Agreement Action Item</p> <p>Motion to approve the Terrascope Cooperative Purchasing Agreement. This motion, made by Ms. Amanda Moore and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>N. Approval of the 21st CCLC Grant Action Item</p> <p>Motion to approve the 21st CCLC Grant. This motion, made by Ms. Amanda Moore and seconded by Mr. Wesley Ballard, passed. Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>O. Approval of Budget Amendment-Safe Schools Action Item</p> <p>Motion to approve Budget Amendment-Safe Schools. This motion, made by Ms. Barbara Long and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>P. Approval of Delayed Bus Route Compensation Plan Action Item</p> <p>Motion to approve the Delayed Bus Route Compensation Plan. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>Q. Approval of Revenue and Expenditure Report Action Item</p> <p>Motion to approve the Revenue and Expenditure Report. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Amanda Moore, passed. Yea: 7, Nay: 0</p>	Ms. Kim Williams
<p><b>VI. REPORTS AND INFORMATION</b> Information Item</p>	Chair Butch Campbell
<p>A. Personnel Report Information Item</p> <p>Ms. Johnson explained to the board that we have only one certified opening, and she is in the process of filling that now. Dr. Duke added that Ms. Johnson and her team have worked hard to keep us staffed.</p> <p>Jimmy Richardson asked how we were doing with bus drivers. Mr. Bartch explained that we are doing alright at this time, but only because the office workers at the bus garage are also driving at this time.</p>	Dr. Trey Duke
<p>B. Enrollment (PTR) Report Information Item</p>	Mr. Ken Rocha
<p>C. Director's Update Information Item</p>	Dr. Trey Duke

<p>In the Director's Update, Dr. Duke congratulated the following board members on achieving a new boardsmanship level. Barbara Long is Level I and Amanda Moore and David Settles are Level III.</p> <p>Dr. Duke reminded the board that the State of the Schools event will be this Thursday at Redstone Federal Credit Union at 8:00 a.m.</p> <p>In closing, Dr. Duke said that next week is fall break, and he hoped that everyone enjoyed their time off.</p>	
<p><b>VII. OTHER BUSINESS</b> Information Item</p>	<p>Chair Butch Campbell</p>
<p><b>VIII. ADJOURNMENT</b> Action Item</p> <p>Mr. Ballard wanted to remind everyone that although this meeting, like most others, went very smoothly, board members take alot of extra time to review the items on the agenda after the agenda is posted the Thursday before the Tuesday meeting, along with the fact that Dr. Duke contacts each board member to go any questions they may have beforehand.</p> <p>The meeting adjourned at 6:57 p.m.</p>	<p>Chair Butch Campbell</p>
<p><b>IX. EXECUTIVE SESSION</b> Information Item</p>	<p>Dr. Trey Duke</p>

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Director of Schools





**Agenda Item Title:** Approval of Contracts Exceeding \$25,000.00, but less than \$50,000.00

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

- Consent Agenda
  - Action Item
  - Reports and Information
- 

**Summary**

Pursuant to Board Policy 2.808, the Board will be provided with a list of written contracts with a between twenty-five thousand dollars (\$25,000.00) and fifty thousand dollars (\$50,000.00) at the regularly scheduled Board meeting immediately following approval of the contract or agreement. Cooperative agreements with Metro Nashville Public Schools and Beacon Technologies were executed to allow two schools to purchase from Beacon at a total cost of \$24,035.00, however additional requests from schools to purchase from Beacon under this cooperative agreement will cause the cost associated with these agreements to exceed \$25,000.00.

**Staff Recommendation**

Recommend approval of consent agenda item

**Fiscal Impact**

Individual school accounts are providing funding source for materials purchased under this cooperative agreement

**Connection to MCS's Five-Year Strategic Plan**

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

Murfreesboro City Schools  
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cityschools.net



## CONTRACT REVIEW FORM

Requesting Department/School: Finance/Purchasing

Contract: Technology at Discovery School and Erma Siegel Elementary

Vendor: Beacon Technologies Cost: \$24,035.00

Contract Start Date: Date of signature Term of Agreement: Date of Completion

Does the contract require student information? Yes  No   
Is the contract subject to grant requirements or an issued RFP? Yes  No

Other Comments: Submitted by Lacie Young on behalf of schools

## LEGAL REVIEW

Amendments needed? Yes  No

Brief description of amendments and/or other comments:

Purchasing from MNPS Contract 2-7474904-02; right now costs are not estimated to be more than \$25,000, but if amount changes, I will add to Board consent agenda for next meeting

Legal Approval: Laura Pugh

## FINANCE REVIEW

Budget Account Number: See Comments Box

Comments from Finance Department:

Discovery School - 100 L 00928 000 000 90200 000 Explorer Fund  
Erma Siegel - 100 E 00402 070 000 000 01200 000 Equipment \$9,000  
100 L 00601 000 000 000 01200 000 Athletics \$ 5,000

Finance Approval: Beth Proter



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MURFREESBORO CITY SCHOOLS  
AND  
BEACON TECHNOLOGIES, INC.  
ACKNOWLEDGMENT OF COOPERATIVE PURCHASING AGREEMENT

Murfreesboro City Schools and METROPOLITAN BOARD OF PUBLIC EDUCATION are local education agencies pursuant to Tennessee Code Annotated § 49-1-103(2). METROPOLITAN BOARD OF PUBLIC EDUCATION and Murfreesboro City Schools entered into a cooperative agreement purchasing pursuant to Tennessee Code Annotated § 12-3-1203 to purchase from RFP 19-6 AND CONTRACT NUMBER: 2-474904-02 awarded by METROPOLITAN BOARD OF EDUCATION.

Murfreesboro City Schools agrees to PURCHASE, INSTALLATION AND SERVICE OF AUDIO, VIDEO, PAGING SYSTEMS, ETHERNET INFRASTRUCTURE, LOW VOLTAGE WIRING AND OTHER RELATED SERVICES directly from BEACON TECHNOLOGIES, INC. at the same price and under the same terms of the contract awarded under RFP 19-6 AND CONTRACT NUMBER: 2-474904-02. Murfreesboro City Schools agrees to be financially and legally responsible for all goods and services purchased under the cooperative purchasing agreement.

MURFREESBORO CITY SCHOOLS

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

9/29/17  
Date

Approved as to Form: Lauren Bush  
Lauren Bush, Assistant City Attorney

By signature below, BEACON TECHNOLOGIES, INC. acknowledges that Murfreesboro City Schools is pursuant to RFP 19-6 AND CONTRACT NUMBER: 2-474904-02 and subject to the subsequent contract awarded. BEACON TECHNOLOGIES, INC. agrees to make Murfreesboro City Schools aware of any substantive or legal changes to the contract referenced above, including termination of the agreement by either party.

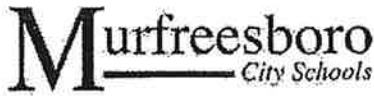
BEACON TECHNOLOGIES, INC.

Scott Kilgore  
Authorized Agent

9/26/23  
Date

Print Name: SCOTT KILGORE

Title: VP OF SALES



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MURFREESBORO CITY SCHOOLS  
AND  
METROPOLITAN BOARD OF PUBLIC EDUCATION  
COOPERATIVE PURCHASING AGREEMENT

Murfreesboro City Schools and Metropolitan Board of Public Education local education agencies pursuant to Tennessee Code Annotated § 49-1-103(2). Murfreesboro City Schools requests permission from Metropolitan Board of Public Education to use cooperative agreement purchasing pursuant to Tennessee Code Annotated § 12-3-1203 to purchase from RFP 19-6 and Contract 2-474904-02 awarded by Metropolitan Board of Public Education.

Murfreesboro City Schools agrees to purchase directly from the vendor that was awarded RFP 19-6 and Contract Number 2-474904-02 at the same price and under the same terms of the contract awarded under RFP 19-6 and Contract Number 2-47904-02. Murfreesboro City Schools agrees to be financially and legally responsible for all goods and services purchased under this cooperative purchasing agreement. Metropolitan Board of Public Education shall have no liability or responsibility for any purchases made by Murfreesboro City Schools under this cooperative purchasing agreement.

MURFREESBORO CITY SCHOOLS

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

9-29-23  
Date

Approved as to Form: Lauren Bush  
Lauren Bush, Assistant City Attorney

By signature below, Metropolitan Board of Public Education grants permission for Murfreesboro City Schools to purchase from RFP 19-6 and Contract Number 2-474904-02 awarded by our school system on 9/20/2023.

METROPOLITAN BOARD OF PUBLIC EDUCATION

Kevin Edwards  
Authorized Agent

9/21/23  
Date

Print Name: Kevin Edwards  
Title: Director of Procurement



## Audio Visual Systems: AUDIO VISUAL SYSTEM

**Prepared For:** Erma Siegel Elementary School  
**Date:** 9/1/2023

**Beacon Job Name:** 23055004– Erma Siegel Gym AV

**Estimator:** Tom Jones

**Account Manager:** Jenn Allen  
615.970.2266 (mobile) / jallen@beacontech.net

| Building Integrated Solutions

## Project Narrative Overview

Erma Siegel ("Client") has requested a quote for Beacon to provide and install a projector and screen in the school. The following Scope of Work ("SOW") details the duties that will be performed by Beacon Technologies, Inc. ("Beacon").

### AUDIO/VIDEO SYSTEM:

Beacon will provide and install an Epson L520u projector on the back wall of the stage. Beacon will provide and install a 165" diagonal electric rear projection screen on the light bar behind the curtain at the front of the stage. Beacon will provide an audio line to the existing sound system. Beacon will provide a HDMI input at either the stage left or right of front of stage.

### EXCLUSIONS

#### General

- 120 VAC power in the field furnished and installed by others where required.
- Connection to Client's Network (via Cat5e/Cat6 drop) furnished and installed by Others.
- Client to provide access to Beacon Technologies to all working areas during normal business hours (pricing below does not include after hour or weekend work).
- Client to provide trainees for installation training towards completion.

#### Audio/Video System

- Client to provide access to the necessary equipment closets and rack/wall space within those equipment closets as required for the Structured Cabling System Headend Equipment

## Project Pricing Overview

AUDIO VIDEO SYSTEM - PRICING OVERVIEW	
PROJECTOR AND SCREEN	\$ 14,000.00
<b>Project Total</b>	<b>\$ 14,000.00</b>
<b>PRICE VALID FOR 30 DAYS</b>	
After 30 Days of this Quote a Pricing Update will need to occur to ensure that Parts and Labor are at Current Market Value	

### TERMS AND CONDITIONS

#### Codes and Standards

All work will be performed as specified by the Client. This installation will be compliant with the following codes and standards as well as all applicable state and local codes.

- BICSI Telecommunications installations methods
- NFPA-72, 2010 Edition, Fire Alarm Standards
- ANSI/NFPA 70 National Electric Code, 2008
- ANSI/EIA/TIA-568B.1 Commercial Building Telecommunications Cabling Standard
- ANSI/EIA/TIA-569-A Commercial Building Standard for Telecommunications Pathways & Spaces
- ANSI/EIA/TIA-606(A) the Admin. Standard for Telecommunications Infrastructure of Commercial Buildings
- ANSI/EIA/TIA-607(A) Commercial Building Grounding and Bonding Requirements for Telecommunications

#### Tasks

- The following represents tasks Beacon and Client have agreed that Beacon will perform within the Scope of Work:
- Beacon will conduct meetings with client to determine necessary configuration to meet client's specifications.

- Beacon will perform all necessary installation and/or programming of the system as detailed above in compliance with information gathered from meetings held with client.
- Beacon will perform all necessary testing to ensure that system meets client's expressed needs.
- Beacon will perform user training and administer training to the satisfaction of client (where applicable).
- Beacon will support manufacturer's parts warranty for all system components, in addition to any applicable structured wiring applications assurance program.

### Materials Information and Access

In order for Beacon to perform work in a timely and efficient manner, prior to beginning the work, Client will provide Beacon with the following:

- Power for system power supplies to be provided in designated location.
- Access to all areas as needed without timely delays preventing technician(s) from completing tasks.

### Definition of Completion

Work will be considered complete when the following specific conditions are met:

- All equipment has been installed to specifications.

### Assumptions

This SOW assumes the following general work conditions and limitations:

- Beacon's work will be performed during normal business hours unless otherwise specified in description of work; additional charges for after-hours services may apply.
- The work site will have active AC electric available to Beacon for the duration of the project.
- Beacon will be granted safe and available access to work site during business hours; if after-hours work is required, Client agrees to provide reasonable access.
- Beacon and Client will work together to develop a mutually agreeable installation schedule.
- Services and/or materials provided outside of this SOW will require a Change Order signed by both the Client's representative and Beacon's Project Manager for this project (specified within detailed scope of work).

### Project Specific Assumptions

- The pricing provided by Beacon for this SOW assumes that no unusual installation conditions (e.g., asbestos, protected or secure areas, moving desks or file cabinets, etc.) exist within the installation area.
- The pricing provided by Beacon for this SOW assumes that Client will provide any floor or wall cores if required unless specified otherwise.
- Only work specified in this written SOW and material list will be performed and supplied.
- Both parties will agree upon any deviations and any adjustments will be made only with written Change Order/Work Authorization signed by both parties.
- Idle time incurred by Beacon due to absence of non-Beacon supplied materials, required escorts, clearances, permits, inability to enter workplace or other factors beyond Beacon's control, will be billed at \$ 75.00 per man-hour plus travel time and related expenses.

### Warranty Statement

- Beacon will facilitate the manufacturer's parts warranty for all installed components of this SOW.
- Beacon additionally will supply a 90-day labor warranty for all installed components.

### Exceptions to Warranty (Labor and Material)

- Damage of equipment due to an "Act of God" is not covered under warranty.
- Warranty void if the equipment is "tampered with" and/or serviced by anyone other than Beacon's representative(s) throughout the warranty period.

### Financial Terms

- Signed contract or PO required before commencement of work or ordering of materials.
- 40% of total amount due upon execution of this SOW.
- 60% of total amount due upon job completion-NET30 Terms.
- Progress Billed Projects will follow pre-determined pay application date-NET30 Terms.
- A late charge of 1.5% per month will be added to all amounts not paid within thirty (30) days of invoice.

### Indemnification

Beacon and Client will indemnify and hold each other harmless from any claims, damage, costs, losses, or expenses including attorneys' fees to the extent caused by a party's breach of any representations, covenants or warranties set forth in this Agreement. Notwithstanding anything stated herein, no party shall be entitled to the benefits of the indemnity provisions herein with respect to any liabilities to the extent they arise as a result of any gross negligence or willful or reckless misconduct of such party.

### Confidentiality Agreement

This proposal response is proprietary to Beacon and contains confidential business and technical information. It is intended for the use of Beacon and Client and their employees and agents only. This proposal is not to be shared with any third party without the prior written consent of Beacon.

### Limitation of Liability

In no event shall either party's aggregate liability arising out of or related to this Agreement, whether in contract, tort or under any other theory of liability, exceed the amounts actually paid by and due from Client under this Agreement. In no event shall either party have any liability to the other party for any lost profits, loss of use,



costs of procurement of substitute goods or services, or for any indirect, special, incidental, punitive, or consequential damages however caused and, whether in contract, tort or under any other theory of liability, whether or not the party has been advised of the possibility of the damage.

### Invalidity

The invalidity, illegality, or unenforceability of any provision of this SOW will not affect the validity, legality, or enforceability of the remaining provisions. If any provision thereof is inapplicable to any person or circumstance, it will nevertheless remain applicable to all other persons and circumstances.

### Remedies

In the event Client fails to pay Beacon as required under this contract or otherwise defaults under this contract, Beacon will have the right to take ONE OR MORE of the following actions, in addition to any and all other remedies that may be available to it under law.

- (a) Beacon may cancel the contract without prior notice or warning to Client.
- (b) Beacon may file a lawsuit against Client to collect all past due amounts, all amounts that will become due in the future during the unexpired term of the contract, all of Beacon's costs, including overhead for employee time spent on preparing for suit or attempting to collect payments and to mitigate Beacon's damages.
- (c) Beacon may disable any of the Equipment.
- (d) Beacon may repossess any of the Equipment or apply to a court for repossession. In this event, Client agrees that after the Equipment is repossessed, Client will have no further rights in the Equipment. Client agrees that Beacon may resell, release, or otherwise remarket the Equipment without notice to Client. Client agrees and waives any of its rights that may prevent Beacon from repossessing, reselling, releasing or otherwise remarketing the Equipment after Client's default under the contract.

### Attorney's Fees

In the event that Beacon pursues any of the above-referenced remedies because Client fails to pay Beacon as required under this contract or otherwise defaults under this contract, Beacon shall be entitled to recover from Client all costs and expenses Beacon incurs in enforcing its rights under the contract, including, but not limited to, attorney's fees.

### Non-Waiver

Any failure of Beacon to pursue any of the above-referenced remedies after Client's default shall not be considered a waiver that would bar Beacon from pursuing any of the remedies for the same default or subsequent default in the future.

### Governing Law

This contract shall be governed by the laws of the State of Tennessee, and any question arising hereunder shall be construed or determined according to such law.

### Signature Section (Signing this Section Schedules the Scope of Work)

Signature of Company Representative \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_ Print Title \_\_\_\_\_

Signature of Beacon Representative \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_ Print Title \_\_\_\_\_

# Beacon

TECHNOLOGIES

1441 Donelson Pike  
Nashville, TN 37217  
615-301-5020

**QUOTE**

23056703

**DATE**

September 14, 2023

**Prepared For**

Discovery School - Tracy Giles

Beacon Representative	Email	Phone
Jenn Allen	<a href="mailto:Jallen@beacontech.net">Jallen@beacontech.net</a>	615-970-2266

Item Number	Qty	Part#	UnitPrice	Extended Price	Description
1	3	CTI-6065K+UH20	\$ 3,150.00	\$ 9,450.00	65in Clear Touch Interactive K+ Series Panel
2	1	Freight	\$ 645.00	\$ 585.00	Freight
			<b>TOTAL \$ 10,035.00</b>		

PRICES BASED UPON TOTAL PURCHASE - SERVICE WARRANTY - PRICES ARE VALID FOR 30 DAYS - PLEASE CHECK ALL PACKAGES WHEN RECEIVED FOR SHIPMENT DEFECTS OR IRREGULARITIES  
ACTIVITY INVOLVED - ALL HARDWARE COMPONENTS PROPOSED ABOVE ARE COVERED BY THE MANUFACTURER'S WARRANTY - ALL SERVICES INCLUDE A 30 DAY SERVICE WARRANTY

**Accepted By**

\_\_\_\_\_  
Client Representative

\_\_\_\_\_  
Date

## **CONTRACT REVIEW FORM**

Requesting Department/School: Finance - Purchasing

Contract: Cooperative Purchasing Agreement with Metro Schools

Vendor: Beacon Services

Cost: TBD based on usage

Contract Start Date: Date of signature

Term of Agreement: Term of Contract 2-474904-02

Does the contract require student information? Yes  No

Is the contract subject to grant requirements or an issued RFP? Yes  No

Other Comments: \_\_\_\_\_

## **LEGAL REVIEW**

Amendments needed? Yes  No

Brief description of amendments and/or other comments:

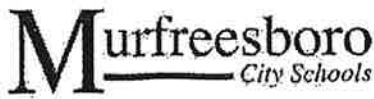
Legal Approval: *Jean Pugh*

## **FINANCE REVIEW**

Budget Account Number: *Schools*

Comments from Finance Department:

Finance Approval: *Kim Cline*



2552 South Church Street, Suite 100  
Murfreesboro, TN 37127-6342  
Phone: 615-893-2313  
Fax: 615-893-2352  
cityschools.net

MURFREESBORO CITY SCHOOLS  
AND  
METROPOLITAN BOARD OF PUBLIC EDUCATION  
COOPERATIVE PURCHASING AGREEMENT

Murfreesboro City Schools and Metropolitan Board of Public Education local education agencies pursuant to Tennessee Code Annotated § 49-1-103(2). Murfreesboro City Schools requests permission from Metropolitan Board of Public Education to use cooperative agreement purchasing pursuant to Tennessee Code Annotated § 12-3-1203 to purchase from RFP 19-6 and Contract 2-474904-02 awarded by Metropolitan Board of Public Education.

Murfreesboro City Schools agrees to purchase directly from the vendor that was awarded RFP 19-6 and Contract Number 2-474904-02 at the same price and under the same terms of the contract awarded under RFP 19-6 and Contract Number 2-47904-02. Murfreesboro City Schools agrees to be financially and legally responsible for all goods and services purchased under this cooperative purchasing agreement. Metropolitan Board of Public Education shall have no liability or responsibility for any purchases made by Murfreesboro City Schools under this cooperative purchasing agreement.

MURFREESBORO CITY SCHOOLS

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

9/25/23  
Date

Approved as to Form: Lauren Bush  
Lauren Bush, Assistant City Attorney

By signature below, Metropolitan Board of Public Education grants permission for Murfreesboro City Schools to purchase from RFP 19-6 and Contract Number 2-474904-02 awarded by our school system on 9/20/2023.

METROPOLITAN BOARD OF PUBLIC EDUCATION

Kevin Edwards  
Authorized Agent

9/21/23  
Date

Print Name: Kevin Edwards

Title: Director of Procurement

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Rules of Order</b>	Descriptor Code: <b>1.405</b>	Issued Date: <b>09/24/19</b>
		Rescinds: <b>BO 2</b>	Issued: <b>02/01/11</b>

1 **I. MOTIONS**

- 2 a. A motion must be made and seconded by different members of the Murfreesboro City School  
3 Board before the Chair puts the question to a vote. A motion is adopted if at least four members  
4 vote in favor of the motion.
- 5 b. The Chair shall state or re-state the motion immediately preceding a vote so that the Board  
6 clearly understands the motion before them, and the record clearly reflects the motion at issue.
- 7 c. The Murfreesboro City School Board may discuss agenda items prior to a motion on such item  
8 being made.
- 9 d. The Chair, Vice Chair, and/or Chair Pro Tem may make, second, and discuss motions.
- 10 e. If a motion is adopted which incorporates staff recommendations by reference, the staff  
11 recommendations adopted should be described in detail in the minutes of the meeting or  
12 attached to the minutes.
- 13 f. The maker of the main motion may amend the main motion following debate and the second  
14 must agree with such amendment or withdraw their second and a new second must be obtained  
15 before the amended motion may be put to a vote.
- 16 g. A motion to reconsider action already taken on an item on the agenda may be made at the same  
17 meeting by any member of the Murfreesboro City School Board.
- 18 h. A motion to reconsider action taken at prior meeting may be made by any member of the  
19 Board.
- 20 i. A motion to defer indefinitely or to a date certain is allowable but to motion to table  
21 (permanently barring discussion on the topic) is not permitted.

22 **II. VOTING METHOD**

- 23 a. Pursuant to T.C.A. § 49-2-202, a majority of all of the members constituting the Board  
24 (meaning four (4) members), and not merely a majority of the quorum, shall be required to  
25 transact all business coming before the Board in regular or special meetings. If all seven (7)  
26 members of the Murfreesboro City School Board are not present at a meeting, and the  
27 Murfreesboro City School Board is unable to adopt a motion to approve an action item, or to

- 1 deny it, the item shall be deferred until the next meeting of the Murfreesboro City School  
2 Board. If all seven (7) members of the Murfreesboro City School Board are present and are  
3 unable to adopt a motion on an item, it shall be deemed denied.
- 4 b. Any member who does not intend to vote affirmatively or negatively shall announce that the  
5 member is or has abstained from the vote. If a member is present but does not vote  
6 affirmatively or negatively (“abstention”) for reasons including but not limited to a conflict of  
7 interest, that member shall not be considered in determining the number of members voting. A  
8 motion which receives an equal number of affirmative and negative votes fails.
- 9 c. Roll call votes will be ~~used at the discretion of the Chair or upon the request of any Board~~  
10 ~~member.~~ required on all action items adopted without unanimous approval. Roll call votes  
11 shall proceed alphabetically, with the exception of the Board Chair, with the first member to be  
12 called rotated alphabetically at successive Board meetings. For each roll call vote, the Chair  
13 shall vote last. Each member's vote shall be recorded in the minutes on a roll call vote. Upon  
14 request, any member's individual vote may be recorded in the minutes. No secret votes shall be  
15 used.
- 16 d. Board members shall ask to be recognized by the Chair prior to speaking, either by voice or  
17 show of hand, to keep members from interrupting one another.
- 18 e. The Council Liaison may be recognized to speak regarding an issue in the same manner as a  
19 Board member, but cannot make a motion, second a motion or vote on an issue.  
20

### 21 III. CONFLICTS OF INTEREST

- 22 a. Murfreesboro City School Board members shall announce direct and indirect conflicts of  
23 interest as required by state law, local ordinance or Board policy. A member with an indirect  
24 conflict of interest may participate in the discussion and may vote or abstain.

### 25 IV. CHAIR’S PARTICIPATION

- 26 a. The person chairing a meeting may participate in discussion, make motions, and vote on all  
27 issues as any other member without relinquishing the chair.

### 28 V. QUESTIONS OF PROCEDURE

- 29  
30 a. To the extent questions of procedure arise, the ruling of the Chair shall be controlling, unless  
31 the Board votes to the contrary. Robert’s Rules of Order Newly Revised may be used as a  
32 reference in making procedural determinations.

1. TCA 49-2-202(g)
2. TCA 8-44-104(b)(2)

# Murfreesboro City School Board

<b>Murfreesboro City School Board</b>			
Monitoring: <b>Review: Annually, in June</b>	Descriptor Term:  <b>School District Records</b>	Descriptor Code: <b>1.407</b>	Issued Date: <b>06/13/17;</b> <b>06/25/19;</b> <del>Reviewed:</del> <b>06/09/02</b> <b>06/22/21</b>
		Rescinds:	Issued:

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## 1 General

2 The Director of Schools shall maintain all school district records required by law, regulation, and  
3 board policy. Any citizen of Tennessee shall be permitted during business hours to inspect public  
4 records maintained by the school district unless otherwise prohibited by law. Any citizen of Tennessee  
5 may request in writing and receive copies of open public records subject to the payment of reasonable  
6 cost.<sup>1,2,3,4</sup>

7 No records pertaining to individual students will be released for inspection by the public or any  
8 unauthorized persons. In addition, information, records, and plans related to security and safety will  
9 not be released for public inspection.<sup>5</sup>

10 All requests to inspect or receive copies of records shall be submitted to district's Public Records  
11 Request Coordinator. The Public Records Request Coordinator shall forward requests for inspection or  
12 copies of records to the appropriate records custodian.<sup>6</sup>

13 Prior to producing any record, the records custodian shall ensure confidential information is redacted.  
14 Original documents remain intact, and confidential information in copies produced for a requestor shall  
15 be redacted. The Director of Schools shall develop a procedure to redact confidential information.

## 16 REQUESTS FOR INSPECTION<sup>2</sup>

17 Citizens requesting to inspect public records shall submit their request and a government issued photo  
18 identification card with the citizen's address to the district's public records request coordinator during  
19 normal business hours. Requests may be made in person or by telephone, fax, mail, or email. The ~~19~~  
20 coordinator shall submit the information to the appropriate records custodian. The public records  
21 request coordinator will contact the citizen and indicate when the records will be available to inspect.

22  
23 If the records cannot be made available within seven (7) business days, the public records request  
24 coordinator shall provide a records production letter indicating the time needed to complete the  
25 request.

26 If the request to inspect is denied, the public records request coordinator shall provide the citizen with  
27 a records request denial letter indicating the basis for the denial.



**1 REQUESTS FOR COPIES<sup>2</sup>**

2 Citizens requesting copies of public records shall complete and submit the Records Request Form and  
3 a government issued photo identification card with the citizen's address to the district's public records  
4 request coordinator during normal business hours. The coordinator shall submit the Records Request  
5 Form to the appropriate records custodian.

6 The public records request coordinator shall provide an estimate of the reasonable costs to produce the  
7 requested records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel  
8 Schedule of Reasonable Charges shall be used to determine the reasonable cost. The records custodian  
9 will provide the citizen with an invoice detailing the charges. The citizen shall pay the estimated  
10 reasonable costs by cash or check prior to the district producing the copies.

11 If the records cannot be made available within seven (7) business days, the public records request  
12 coordinator shall provide a records production letter indicating the time needed to complete the  
13 request.

14 If the request for copies is denied, the public records request coordinator shall provide the citizen with  
15 a records request denial letter detailing the basis for the denial.

**16 FREQUENT AND MULTIPLE REQUESTS**

17 When the total number of requests for copies made by a requestor within a calendar month exceeds  
18 four (4), the requestor may be charged a fee for any and all labor that is reasonably necessary to  
19 produce copies of the requested records. Prior to charging a reasonable fee, the requestor shall be  
20 notified of this policy and provided with a Notice of Aggregation of Multiple Requests/Requestors  
21 form. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of  
22 Reasonable Charges shall be used to determine the reasonable cost. Further, the names of persons  
23 inspecting records and the date of inspection shall be recorded.

**24 DENYING REQUESTS FOR NONCOMPLIANCE<sup>7</sup>***25 Requests to Inspect a Public Record*

26 The district shall deny a request to inspect a public record from any citizen that has:

- 27 a. Made two (2) or more requests to view a public record within a six-month period; and
- 28 b. For each request failed to view the record within fifteen (15) business days of receiving  
29 notification that the record was available.

30 Requests from this citizen shall be denied for up to six (6) months from the date of the second records  
31 request. The district's public records request coordinator may waive this denial if he/she determines  
32 that failure to view the record was for good cause.

*34 Requests for Copies of Public Records*

35 The district shall deny a request for copies of a public record from any citizen that has:

- 36 a. Been provided with an estimate of the reasonable cost to produce the requested records;
- 37 b. Agrees to pay such estimated reasonable cost prior to production of the records; and
- 38 c. Fails to pay the actual cost after the records have been produced.

39 Additional requests from this citizen shall be denied until the original cost is paid.

1 **RECORDS RETENTION**

2 The Director of Schools and/or designee(s) shall retain and dispose of school district records in  
3 accordance with the following guidelines:<sup>2,4</sup>

- 4 1. The Director of Schools and/or designee(s) will determine if a particular record is of permanent  
5 or temporary value in accordance with Municipal Technical Advisory Service records retention  
6 manual;<sup>8</sup>
- 7 2. The Director of Schools shall establish procedures to safeguard against the unlawful  
8 destruction, removal, or loss of records.<sup>9</sup>

9 **DISTRICT PUBLIC RECORDS REQUEST COORDINATOR<sup>10</sup>**

10 ~~Elizabeth Taylor~~[Lauren Bush](#)  
11 Assistant City Attorney – Murfreesboro City Schools  
12 2552 South Church Street  
13 Murfreesboro, TN 371127  
14 Phone: 615-893-2313  
15 Fax: 615-893-2352  
16 Email: ~~Elizabeth.Taylor@cityschools.net~~[lauren.bush@cityschools.net](mailto:lauren.bush@cityschools.net)  
17

1. TCA 49-2-301(b)(1)(Z)
  2. TCA 10-7-503
  3. TCA 10-7-506(a)
  4. TCA 49-2-104
  5. TCA 10-7-504(p)
  6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of the Treasury, available at <https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; TCA 10-7-503(a)(1)(B),(C)
  7. TCA 10-7-503(a)(7)(A)(vii)
  8. TCA 10-7-702
  9. TCA 39-16-504
  10. TCA 10-7-503(g)(1)(D)
- Financial Reports and Records 2.701  
Personnel Records 5.114  
Student Records 6.600

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Insurance Management</b>	Descriptor Code: <b>3.600</b>	Issued Date: <b>10/23/18</b> <b>Reviewed</b> <b>11/10/20</b>
		Rescinds: <b>PER 2</b>	Issued:

1 The insurance program shall provide coverages in a minimum of the following broad categories:

- 2 1. Property: Buildings and contents against fire, extended coverage, vandalism and malicious  
3 mischief, boiler and machinery explosion; and vehicles;
- 4 2. Liability: Board members, Director of Schools and employees resulting from discharging their  
5 duties;
- 6 3. Worker's compensation; and
- 7 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.

8 The Director of Schools shall continually review the insurance program to ensure that adequate  
9 protection is being provided at a reasonable price.

## 10 **GROUP HEALTH**

11 The Board shall provide group health insurance for all ~~full-time~~benefit-eligible employees.<sup>1</sup> The  
12 Director of Schools, after consultation with personnel, shall recommend carriers of insurance for  
13 programs in which the Board makes partial or full payments. The Board shall approve all insurance  
14 carriers. The group health insurance will be provided to benefit-eligible employees pursuant to the  
15 official plan documents of the insurance carrier chosen. Benefit-eligible employees who opt-out of  
16 group health insurance may receive a one thousand five hundred dollar (\$1,500.00) taxable incentive  
17 annually. ▲

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18 The Director of Schools/designee shall develop procedures to ensure the privacy of HIPAA protected  
19 information.<sup>2</sup>

## 20 **GROUP LIFE INSURANCE**

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21 The Board may also provide a group term life, accidental death, and dismemberment life insurance  
22 policy to benefit-eligible employees. Any policy administered by the district will be provided pursuant  
23 to the official plan documents of the insurance carrier chosen. ▲

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Legal References

1. TCA 49-2-209
2. 45 CFR § 164.306, 164.316

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Cross References

Payroll Procedures 2.802

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <p style="text-align: center;"><b><del>Benefits for Full-Time Employees</del></b></p> <p style="text-align: center;"><b><u>Recommended for Retirement</u></b></p>	Descriptor Code: <b>5.1101</b>	Issued Date: <b>REVIEWED 02/20 11/27/18</b>
		Rescinds: <b>PER 2; PER 9</b>	Issued: <b>12/84; 04/90; 08/01; 07/11</b>

1 ~~In addition to salary, the Board recognizes that certain benefits for full-time employees are an integral~~  
 2 ~~part of the total compensation. Full-time employees are employees who are scheduled to work a~~  
 3 ~~minimum of thirty (30) hours or more per week on a regular basis, meaning more than 26 continuous~~  
 4 ~~weeks in a calendar year.~~

5 **~~Health Insurance<sup>†</sup>~~**

6 ~~Employees have the option of participating in group health/hospitalization plans. These plans consist of~~  
 7 ~~health/hospitalization programs with family or individual coverage available. A dental and vision~~  
 8 ~~program with family or individual coverage is are also available. The employee shares the cost of family~~  
 9 ~~protection if such protection is elected. Full-time employees hired after July 1, 2004, are eligible to~~  
 10 ~~receive a \$1,500 annual incentive if they choose not to take out the medical insurance coverage offered~~  
 11 ~~by the school system.~~

12 ~~An employee on approved leave of absence may continue health/hospitalization, and dental, and vision~~  
 13 ~~coverage by payment of premium to Murfreesboro City Schools. The insurance may only be canceled~~  
 14 ~~by if the employee at any time in writing to the Board of Education experiences a qualifying event (as~~  
 15 ~~defined by the State of Tennessee Group Health Plan guidelines), terminates, or or may be cancelled for~~  
 16 ~~non-payment of premiums. The health/hospital, dental, and vision plans carries conversion privileges~~  
 17 ~~(COBRA) for those leaving service, including members who are retiring. The dental plan cannot be~~  
 18 ~~continued after the employee terminates their employment.~~

19 **~~Life, Accidental Death, and Dismemberment Benefit Insurance~~**

20 ~~Full-time employees are provided life, accidental death, and dismemberment insurance. The plan carries~~  
 21 ~~conversion privileges for those leaving service, including members who are retiring, subject to certain~~  
 22 ~~age restrictions.~~

23 **~~Other~~**

24 ~~Other benefits to full-time employees, varying according to job classification, include:~~  
 25 ~~Worker's Compensation~~  
 26 ~~Vacation with pay~~  
 27 ~~Certain legal and other holidays with pay~~  
 28 ~~Leave provisions (person, professional, annual leave)~~

- 1 Sick leave
- 2 Retirement program
- 3 Salary distribution plan
- 4 Coverage for liability claims
- 5 Choice of school assignment for children, on a space available basis
- 6 Cafeteria Plans (Section 125)
- 7 Social Security
- 8 Medicare
- 9 Employee Assistant Program

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Legal References

1. TCA 49-2-209

**Agenda Item Title:** Approval of adoption of Policy 1.500, Board-Community Relations on first reading

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

- Consent Agenda
  - Action Item
  - Reports and Information
- 

**Summary**

Tennessee Code Annotated 49-2-301 requires the Board to assign to the Director of Schools specific duties and responsibilities to ensure that schools and the district operate efficiently and effectively. Policy 1.500 codifies the Director's responsibilities relative to the promotion of the school district within the community and engagement of community members and district stakeholders.

**Staff Recommendation**

To approve adoption of Policy 1.500, Board-Community Relations, on first reading

**Fiscal Impact**

No fiscal impact

**Connection to MCS's Five-Year Strategic Plan**

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success



# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Board-Community Relations</b>	Descriptor Code: <b>1.500</b>	Issued Date: <a href="#">Click here to enter a date.</a>
		Rescinds:	Issued:

1 It is the desire of the Board that stakeholders of the school system be informed of its policies and  
2 actions regarding official matters.

3 In order to promote school district-community interaction relating to policy and operation of the  
4 schools, the Director of Schools shall be responsible for establishing procedures to allow for  
5 accessibility of Board policy and procedure by members of the public, communication of concerns or  
6 complaints from stakeholders, interaction with news media, and engagement of stakeholders in the  
7 operation of the schools.

8 The Director of Schools may, as the need arises, call public meetings for the purpose of presenting and  
9 discussing information pertinent to the school system. Effort shall be exerted for such meetings to  
10 solicit attendance from a cross-section of the community.

11 The principal of each school shall be responsible for the development of a public relations program and  
12 shall promote programs which involve parents and the community with the school.

**Agenda Item Title:** Approval of Adoption of Policy 1.806, Advertising and Distribution of Materials in the Schools on first reading

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

- Consent Agenda
  - Action Item
  - Reports and Information
- 

**Summary**

As an active community pillar, MCS is often approached by community groups to promote and distribute advertising of activities to students, parents, and staff. Distribution of non-school materials creates a limited public forum for distribution of materials. To ensure uniformity in distribution of non-school materials from the district, TSBA recommends that school districts adopt a specific Board policy that governs the distribution of non-school related materials by community members to students, parents, and school staff. Policy 1.806 creates uniform standards for the district's distribution of non-school materials to students, staff, and parents.

**Staff Recommendation**

To approve the adoption of Policy 1.806, Advertising and Distribution of Materials in the Schools on first reading

**Fiscal Impact**

No fiscal impact

**Connection to MCS's Five-Year Strategic Plan**

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Advertising and Distribution of Materials in the Schools</b>	Descriptor Code: <b>1.806</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 No part of the school system, including the facilities, the name, the staff, and/or the students, shall be  
2 used for advertising or promoting the interests of any commercial, political, or other non-school  
3 agency or organization, except that:

- 4 1. The school, in coordination with the district's Communication Department, may cooperate in  
5 furthering the work of any non-profit, community-wide social service organization or agency,  
6 that is directly relevant to the mission and/or vision of the district provided that such  
7 cooperation does not restrict or impair the educational programs of the schools; |
- 8
- 9 2. The school may participate in radio or television programs under acceptable commercial  
10 sponsorship when such programs are educationally beneficial;
- 11
- 12 3. Community, educational, charitable, recreational, and other similar civic groups may advertise  
13 events pertinent to students' interests or involvement. Such advertisement, including the  
14 distribution of materials, shall be subject to any procedures related to time, place, and manner,  
15 established by the -district;
- 16
- 17 4. The school may, upon approval of the Director of Schools, cooperate with another  
18 governmental agency to promote activities which advance the education or other best interests  
19 of the students;
- 20
- 21 5. Political literature or commercial advertising by a for-profit organization shall not be  
22 distributed through the school to students or parents, nor placed in teachers' mail boxes or on  
23 school premises;
- 24
- 25 6. The Communications Department shall screen all materials prior to distribution to ensure their  
26 appropriateness. The District may prohibit materials that:  
27 a. Would likely cause substantial disruption to the operation of the school;  
28 b. Violate the rights of others;  
29 c. Are obscene, lewd, or sexually explicit; or  
30 d. That students would reasonably believe to be sponsored or endorsed by the school.  
31

Commented [TD1]: can we add something here that the non-profit needs to be relevant to our population. I don't want to get in the business where we have to approve ALL non-profits.

I also want to provide direction that this should go through Lisa Trail.

- 1 7. School publications may accept and publish paid advertising under procedures established by
- 2 the Director of Schools. Schools may sell advertisements in the form of ads and/or signs as
- 3 fundraisers for specific school programs and/or interscholastic athletics subject to procedures
- 4 established by the Director of Schools.

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Cross References

Board-Community Relations 1.500  
Vendor Relations 2.809  
Political Activities 5.606  
Fundraising Activities 6.702

**Agenda Item Title:** Approval of changes to Policy 3.200, Building and Grounds Management, on first reading

**Board Meeting Date:** October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

- Consent Agenda
  - Action Item
  - Reports and Information
- 

**Summary**

Changes to Board Policy 3.200 are recommended to clarify that the written permission of the Director of Schools is required if alterations or changes are made to a school building or school premises.

**Staff Recommendation**

Recommend approval of changes to Policy 3.200, Building and Grounds Management on first reading

**Fiscal Impact**

No fiscal impact

**Connection to MCS's Five-Year Strategic Plan**

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Building and Grounds Management</b>	Descriptor Code: <b>3.200</b>	Issued Date: <b>02/27/18</b>
		Rescinds: <b>SS 6</b>	Issued: <b>09/01/12</b>

1 All school properties shall be maintained in good physical condition: safe, clean, sanitary, and as  
2 comfortable and convenient as the facilities will permit or the use requires.

3 School administrators, teachers, or volunteers shall not alter or change any part of the school building  
4 structure or premises [without written permission from the Director of Schools](#). If changes or repairs are  
5 necessary, the matter shall be reported to the Maintenance Department.

6 The Director of Schools or designee shall develop and implement a program of maintenance of all  
7 district-owned buildings and grounds. The program shall provide for the following:

- 8 1. Adequate custodial programs for all schools;
- 9 2. Improvement and maintenance of school buildings and grounds;
- 10 3. Repairs, including repairs of equipment, and painting; and
- 11 4. Determination of obsolete/surplus equipment.

12 The following are responsibilities of building principals:

- 13 1. Overseeing the operation of the school and requiring that the personnel assigned to the building  
14 keep it in a clean, healthy, and pleasant condition;
- 15 2. Inspecting the premises of the school to prevent, identify, or remedy hazardous conditions
- 16 3. Requesting, in a timely manner, appropriate maintenance and repairs through the appropriate  
17 channels.

**Agenda Item Title:** Recommend approval of changes to Policy 3.206, Community Use of School Facilities on first reading

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

Changes are being recommended to Board Policy 3.206 to clarify that the Assistant Superintendent of Operations is responsible for secondary approval for facility use when school is not in session.

### Staff Recommendation

Recommend approval of changes to Policy 3.206, Community Use of School Facilities on first reading

### Fiscal Impact

No fiscal impact

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <h2 style="text-align: center;">Community Use of School Facilities</h2>	Descriptor Code: <b>3.206</b>	Issued Date: <b>04/23/19</b>
		Rescinds: <b>BO 30</b>	Issued: <b>04/79; 07/01, 06/07, 09/07, 05/08, 03/11</b>

1 Public school buildings, playgrounds, and other facilities (collectively “facilities”) of the Murfreesboro  
 2 City School System have been constructed for the purpose of housing the educational programs of the  
 3 school system.

4 School facilities may also be used for the limited purpose of conducting educational, recreational or  
 5 governmental activities involving or benefiting the students enrolled in the Murfreesboro City Schools  
 6 provided that any such use shall not interfere or conflict with the regular educational programs of the  
 7 school system, including the ESP program.

8 School facilities will only be made available to residents or organizations operating within the City of  
 9 Murfreesboro for this limited educational, recreational or governmental purpose.

10 School facilities may not be used for private profit, except that unused facilities may be leased for private  
 11 day-care centers which provide educational and child care services to the community.<sup>1</sup>

12 Kitchen facilities are only available for school-related activities including fundraising activities that  
 13 benefit the school or the school system. When school kitchens are used, at least one member of the  
 14 cafeteria staff must be present to supervise the use of equipment.

15 **FUNDRAISING USAGE**

16 School facilities will not be made available to any such business or organization for the purpose of  
 17 conducting revenue generating activities unless such activities are for the primary purpose of raising  
 18 funds to benefit the Murfreesboro City Schools, the City Schools Foundation, the Family Resource  
 19 Center, the Indigent Children’s Fund, Parent Teacher Organizations or Parent Teacher Associations of  
 20 Murfreesboro City Schools, or are fundraising drives approved by the principal for the benefit of students  
 21 at a particular Murfreesboro City school.

22 Any fundraising activity conducted in one location to benefit students at more than one school or that is  
 23 conducted at multiple schools must be preapproved in writing by the Director of Schools.

24 **III. APPROVAL OF USE**

25 The use of a school facility while that school is not in session must be approved in writing by the principal  
 26 and the ~~Director of Schools~~. Assistant Superintendent of Operations.



#### 1 **IV. COSTS INCURRED**

2 In opening school facilities to use for the limited purpose of conducting educational, recreational and  
3 governmental activities involving or benefiting the students enrolled in the Murfreesboro City Schools,  
4 the Board incurs certain expenses but shall not impose a fee for the organizations set forth below unless  
5 unusual costs are incurred with such usage. The Board has the right to bill any organization for its basic  
6 operational costs and for any extraordinary costs that may be incurred as the result of the organization's  
7 use of facilities. Such fees may be established in an administrative directive. Such administrative  
8 directive may also establish the days and hours that school facilities will be available for use pursuant to  
9 this policy. The Director has the right to change such days and hours.

#### 10 **V. WEEKLY/MONTHLY USAGE**

11 The following organizations may be preapproved to use school facilities on a weekly or monthly basis  
12 during the school year upon approval of the school principal:

- 13 1. Parent-teacher organizations/associations
- 14 2. Murfreesboro Education Association
- 15 3. City Schools Foundation
- 16 4. City of Murfreesboro Governmental Entities
- 17 5. ELL Parent Meetings

18 Use of school facilities by not-for-profit organizations, whose exclusive purpose is to involve students  
19 enrolled at the school where the meeting is being held or to involve students from other schools within  
20 the system, require approval by the Director of Schools or designee. A minimum of five students must  
21 participate in the event and must be supervised by an adult. The organization must perform criminal  
22 background screenings on all adults supervising the children during its program that at a minimum  
23 determines whether such individual has been convicted of, pled guilty to, or pled nolo contendere to any  
24 sexual offense regardless of the amount of time since the offense, any violent felony regardless of the  
25 amount of time since the offense, or any felony offense other than violence or sex within the past ten  
26 (10) years.

27 Such organizations must sign an annual usage agreement which requires the organization to indemnify  
28 and hold harmless the school system to the extent permitted by law and to follow all laws and all rules  
29 and regulations established by the Board, the Director of Schools and the principal.

30 Groups receiving permission for building use are restricted to the dates and hours approved and to the  
31 building area and facilities indicated, unless requested changes are approved by the principal and/or  
32 Director of Schools.

#### 33 **VI. OCCASIONAL USAGE**

34 The following organizations may be approved to use school facilities (even if such usage is not for the  
35 direct and immediate benefit of the students) on a per event, per request basis due to the benefits that  
36 such organizations provide the Murfreesboro City Schools upon approval by the principal of that  
37 school and the Director of Schools and upon signing of a use agreement:

- 1 1. Higher Education Institutions located in Rutherford County
- 2 2. County, State and Federal Agencies

3 Such organizations must sign a usage agreement which requires the organization to indemnify and hold  
4 harmless the school system to the extent permitted by law and to follow all laws and all rules and  
5 regulations established by the Board, the Director of Schools and the principal.

6 During emergencies or disasters, the Board will cooperate with recognized agencies, such as the Red  
7 Cross, National Guard, and Civil Defense to make suitable facilities available without charge.

## 8 **VIII. SUPERVISION**

9 All activities must be under adult supervision and approved by the building principal and ~~or Director of~~  
10 ~~Schools~~ the Director of Schools or designee. If deemed necessary, the principal may assign a school  
11 employee to be present. The group using the facilities shall be liable for any damage incurred as a result  
12 of their use.

## 13 **IX. SMOKING AND ALCOHOLIC BEVERAGES PROHIBITED**

14 The use of alcoholic beverages, drugs or tobacco, profane language, or gambling in any form is not  
15 permitted in school buildings or on school grounds.

## 16 **X. ADHERENCE TO FIRE AND SAFETY CODES**

17 Any group using school facilities must adhere to all rules, regulations, and safety codes as set forth by  
18 law and the various regulatory agencies of local, state and federal governments. This includes, but is not  
19 limited to, meeting exit requirements, announcements regarding building evacuation in case of an  
20 emergency, not parking in fire lanes, and safety precautions to prevent intruders.

21 When the projected attendance will require a greater number of exits than normally available, the  
22 organization must employ needed personnel (usually one of the school custodians) to assure that an  
23 ample number of exits are unlocked and at the same time maintain adequate security for the entire school  
24 facility.

25 The school principal will supply all organizations using that principal's facilities a copy of this policy  
26 plus any other information related to meeting fire and safety codes.  
27

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### Legal References

1. TCA 49-2-203(b)(4)(B)

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### Cross References

- Tobacco-Free Schools 1.803  
Drug-Free Workplace 1.804

**Agenda Item Title:** Approval of changes to Policy 5.301, Emergency and Legal Leave, on first reading

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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**Summary**

Tennessee Code Annotated 2-1-106 guarantees specific rights to residents of the State to vote in elections and the allowance for time off of work to vote. This statutory language has been added to Policy 5.301. Additionally, changes are made to the policy to remove the requirement that funds equal to the amount paid by the court are withheld from employees who serve on jury duty.

**Staff Recommendation**

Approval of changes to Policy 5.301, Emergency and Legal Leave, on first reading

**Fiscal Impact**

There may be a slight fiscal impact in not deducting court payments from employees serving jury duty, however there will be a reduction in the administrative burden on the Payroll and Human Resources Department to account for those costs.

**Connection to MCS's Five-Year Strategic Plan**

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

# Murfreesboro City School Board

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Emergency and Legal Leave</b>	Descriptor Code: <b>5.301</b>	Issued Date: <b>REVIEWED 02/20; 02/21 02/12/19 09/12/17</b>
		Rescinds:	Issued:

## 1 EMERGENCY LEAVE

2 An immediate supervisor may grant an employee emergency leave during the workday for a sudden,  
3 unexpected occurrence demanding immediate attention. Leave shall be taken as personal leave,<sup>1</sup> sick  
4 leave, or leave without pay. The employee who uses emergency leave shall confirm said leave on  
5 appropriate forms the day after returning to work.

6 Principals or administrative supervisors shall keep a tally of the amount of time individual employees  
7 are released under this policy and when the total time reaches one (1) day, the employee shall be  
8 charged with one (1) day of applicable leave.

## 9 JURY DUTY

10 If an employee is summoned for jury duty, they shall present written evidence that they have been  
11 summoned to serve on a jury. The employee shall be entitled to the usual compensation, ~~less the~~  
12 ~~amount paid by the court.~~<sup>2</sup>

## 13 COURT APPEARANCES

14 If an employee appears in court as a plaintiff, defendant, witness,<sup>3</sup> or voluntarily appears on behalf of  
15 family or friends, personal leave or leave without pay shall be granted.

## 16 VOTING LEAVE<sup>4</sup>

17 Any person entitled to vote in an election held in Tennessee may be granted paid leave on the day of the election  
18 for a reasonable period of time, not to exceed three (3) hours, to vote during the time polls are open in the  
19 county where the employee resides. Requests for such leave shall be made to the supervisor before 12:00 p.m.  
20 on the day before the election. Time off to vote is recorded for non-exempt employees as non-worked time when  
21 calculating overtime.

22 No time off will be granted if the polls in the county where the employee is a resident are open three (3) or more  
23 hours before the employee is scheduled to begin work or if the polls close three (3) or more hours after the  
24 employee's work schedule ends.

25 A voting machine technician appointed by the county election commission who performs such duties on a part-  
26 time basis and who is a full-time employee of the school district shall be excused without pay from the  
27 employee's assigned duties for the day(s) required for the performance of the technician's duties.<sup>5</sup> No employee

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- 1 [being excused under this section shall be required to use annual or compensatory leave to perform the](#)
- 2 [technician's duties. An employee may request compensatory or annual leave in lieu of time without pay](#)
- 3

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Legal References

- 1. TCA 49-5-711(c)(8)
- 2. TCA 22-4-106(b); TCA 22-1-103
- 3. [TCA 16-15-708; TCA 24-2-109](#)
- 4. [TCA 2-1-106](#)
- 3.5. [TCA 2-9-103](#)

**Agenda Item Title:** ESSER 2.0 and 3.0 Board Approval

Board Meeting Date: October 24, 2023

**Department:** Federal Programs

**Presented by:** Trey Duke

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

The TN Department of Education requires that local Boards of Education formally approve the ESSER 2.0 & 3.0 applications each year. This application outlines our use of all remaining COVID relief funding.

These budgets and subsequent amendments have been presented and approved through our standard budget and Board meeting process.

This approval is for our completed application which has been presented to the state department for their approval. There have been no budgetary changes to the ESSER 2.0 or ESSER 3.0 applications from what has been previously approved.

All ESSER funding must be encumbered by June 30, 2024.

### Staff Recommendation

Recommend approval of the ESSER 2.0 and ESSER 3.0 funding applications.

### Fiscal Impact

ESSER 2.0 remaining funds - \$119,935,015 that must be obligated by 9/30/2023 and liquidated by 12/15/2023

ESSER 3.0 remaining funds - \$7,559,757.04 that must be obligated by 9/30/2024 and liquidated by 12/15/2024.

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
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**FY24 ESSER 2.0 Application Board Approval  
School Year 2023-24**

Due October 1, 2023

LEA #: 751	LEA Name (Legal Name of Agency): Murfreesboro City Schools
LEA Legal Mailing Address:	
Street Address: <u>2552 S Church Street</u>	
City: <u>Murfreesboro</u> State: <u>Tennessee</u> Zip: <u>37127</u>	

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year's application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

October 24, 2023  
Board Meeting Date

\_\_\_\_\_  
Director of Schools (Signature)  
  
Dr. Trey Duke  
Director of Schools (Print Name)  
  
October 24, 2023  
Date Signed

\_\_\_\_\_  
Board of Education Official (Signature)  
  
Butch Campbell  
Board of Education Official (Print Name)  
  
October 24, 2023  
Date Signed



Budget Overview

**Murfreesboro (751) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 2.0**

**Indirect Cost Guide**

Total Allocation	\$119,935.15
Existing Budget In Categories Not Eligible for Indirect Cost	\$90,038.62
<b>Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost</b>	<b>\$29,896.53</b>
Indirect Cost Rate	11.98%
Max Available Budget In Categories Eligible for Indirect Cost	\$26,698.10
Max Indirect Cost	\$3,198.43

Filter by Location: All - \$119,935.15

Account Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	72710 - Transportation	99100 - Transfers Out	Total
<b>Line Item Number</b>					
<b>189 - Other Salaries &amp; Wages</b>	0.00	22,897.65	0.00		22,897.65
<b>201 - Social Security</b>	0.00	1,116.12	0.00		1,116.12
<b>204 - State Retirement</b>	0.00	1,230.62	0.00		1,230.62
<b>207 - Medical Insurance</b>	0.00	1,146.00	0.00		1,146.00
<b>208 - Dental Insurance</b>	0.00	47.10	0.00		47.10
<b>212 - Employer Medicare</b>	0.00	261.04	0.00		261.04
<b>504 - Indirect Cost</b>				3,198.00	3,198.00
<b>722 - Regular Instruction Equipment</b>	50,000.00				50,000.00
<b>729 - Transportation Equipment</b>			40,038.62		40,038.62
<b>Total</b>	50,000.00	26,698.53	40,038.62	3,198.00	119,935.15
				<b>Adjusted Allocation</b>	<b>119,935.15</b>

Account Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	72710 - Transportation	99100 - Transfers Out	Total
Line Item Number					
					<b>Remaining</b>
					<b>0.00</b>

**FY24 ESSER 3.0 Application Board Approval  
School Year 2023-24**

Due December 1, 2023

LEA #: 751	LEA Name (Legal Name of Agency): Murfreesboro City Schools
LEA Legal Mailing Address:	
Street Address: <u>2552 S Church Street</u>	
City: <u>Murfreesboro</u> State: <u>Tennessee</u> Zip: <u>37127</u>	

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year's application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

October 24, 2023  
Board Meeting Date

\_\_\_\_\_  
Director of Schools (Signature)  
  
Dr. Trey Duke  
Director of Schools (Print Name)  
  
October 24, 2023  
Date Signed

\_\_\_\_\_  
Board of Education Official (Signature)  
  
Butch Campbell  
Board of Education Official (Print Name)  
  
October 24, 2023  
Date Signed

Budget Overview

**Murfreesboro (751) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant**

**Indirect Cost Guide**

Total Allocation	\$7,559,757.04
Existing Budget In Categories Not Eligible for Indirect Cost	\$4,385,642.52
<b>Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost</b>	<b>\$3,174,114.52</b>
Indirect Cost Rate	11.98%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,834,536.99
Max Indirect Cost	\$339,577.53

Filter by Location: All - \$7,559,757.04 ▼

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72510 - Fiscal Services	76100 - Regular Capital Outlay	99100 - Transfers Out	Total
<b>Line Item Number</b>							
<b>105 - Supervisor / Director</b>			111,310.00	0.00			111,310.00
<b>116 - Teachers</b>	304,088.00						304,088.00
<b>119 - Accountants/Bookkeepers</b>				35,736.00			35,736.00
<b>123 - Guidance Personnel</b>		122,815.00					122,815.00
<b>130 - Social Workers</b>		60,000.00					60,000.00
<b>189 - Other Salaries &amp; Wages</b>	0.00	0.00	175,221.00	0.00			175,221.00
<b>195 - Certified Substitute Teachers</b>	0.00		100,000.00				100,000.00
<b>201 - Social Security</b>	18,862.00	11,330.00	22,770.00	2,216.00			55,178.00
<b>204 - Pensions</b>	20,728.00	15,465.00	16,985.00	4,349.00			57,527.00
<b>206 - Life Insurance</b>	1,000.00	300.00	720.00	0.00			2,020.00
<b>207 - Medical Insurance</b>	34,093.00	35,663.00	22,160.00	0.00			91,916.00

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72510 - Fiscal Services	76100 - Regular Capital Outlay	99100 - Transfers Out	Total
<b>Line Item Number</b>							
<b>208 - Dental Insurance</b>	566.00	890.00	580.00	170.00			2,206.00
<b>212 - Employer Medicare</b>	4,440.00	2,598.00	5,050.00	518.00			12,606.00
<b>299 - Other Fringe Benefits</b>	1,500.00	0.00	0.00	900.00			2,400.00
<b>307 - Communication</b>		455.00	910.00				1,365.00
<b>355 - Travel</b>		1,000.00	3,250.00	0.00			4,250.00
<b>399 - Other Contracted Services</b>	0.00	194,500.00	7,450.00	0.00	0.00		201,950.00
<b>429 - Instructional Supplies &amp; Materials</b>	170,800.00						170,800.00
<b>449 - Textbooks - Bound</b>	1,056,903.00						1,056,903.00
<b>499 - Other Supplies and Materials</b>	1,500.00	0.00	0.00	0.00			1,500.00
<b>504 - Indirect Cost</b>						303,323.52	303,323.52
<b>524 - In-Service / Staff Development</b>		50,000.00	251,000.00	0.00			301,000.00
<b>707 - Building Improvements</b>					3,997,292.52		3,997,292.52
<b>722 - Regular Instruction Equipment</b>	385,850.00						385,850.00
<b>790 - Other Equipment</b>		0.00	2,500.00				2,500.00
<b>Total</b>	2,000,330.00	495,016.00	719,906.00	43,889.00	3,997,292.52	303,323.52	7,559,757.04
						<b>Adjusted Allocation</b>	7,559,757.04
						<b>Remaining</b>	0.00

**Agenda Item Title:** 2023 LEA Compliance Report

Board Meeting Date: October 24, 2023

**Department:** Student Support Services

**Presented by:** Dr. Trey Duke

**Board Agenda Category:**

- Consent Agenda
  - Action Item
  - Reports and Information
- 

### Summary

School districts are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each school district must submit this report and, if applicable, the corresponding corrective action plan, to the department by November 30, 2023.

### Staff Recommendation

Staff recommends the Board of Education approve Murfreesboro City School's 2023 LEA Compliance Report which indicates that MCS is in compliance with all federal and state education laws and SBE rules.

### Fiscal Impact

None

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

## 2023 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 30, 2023**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

I certify that the LEA is in compliance with all federal and state education laws and SBE rules.

I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

**LEA Name:**

**Director of Schools/Superintendent Name:**

**Director of Schools/Superintendent **Signature:****

**School Board Chair Name:**

**School Board Chair **Signature:****

**Date of School Board Approval:**

**UPLOAD COMPLETED REPORT TO ePlan BY **NOVEMBER 30, 2023****

**(including the corresponding corrective action plan if applicable).**

**Upload instructions are accessible [here](#).**



## Appendix A

### 2023 Noncompliance Corrective Action Plan

**Instructions:** Below is a screenshot of the corrective action plan template. The actual template, which is provided [here](#) in Word format, includes an example and can also be accessed by downloading and opening this PDF and then clicking the attachment (paper clip) icon in the navigation pane.

Additionally, the current edition of *Commissioner's Update for Directors* includes individual links to the compliance report, corrective action plan template, and ePlan submission instructions.

Area of Noncompliance	Scope and Reason(s) for Noncompliance	Corrective Action Step(s)	Person(s) Responsible	Anticipated Completion Date(s)
T.C.A. § 49-5-413(a) (background checks)	An internal audit conducted on October 2, 2023, revealed eleven (11) employees with an expired background check.	<ul style="list-style-type: none"> <li>▪ Notify the eleven (11) impacted employees and their managers of the noncompliance in writing and include next steps.</li> <li>▪ Coordinate fingerprinting scheduling, results processing, and related communications.</li> <li>▪ Notify the TDOE director of LEA approval of corrective action plan completion.</li> </ul>	Human Resources Director  Human Resources Director  Human Resources Director (with director of schools copied)	Oct. 16, 2023  Oct. 16 – Oct. 31, 2023  Nov. 1, 2023



## Appendix B

For your convenience, the following is a list of helpful links to state education laws and SBE rules:

Public chapters regarding education passed during the 2023 legislative session: [https://www.tn.gov/content/dam/tn/education/legal/PLA\\_LegislativeReport2023.pdf](https://www.tn.gov/content/dam/tn/education/legal/PLA_LegislativeReport2023.pdf)

Current and pending SBE rules:

<https://www.tn.gov/sbe/rules--policies-and-guidance.html>

SBE frequently asked questions:

<https://www.tn.gov/sbe/about-us/frequently-asked-questions.html>

Tennessee Code Annotated:

<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding education laws or SBE rules, please contact the department's general counsel, Christy Ballard, at (615) 741-2921 or [Christy.Ballard@tn.gov](mailto:Christy.Ballard@tn.gov).

**Agenda Item Title:** Approval of Cooperative Agreement with Bedford County and Systems Integration

Board Meeting Date: October 24, 2023

**Department:** Operations

**Presented by:** Trey Duke

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

Pursuant to Board Policy 2.808, a cooperative purchasing agreement with Bedford County Schools for the purchase and installation of security materials is submitted to the Board for approval as the cost for goods and services exceeds \$50,000.00. Tennessee Code Annotated 12-3-1203 allows for local education agencies (LEA) to engage in cooperative purchasing based on the same terms of a legal bid initiated by another LEA in Tennessee. This cooperative purchasing agreement with Bedford County Schools allows Murfreesboro City Schools to purchase security materials and installation from Systems Integration subject to the same terms and price as the contract awarded under Bedford County Bid 24-013.

### Staff Recommendation

Approval of Cooperative Agreement with Bedford County and Systems Integration

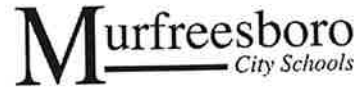
### Fiscal Impact

Estimated cost of \$148,267.00

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

Murfreesboro City Schools  
2252 South Church Street, Murfreesboro TN 37127  
Phone (615) 893-2313 Fax (615) 893-2352  
cityschools.net



## CONTRACT REVIEW FORM

Requesting Department/School: Finance/Purchasing

Contract: Cooperative Purchasing Agreement- Bedford County

Vendor: Systems Integration Cost: \$148,267.11 estimate

Contract Start Date: Date of signature Term of Agreement: Project completion

Does the contract require student information? Yes  No   
Is the contract subject to grant requirements or an issued RFP? Yes  No

Other Comments: Submitted by Lacie Young

## LEGAL REVIEW

Amendments needed? Yes  No

Brief description of amendments and/or other comments:

Cooperative purchasing from BCS Contract 21-23 awarded by Bedford County  
On Board agenda list for October 2023

Legal Approval: 

## FINANCE REVIEW

Budget Account Number: \_\_\_\_\_

Comments from Finance Department:

Finance Approval: \_\_\_\_\_



2552 South Church Street, Suite 100  
 Murfreesboro, TN 37127-6342  
 Phone: 615-893-2313  
 Fax: 615-893-2352  
 cityschools.net

MURFREESBORO CITY SCHOOLS  
 AND  
 SYSTEM INTEGRATIONS, INC.  
 ACKNOWLEDGMENT OF COOPERATIVE PURCHASING AGREEMENT

Murfreesboro City Schools and BEDFORD COUNTY SCHOOLS are local education agencies pursuant to Tennessee Code Annotated § 49-1-103(2). BEDFORD COUNTY SCHOOLS and Murfreesboro City Schools entered into a cooperative agreement purchasing pursuant to Tennessee Code Annotated § 12-3-1203 to purchase from BCS Contract 21-23 awarded by BEDFORD COUNTY SCHOOLS.

Murfreesboro City Schools agrees to purchase LOW VOLTAGE GOODS AND SERVICES directly from SYSTEM INTEGRATIONS, INC. at the same price and under the same terms of the contract awarded under BCS CONTRACT 21-23. Murfreesboro City Schools agrees to be financially and legally responsible for all goods and services purchased under the cooperative purchasing agreement.


MURFREESBORO CITY SCHOOLS

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

\_\_\_\_\_  
 Date

Approved as to Form: \_\_\_\_\_  
 Lauren Bush, Assistant City Attorney

By signature below, SYSTEM INTEGRATIONS, INC. acknowledges that Murfreesboro City Schools is purchasing LOW VOLTAGE GOODS AND SERVICES pursuant to BCS 21-23 and subject to the subsequent contract awarded. SYSTEM TECHNOLOGIES, INC. agrees to make Murfreesboro City Schools aware of any substantive or legal changes to the contract referenced above, including termination of the agreement by either party.

SYSTEM INTEGRATIONS, INC.  
  
 \_\_\_\_\_  
 Authorized Agent

9/26/23  
 \_\_\_\_\_  
 Date

Print Name: Derrick Ledford

Title: VP. Sales



# Contract Renewal Document

To: System Integrations, Inc.  
Attention: Derrick Ledford  
233 Legend Drive, Suite 100  
615-449-2944

From: Bedford County Board of Education  
Ryan Womack

For: Erate Good and Services Low Voltage Contract 21-23  
Date: June 16, 2023

This is the renewal of a cabling contract between Bedford County Schools and System Integrations. The terms of this agreement are as specified in the Bedford Bid 21-23. This document will supercede the BCBOE Bid 21-23 should they conflict.

**Contract Offerings:**

- o Vendor products – per RFP award Bid 21-23
- o Vendor services – per RFP award Bid 21-23

**Contract Term:**

Exercise the first Annual Renewal Option per initial contract documentation.

**Contract Participation:**

Upon acceptance of this bid offer System Integrations shall extend this contract prices to other State of Tennessee Agencies, Governments and School Systems to participate in this contract to receive the benefits of pricing and craftsmanship. BCBOE will provide a one-page cooperative purchasing agreement to such said entities. System Integrations shall provide documentation to any such agencies wishing to participate in this contract. Referencing TCA 12-3-1009

**Cancellation:**

Either party can cancel this agreement with 30 days written notice to the other party.

**Contract Start Date:** July 1, 2023  
**Renewal Term Date:** July 1, 2024  
**Contract Number:** 21-23  
**Remaning Renewals:** 1

**BCBOE Signatures:**

Bedford County Board of Education  
Name of entity

  
\_\_\_\_\_  
Signature of Authorized personnel

Director of Finance  
Title of Authorized personnel

**System Integrations Signatures:**

System Integrations, Inc.  
Name of company

  
\_\_\_\_\_  
Signature of Authorized Officer

VP Sales  
Title of Authorized Officer



**Murfreesboro City Schools**  
**Access - District Access upgrades**

www.system-integrations.com

M: 615.642.6372  
 E: dledford@si-tn.com

**Murfreesboro City Schools - District Wide - Access Controls Headend**

Quantity	Vendor Part #	Description	MSRP	Cost	Ext. Price
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**Avigilon Access Control Manager - Corporate Headend System**, that included the hardware to manage all the corporate sites access controls system. This section includes ACM Badging software, Active Directory license, Video integrations license as well as the door license to manage the full corporate enterprise of existing door counts upto 2,000 + Doors.

1	AC-APP-16R-ENT2-6	Access Control Manager Enterprise 6 â€ Web-Based PACS Enterprise Appliance for 16 Readers - Includes:   physical appliance   embedded 64 bit Linux OS & Open LDAP for configuration database   Access Control Manager Security Management Software   16 Reader	\$4300.00	\$3,397.00	\$3,397.00
1	AC-SW-LIC-LDAP-6-P	Access Control Manager 6 LDAP Directory Connectivity Software License (required for integration with Microsoft Active Directory or other directory products)(per appliance)	\$2728.50	\$2,155.52	\$2,155.52
1	AC-SW-LIC-BDGE-6-P	Badging Software Licenses for Avigilon Access Control Manager Professional; Enterprise; Enterprise Plus & Virtual	\$909.14	\$718.22	\$718.22
1	AC-SW-LIC-PART-6	Access Control Manager 6 Partitloning License for additional partitlons (per appliance)	\$4547.86	\$3,592.81	\$3,592.81

**Planning, Design and Implementation of the district Server and AVIGILON ACM software install.** To include all database design and imports from existing system as well as implementation of AVIGILON specific enhancements such as Dashboards and Campus MAPS.

8	Service - Fixed Fee	System Discovery (1-day) Initial discussions about the existing implementation and working with the customer to properly plan the cutover, any changes from their existing system and all coordination required to prep the project. (1) 4-hour customer	\$125.00	\$125.00	\$1,000.00
10	Service - Fixed Fee	ACM Initial Configuration - Establishing the Initial spreadsheet scope of work that will drive all install database creation.	\$125.00	\$125.00	\$1,250.00
4	Service - Fixed Fee	Basic ACM Campus - Panels & Sub panels re-creating panels and sub panels from "Existing System" to Mercury Panels for each of the sites.	\$125.00	\$125.00	\$500.00
16	Service - Fixed Fee	Basic ACM Campus - Roles & Identities, Tokens- re-creating Roles from "Existing System" to ACM for each of the sites and their user groups. (Active directory Synch)	\$125.00	\$125.00	\$2,000.00
4	Service - Fixed Fee	Basic ACM Campus - Doors and Devices (REX contacts, readers & Locks), re-creating doors from the existing system for each of the floors.	\$125.00	\$125.00	\$500.00
6	Service - Fixed Fee	Basic ACM Campus - Door Schedules, re-creating door schedules from "Existing System" for each of the sites.	\$125.00	\$125.00	\$750.00
4	Service - Fixed Fee	Basic ACM Campus - Access Groups - re-creating access groups per floor and site structure. (Active Directory synch, otherwise 5-minutes per group) Creation of Active directory groups to be completed by Cherokee Health IT Department.	\$125.00	\$125.00	\$500.00
6	Service - Fixed Fee	Basic ACM Campus - Access Groups Schedules - re-creating access groups schedules per site structure.	\$125.00	\$125.00	\$750.00
8	Service - Fixed Fee	Basic ACM Distict Customizations - Global Settings - Establishing any Global settings macros for customer global actions, linkages and interlock requirements. Includes badge template and Individual Site Map creations and Dashboard Customization per si	\$125.00	\$125.00	\$1,000.00
6	Service - Fixed Fee	Alarm Inputs / Alarm Outputs - Global Settings - Establishing the initial alarm actions setup and establishing the contact and alarm status or procedure for current install.	\$125.00	\$125.00	\$750.00
6	Service - Fixed Fee	Custom Report Creation - Global Settings - replicating some of the existing reports (Current quote included a total 4 custom reports, and 1 automated reports) Additional reports would be charged on an hourly basis.	\$125.00	\$125.00	\$750.00
6	Service - Fixed Fee	ACM Campus Documentation - Drawings per Site showing Panel/Door Locations and Door Hardware (Strike/DPS/REX)	\$95.00	\$95.00	\$570.00

**Subtotal:**

**\$20,183.55**



# Murfreesboro City Schools

## Access - District Access upgrades

www.system-integrations.com

M: 615.642.6372  
E: dledford@si-tn.com

### Murfreesboro City Schools - Erma Siegle Elementary - Access Doors (7) (Mag Lock Option)

Quantity	Vendor Part #	Description	MSRP	Cost	Ext. Price
2	AC-LSP-8DR-MER-LCK	Eight Door Mercury Dual Voltage Integrated Power System supporting one AC-MER-CONT-2DR with three AC-MER-CON&MR52 (Mercury hardware sold separately). The advantage of a dual voltage power supply is the ability to power both Mercury boards and door locks	\$948.78	\$749.54	\$1,499.08
2	AC-MER-CONT-LP1502	Intelligent Controller; Linux Based with 2 doors; 8 Inputs and 4 outputs; expandable up to 64 doors. (Mercury Part #: LP1502)	\$1551.46	\$1,225.65	\$2,451.30
2	AC-MER-CON-MR52-S3B	HID Mercury MR52-S3B Controller Serial I/O Dual Card Reader Interface; 2-Reader Interface Module - (2 reader: mag; wlegand; 4 reader OSDP; 8 Inputs; 6 relays) (Mercury MR52-S3B)	\$880.89	\$695.90	\$1,391.80

#### Door Access Controls Hardware - . (Electronic Locking Hardware, Door Contacts, and Card Readers)

7	AC-SCH-READER-MTB11	Mobile Enabled Multi-Technology Reader 4" Mullion Mount - Dimensions: 5.91" x 1.72" x 0.81", Power required: 5-24 VDC - RS-485 capability included in standard product offering	\$358.38	\$283.12	\$1,981.84
6	184-12-W	1" White Recessed Std Dr Contact	\$0.00	\$5.18	\$31.08
5	MG600DT	Maglock, 600lbs, with Monitoring	\$209.00	\$146.30	\$731.50
5	IPB-100-N	LED Illuminated 2" button; 3 lenses; S.P.D.T. and D.P.D.T. switches included; Narrow plate	\$74.20	\$51.94	\$259.70
5	TB-36	Request to Exit Touch Bar 36 Inch, 12/24VDC Operation	\$214.00	\$149.80	\$749.00
5	DC-HD-16	Power Transfer Door Loop - 16in	\$46.60	\$36.81	\$184.05
1	RS200 US32D	ESTRIKE.RS200.RIM.STD.1224.US32D	\$529.00	\$417.91	\$417.91

#### Professional Services - Cabling and Install

2500	F4CAC-COMP	Access Control cable Plenum	\$1.00	\$1.00	\$2,500.00
7	Gen Materials -	General Material Item for Security (Conduit)	\$0.00	\$150.00	\$1,050.00
7	Service - Fixed Fee	Cable Installation - Security cable per run	\$250.00	\$250.00	\$1,750.00
7	Service - Fixed Fee	Installations (Contacts, Rex Button, Rex sensor)	\$300.00	\$300.00	\$2,100.00
5	Service - Fixed Fee	Installations of Electrified door hardware (Mag Locks)	\$250.00	\$250.00	\$1,250.00
2	Service - Fixed Fee	Site panel installs	\$550.00	\$550.00	\$1,100.00
7	Service - Fixed Fee	Door Surveys/Door	\$85.00	\$85.00	\$595.00
6	Service - Fixed Fee	CAD Design Services - Pre install documentation and post install documentation of access doors. As-built prints.	\$95.00	\$95.00	\$570.00
3	Service - Fixed Fee	Project Management	\$75.00	\$75.00	\$225.00
6	Service - Fixed Fee	Project Commissioning	\$85.00	\$85.00	\$510.00

\* Optional Subtotal: **\$21,347.26**

### Murfreesboro City Schools - Erma Siegle Elementary - Access Doors (7) (Optional Hardware replacement)

Quantity	Vendor Part #	Description	MSRP	Cost	Ext. Price
2	AC-LSP-8DR-MER-LCK	Eight Door Mercury Dual Voltage Integrated Power System supporting one AC-MER-CONT-2DR with three AC-MER-CON&MR52 (Mercury hardware sold separately). The advantage of a dual voltage power supply is the ability to power both Mercury boards and door locks	\$948.78	\$749.54	\$1,499.08

**Agenda Item Title:** Approval of Cooperative Agreement with Rhea County and Solar Response

**Board Meeting Date:** October 24, 2023

**Department:** Operations

**Presented by:** Trey Duke

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

Pursuant to Board Policy 2.808, a cooperative purchasing agreement with Solar Response for the purchase and installation of security materials is submitted to the Board for approval as the cost for goods and services exceeds \$50,000.00. Tennessee Code Annotated 12-3-1203 allows for local education agencies (LEA) to engage in cooperative purchasing based on the same terms of a legal bid initiated by another LEA in Tennessee. Rhea County has granted permission to allow Murfreesboro City Schools to purchase security materials subject to the same terms and price as the contract awarded under Rhea County Bid 2024-016.

### Staff Recommendation

Approval of Cooperative Agreement with Rhea County and Solar Response

### Fiscal Impact

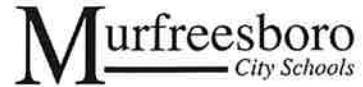
Total cost will be determined by Solar Response based on specific metrics (square footage, etc.). Cost will be over \$50,000.00 threshold but will be within approved line-item cost assigned for security material.

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success



Murfreesboro City Schools  
2252 South Church Street, Murfreesboro TN 37127  
Phone (615) 893-2313 Fax (615) 893-2352  
cityschools.net



## CONTRACT REVIEW FORM

Requesting Department/School: Finance/Purchasing

Contract: Cooperative Purchasing Agreement- Rhea County for ballistic window film

Vendor: Solar Response LLC Cost: Waiting on estimate

Contract Start Date: Date of signature Term of Agreement: Project completion

Does the contract require student information? Yes  No   
Is the contract subject to grant requirements or an issued RFP? Yes  No

Other Comments: Submitted by Lacie Young

## LEGAL REVIEW

Amendments needed? Yes  No

Brief description of amendments and/or other comments:

Cooperative purchasing from BID 2024-16 awarded by Rhea County Department of Education  
On Board agenda list for October 2023

Legal Approval: 

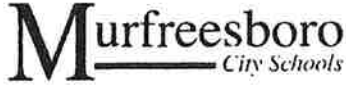
## FINANCE REVIEW

Budget Account Number: \_\_\_\_\_

Comments from Finance Department:

\_\_\_\_\_

Finance Approval: \_\_\_\_\_



2552 South Church Street, Suite 100  
Murfreesboro, TN 37127-6342  
Phone: 615-893-2313  
Fax: 615-893-2352  
cityschools.net

MURFREESBORO CITY SCHOOLS  
AND  
SOLAR RESPONSE, LLC  
ACKNOWLEDGMENT OF COOPERATIVE PURCHASING AGREEMENT

Murfreesboro City Schools and RHEA COUNTY DEPARTMENT OF EDUCATION are local education agencies pursuant to Tennessee Code Annotated § 49-1-103(2). RHEA COUNTY DEPARTMENT OF EDUCATION and Murfreesboro City Schools entered into a cooperative agreement purchasing pursuant to Tennessee Code Annotated § 12-3-1203 to purchase from BID # 2024-16 awarded by RHEA COUNTY DEPARTMENT OF EDUCATION.

Murfreesboro City Schools agrees to purchase Ballistic Window Film directly from Solar Response, LLC at the same price and under the same terms of the contract awarded under BID# 2024-16. Murfreesboro City Schools agrees to be financially and legally responsible for all goods and services purchased under the cooperative purchasing agreement.

MURFREESBORO CITY SCHOOLS

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

\_\_\_\_\_  
Date

Approved as to Form:

  
\_\_\_\_\_  
Lauren Bush, Assistant City Attorney

By signature below, SOLAR RESPONSE acknowledges that Murfreesboro City Schools is purchasing BALLISTIC WINDOW FILM pursuant to BID# 2024-16 and subject to the subsequent contract awarded. SOLAR RESPONSE,LLC agrees to make Murfreesboro City Schools aware of any substantive or legal changes to the contract referenced above, including termination of the agreement by either party.

SOLAR RESPONSE, LLC

  
\_\_\_\_\_  
Authorized Agent

9-25-23  
Date

Print Name: Geoff Hale

Title: Owner

**Rhea County Finance Office  
375 Church Street, Suite 200  
Dayton, TN 37321**

To Whom it may Concern,

You have Rhea County's permission to use our bid 2024-16 on Window Film.

If you have any more questions, please feel free to contact me.

Best Regards,  
Jodi Pendergrass  
Assistant Direct, CCFO  
(423) 775-7803-ext. 135

**Agenda Item Title:** Approval of Bradley Academy/Murfreesboro Parks Mutual Use Agreement

Board Meeting Date: October 24, 2023

**Department:** Legal

**Presented by:** Lauren Bush

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

Pursuant to Board Policy 2.808, the Board is required to approve intergovernmental agreements. A mutual use agreement between Bradley Academy and Murfreesboro Parks and Recreation Department is presented for review and approval. This agreement will allow both parties to use facilities on dates and times outlined in the agreement, subject to approval of each parties' identified contact.

### Staff Recommendation

Recommend approval of Bradley Academy/Murfreesboro Parks Mutual Use Agreement

### Fiscal Impact

No fiscal impact

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

## Mutual Use Agreement

### between Bradley Academy and City of Murfreesboro Parks and Recreation Department

This Agreement, entered into as of this 24 day of October, 2023, made by and between Bradley Academy School and the City of Murfreesboro (collectively "Parties"). Each party shall have the role of "Owner" or "User" of respective facilities that are the subjects of this agreement.

- A.** This Agreement provides for the User to have access to and use of certain facilities of the Owner for specific hours and days, with the Owner retaining the facilities for its own use during other times, and the Owner retaining responsibility for normal utilities, security, upkeep, maintenance, and custodial care. The parties agree to cooperate with each other to the extent reasonably practicable to facilitate each party's use of each property without detriment to the rights of the other party.
- B. TERM:** The term of this Use Agreement shall commence on April 21, 2023, and continue until termination.
- C. FEE:** No monetary fee shall be charged to either party for use of facilities. Consideration for the Parties using each other's facilities shall be each party's mutual use of the other party's facilities.
- D. MCS'S AND CITY'S OBLIGATIONS:**
1. Parties will not use the premises for any unlawful purposes, and will obey all laws, rules, and regulations of all governmental authorities while using the above-described facilities.
  2. Parties will not use the premises for any purpose that is contrary to the mission, purpose, or belief of the other party.
  3. Parties will abide by any rules or regulations for the use of the premises that are attached to this agreement.
  4. Parties will be permitted to use common areas and convenience facilities on the same premises and shall restrict use to areas reasonably necessary.
  5. Parties will be responsible for preparing for use and returning to the pre-use condition all areas of the premises which Party will use, including entrances and exits.
  6. Tennessee Code Annotated Section 49-5-413 requires all persons contracting with a public school system to facilitate a criminal history records check conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation for each employee prior to permitting the employee to have contact with students or enter school grounds when students are present.
- E. NOTICES** shall be addressed:

Murfreesboro City Schools  
Attn: Dr. Trey Duke, Director  
2552 South Church St.  
Murfreesboro, TN 37127

Murfreesboro Parks & Recreation  
Attn: Nate Williams, Director  
P.O. Box 748  
Murfreesboro, TN 37133

**F. LOCATION 1:** that the first named party will provide for use by the second named party:

- (1) Bradley Academy: An Integrated Arts School  
511 Doctor Martin Luther King Jr Boulevard  
Murfreesboro, TN 37130
- (2) During the Term of this Agreement, during the following periods:  
  
M-F after 6 p.m., Weekends
- (3) Exceptions to the normal periods of use, for holiday closings or other reasons, include, but are not limited to:  
School operating hours  
Extended School Program operating hours  
New Year's Eve  
New Year's Day  
MLK Day  
President's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving  
Day after Thanksgiving  
Christmas Eve  
Christmas Day
- (4) Specific scheduling of User's activities on the premises shall be managed by:  
  
School Principal

**G. LOCATION 2:** that the second named party will provide for use by the first named party:

- (1) Patterson Park Community Center  
521 Dr. Martin Luther King Jr. Blvd.  
Murfreesboro, TN 37130
- (2) During the Term of this Agreement, during the following periods:  
  
Monday – Friday, 8:00 a.m. – 9:00 p.m.  
Saturday, 8:00 a.m. – 8:00 p.m.  
Sunday, 12:00 p.m. – 8:00 p.m.
- (3) Exceptions to the normal periods of use, for holiday closings or other reasons, include, but are not limited to:

New Year's Eve  
New Year's Day  
MLK Day  
President's Day  
Easter  
Memorial Day  
Independence Day  
Labor Day  
Veterans Day  
Thanksgiving  
Christmas Eve  
Christmas Day

(4) Specific scheduling of User's activities on the premises shall be managed by:

Facility Superintendent

**H. CANCELLATION:** Parties shall have authority to cancel any and all activities due to severe weather (lightning, tornado, etc.), pandemic, epidemic, act of God or due to maintenance or scheduling conflicts/concerns.

**I. TERMINATION:** This Use Agreement may not be assigned or transferred. This Agreement may be terminated by either party by giving written notice to the other, at least thirty (30) days before the effective date of termination. Termination may result from a party's failure to abide by the terms of the Use Agreement. In the event of a breach of the Use Agreement, a party may, but is not required to, give the breaching party an opportunity to timely correct the default.

**IN WITNESS WHEREOF**, this Agreement has been executed by the parties hereto:

**MURFREESBORO CITY SCHOOL DISTRICT**

**CITY OF MURFREESBORO**

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

\_\_\_\_\_  
Nate Williams, Director

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Lauren Bush, Assistant City Attorney

\_\_\_\_\_  
Adam Tucker, City Attorney



**Agenda Item Title:** Approval of Tenure for Qualifying Teachers

**Board Meeting Date:** October 24, 2023

**Department:** Human Resources

**Presented by:** Trey Duke

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

The employees listed below, who are in a position for which a teaching license is required, have met all of the requirements to attain tenure under TCA 49-5 -503 and board policy 5.117. These employees have completed the required number of years with Murfreesboro City Schools and have obtained an overall performance effectiveness level of “above expectations” or “significantly above expectations” for the last two consecutive years.

### Staff Recommendation

Approval of tenure for identified employees.

### Fiscal Impact

No fiscal impact

### Connection to MCS’s Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

**October 2023 Tenure Eligible Employees**

DEVON COX	BLACK FOX
BEVERLY SANFORD	BLACK FOX
MAUREEN PFEIFFER-HONES	CASON LANE
MARY DOBBS	DISCOVERY
LAUREN ANDERSON	ERMA SIEGEL
NICOLE JONES	ERMA SIEGEL
DEVONTAE KELLEY	ERMA SIEGEL
MELISSA RISING	JOHN PITTARD
MARY ELIZABETH SKIPWORTH	JOHN PITTARD
GINA LACIVITA	MNS
JENNIFER MCDONALD	MNS
ELIZABETH TRUESDELL	MNS
EMILY WEBER	NORTHFIELD
KARA BERGERON	OVERALL CREEK
HOLLIE BERRY	OVERALL CREEK
ALISON HARRIS	OVERALL CREEK
ALLISON NORTON	OVERALL CREEK
TAYLOR BALL	OVERALL CREEK
JENNIFER SIMPKINS	OVERALL CREEK
OLIVIA TABOR	OVERALL CREEK
BIPPY TIDWELL	OVERALL CREEK
STEPHANIE VAN WINKLE	OVERALL CREEK
BRITTANY DAVISON	REEVES ROGERS
SAVANNAH POPE	REEVES ROGERS
TAYLOR BROWN	SALEM
SARAH PRIMM	SALEM
CHRISTINA SIMMONS	SALEM
JANIE CUNNINGHAM	SALEM
COURTNEY PRAGEL	SALEM
KELSEY BOND	SCALES
JESSICA EUVERARD	SCALES

**Agenda Item Title:** Approval of TISA Accountability Report

**Board Meeting Date:** October 24, 2023

**Department:** Director of Schools

**Presented by:** Trey Duke

**Board Agenda Category:**

Consent Agenda

Action Item

Reports and Information

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### Summary

T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual TISA funding accountability report to the Tennessee Department of Education. This report must include:

- Goals for student achievement
- Explanation how the district's stated goals can be met within the district's budget.

This plan was developed based off the Board's approved five-year strategic plan and the yearly state required district plan.

Stakeholder feedback was solicited from staff and families.

### Staff Recommendation

Approval of TISA Accountability Report

### Fiscal Impact

Submission of this plan is a requirement for receiving TISA funds. FY24 state TISA allocation for Murfreesboro City Schools is \$59,219,744.96

### Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success



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Tennessee Investment in Student Achievement

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## Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
  - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3<sup>rd</sup> grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3<sup>rd</sup> grade students proficient in ELA.<sup>1</sup>
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1<sup>st</sup>.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please contact [tnedu.funding@tn.gov](mailto:tnedu.funding@tn.gov)

Completed reports should be submitted in ePlan by **November 1, 2023**.

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<sup>1</sup> T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3<sup>rd</sup> grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3<sup>rd</sup> grade students proficient in ELA.

DISTRICT INFORMATION		
District Name	Murfreesboro City Schools	
Director of Schools Name	Dr. Trey Duke	
District Point of Contact for TISA Accountability Report	Name	Dr. Chris George
	Phone Number	615-893-2313
	Email Address	chris.george@cityschools.net
Percent of 3 <sup>rd</sup> grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the spring TCAP	45.1%	

DISTRICT GOAL STATEMENT(S)	
<b>Goal Statement 1:</b> 3 <sup>rd</sup> Grade ELA Proficiency <sup>2</sup>	<b>70</b> % of students will score proficient on the 3 <sup>rd</sup> grade ELA TCAP by <b>2028</b> year
<b>Goal Statement 2:</b>	MCS will reduce the percentage of students scoring below the 25 <sup>th</sup> percentile on the 1 <sup>st</sup> grade TDOE approved spring universal reading screener by the year 2028. The goal is to have 25% or less of 1 <sup>st</sup> grade students scoring below the 25 <sup>th</sup> percentile.
<b>Goal Statement 3:</b>	MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady ELA assessment to 66% by 2028.
<b>Goal Statement 4:</b>	MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady Math assessment to 75% by 2028.
<b>Goal Statement 5:</b>	MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady Science assessment to 65% by 2028.

<sup>2</sup> **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3<sup>rd</sup> grade students proficient on the ELA TCAP. If your district already has 70% or more of 3<sup>rd</sup> grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
<b>Goal Statement 1:</b> 3 <sup>rd</sup> grade ELA proficiency <sup>3</sup>		70% of students will score proficient on the 3 <sup>rd</sup> grade ELA TCAP by 2028		
Year 1: 2023-24 school year	50.1%	Grade 3 ELA Reporting from TDOE	<p>Ensure every PreK- 2<sup>nd</sup> grade teacher completes the early literacy, sounds first training.</p> <p>The ELA BM assessments (iReady Reading and EL Ed microphases) will be reviewed three times per year to monitor progress toward proficiency in the state standards. This data will be used to help identify needed Tier 1, interventions daily. Tier 1</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation.</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to purchase the iReady reading assessment.</li> <li>- to provide interventionists at every building to provide intervention services to students.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any</li> </ul>

<sup>3</sup> The annual outcome for 3<sup>rd</sup> grade ELA proficiency must include, but is not limited to, the district's goal to increase 3<sup>rd</sup> grade ELA proficiency rates by 15% of the gap over the next 3 years, starting with the 2022-23 TCAP results, to achieve the district's stated goal of at least 70% of 3<sup>rd</sup> grade students proficient in ELA. If the district already has 70% or more of 3<sup>rd</sup> grade students proficient in ELA, it is not required to state in your annual outcomes the 15% gap closure, but must still detail annual outcomes and metrics to either maintain or increase your district's 3<sup>rd</sup> grade ELA proficiency rates and other stated district goals.

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>interventions will follow the TNALL Corp model.</p> <p>Ensure all students have access to high-quality instructional materials and these materials are implemented with integrity. The Early Literacy Coordinator will work with administrators, coaches and teachers during the school year to evaluate and revise identified grade-level curriculum scope and sequences and include curriculum resources that support standards-aligned instruction.</p>	<p>growth positions that may be added.</p> <p>- to employ a full-time, 3rd - 6th Grade Literacy Coordinator to address the unique needs of upper elementary literacy</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>Teachers will be provided job-embedded, curriculum-aligned professional development through in-service sessions, instructional walkthroughs, and PLC meetings.</p> <p>Increasing joint training opportunities for special education and general education teachers on increasing access to Tier I for students with disabilities.</p>	
<b>Year 2:</b> 2024-25 school year	55.1%	Grade 3 ELA Reporting from TDOE	Train all newly hired Prek - 2 <sup>nd</sup> grade teachers in the early literacy, Sounds First approach.	Funds will be used in the following ways to address the action steps:  - to provide for substitute teachers so that participants may



School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Ensure all students have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-</p>	<p>attend the training during the contract time which guarantees participation.</p> <ul style="list-style-type: none"> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide interventionists at every building to provide intervention services to students.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ a full-time, 3rd - 6th Grade Literacy Coordinator to address the unique needs of upper elementary literacy</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			level collaboration based on needs.	
Year 3: 2025-26 school year	60.1%	Grade 3 ELA Reporting from TDOE	<p>Train all newly hired Prek - 2nd grade teachers in the early literacy, Sounds First approach.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Ensure all students have access to high-quality instructional materials and that they are</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation.</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide interventionists at every building to provide intervention services to students.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ a full-time, 3rd - 6th Grade Literacy Coordinator to address the unique needs of upper elementary literacy</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>implemented with integrity</p> <p>Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-level collaboration based on needs</p>	
Year 4: 2026-27 school year	65.1%	Grade 3 ELA Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	
Year 5: 2027-28 school year	70.00%	Grade 3 ELA Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action goal and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			quality instructional materials, and providing appropriate interventions will remain.	
<b>Goal Statement 2:</b>		MCS will reduce the percentage of students scoring below the 25th percentile on the 1st grade TDOE approved spring universal reading screener by the year 2028. The goal is to have 25% or less of 1st grade students scoring below the 25th percentile.		
Year 1: 2023-24 school year	< 39.8%	AIMSWeb Screener Reporting Spring 2024	Ensure every PreK- 2nd grade teacher is provided and completes multisensory and Sounds First foundational skills strategy(s) via professional development. Professional development will be provided to Pre-K-2 teachers to ensure all Pre-K-2 students have access to the curriculum resources and	Funds will be used in the following ways to address the action steps:  - to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation.  - to provide needed materials and supplies for all participants.  - to provide microphase assessment materials for every classroom as well as for any growth positions that may be added.

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>practices through the use of a Sounds First Approach, multisensory strategies, and supporting small group differentiated instruction, via the use of a small group lesson framework (for clarity of instructional practices and targets).</p> <p>Provide Tier 2, and Tier 3 interventions daily with designated, highly-trained interventionists</p> <p>Administer microphase early literacy assessments in K-2 for all students to will be</p>	<p>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</p> <p>- to employ a full-time, PreK - 2nd Grade Early Literacy Coordinator to address the unique needs of upper elementary literacy</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>reviewed three times per year to monitor progress toward proficiency in the state standards and identify needs and provide interventions</p> <p>Ensure all students have access to high-quality instructional materials and these materials are implemented with integrity.</p> <p>Employ a PreK-2nd Literacy Coordinator to focus on the needs of our youngest learners and provide specific training and professional development in this area.</p>	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 2: 2024-25 school year	< 36.1%	AIMSWeb Screener Reporting Spring 2025	<p>Train all newly hired Prek - 2nd grade teachers in the early literacy, Sounds First approach.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Ensure all students have access to high-quality instructional materials and that they are implemented with integrity</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation.</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide interventionists at every building to provide intervention services to students.</li> <li>- to provide hgh-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ a full-time, 3rd - 6th Grade Literacy Coordinator to address the unique needs of upper elementary literacy</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-level collaboration based on needs.	
Year 3: 2025-26 school year	< 32.4%	AIMSWeb Screener Reporting Spring 2026	<p>Train all newly hired Prek - 2nd grade teachers in the early literacy, Sounds First approach.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Ensure all students have</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation.</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide interventionists at every building to provide intervention services to students.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> </ul>



School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>access to high-quality instructional materials and that they are implemented with integrity</p> <p>Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-level collaboration based on needs.</p>	<p>- to employ a full-time, 3rd - 6th Grade Literacy Coordinator to address the unique needs of upper elementary literacy</p>
Year 4: 2026-27 school year	< 28.7%	AIMSWeb Screener Reporting Spring 2027	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 5: 2027-28 school year	< 25.0%	AIMSWeb Screener Reporting Spring 2028	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	
<b>Goal Statement 3:</b>		MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady ELA assessment to 66% by 2028.		
Year 1: 2023-24 school year	47.6%	Grade 3-6 ELA Reporting from TDOE	Ensure all students have access to high-quality instructional materials and these materials are implemented with integrity. High-quality curriculum materials will be purchased for K-6 growth positions to ensure	Funds will be used in the following ways to address the action steps:  - to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities  - to provide needed materials and supplies for all participants.

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>implementation in all classrooms in the district.</p> <p>Provide a 5-day intensive literacy institute that focuses on using HQIM with integrity for 3rd - 6th grade teachers.</p> <p>The ELA BM assessments (iReady Reading and EL Ed) will be reviewed three times per year to monitor progress toward proficiency in the state standards. This data will be used to help identify needed Tier 1 interventions. Tier 1 interventions will follow the TNALL Corp model.</p>	<ul style="list-style-type: none"> <li>- to provide appropriate diagnostic assessment materials for every classroom as well as for any growth positions that may be added.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ two full-time, Literacy Coordinators to address the unique needs of upper elementary literacy</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Administration, academic coaches and teachers will be provided with professional development on delivering standards-aligned lessons through the use of HQIM through PLCs and the implementation of the Prepare to Teach Cycle  Reading Coordinators will provide building-specific reading instructional walk-throughs with building administration using the TNDOE Reading Foundation Skills Instructional Practice Guide	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			(K-2) and the Knowledge-Building Instructional Practice Guide (3-6). These walk-throughs will provide norming opportunities to ensure school administration can collaborate around the specific practices occurring in their building.	
Year 2: 2024-25 school year	53.2%	Grade 3-6 ELA Reporting from TDOE	<p>Ensure all students have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum-aligned training on appropriate</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities</li> <li>- to provide needed materials and supplies for all participants.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>use of HQIM integrity.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Provide high-dosage, low-ratio tutoring for students who are at-risk of retention.</p> <p>Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-</p>	<p>- to provide appropriate diagnostic assessment materials for every classroom as well as for any growth positions that may be added.</p> <p>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</p> <p>- to employ two full-time, Literacy Coordinators to address the unique needs of upper elementary literacy</p> <p>To provide an interventionist for every building to provide interventions to at-risk students.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			level collaboration based on needs.	
Year 3: 2025-26 school year	58.8%	Grade 3-6 ELA Reporting from TDOE	<p>Ensure all students have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum aligned training on appropriate use of HQIM integrity.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide appropriate diagnostic assessment materials for every classroom as well as for any growth positions that may be added.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ two full-time, Literacy Coordinators to address the</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			in Tiers 1, 2, and 3.  Provide high-dosage, low-ratio tutoring for students who are at-risk of retention.  Teachers will be able to participate in monthly early-literacy networks to provide cross-school, district-level collaboration based on needs.	unique needs of upper elementary literacy  To provide an interventionist for every building to provide interventions to at-risk students.
<b>Year 4:</b> 2026-27 school year	64.4%	Grade 3-6 ELA Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	



School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 5: 2027-28 school year	70.0%	Grade 3-6 ELA Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	
<b>Goal Statement 4:</b>		MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady Math assessment to 75% by 2028.		
Year 1: 2023-24 school year	52.3%	Grade 3-6 Math Reporting from TDOE	The Math Coordinator and the Mid-Cumberland CORE Math Specialist will implement regularly scheduled classroom learning walks with building administrators and/or academic coaches which	Funds will be used in the following ways to address the action steps:  - to employ a full-time, Math Coordinator to provide training, model lessons, and feedback to math teachers.  to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>will be followed by prescriptive professional development.</p> <p>Ensure all students have access to high-quality instructional materials and these materials are implemented with integrity. The Math Coordinator will work with administrators, coaches and teachers during the school year to evaluate and revise identified grade-level curriculum scope and sequences and include curriculum resources that support standards-aligned instruction</p>	<ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide appropriate diagnostic assessment materials for every classroom as well as for any growth positions that may be added.</li> <li>- to provide specific training to the Math Coordinator around NCTM best practices and research</li> <li>- to provide interventionists in each building to meet the unique learning needs of at-risk students.</li> <li>- to provide adaptive instructional program and diagnostic assessment for all students.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>Academic coaches, teacher leaders, math experts, and Math Coordinator will provide intentional, on-going, professional development during the school year, beginning Fall 2023, which will focus on developing effective lessons aligned to the TN Math Standards and NCTM Math Teaching Practices. This includes ongoing math network meetings for math content leads</p> <p>With support from the Math Coordinator, teachers will</p>	

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			utilize the data from the district benchmark in PLC meetings to determine student needs and to provide math intervention for targeted students. Training will be provided to all educators on recommendations to support struggling students. Special attention will be paid to students in subgroups, especially SWD and ELL. Data meetings will be held after each benchmark assessment to identify students for Tier 2 and Tier 3 Math Intervention. MCS will provide the framework for	

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>math intervention to the classroom teachers. Tier 3 interventionists will use Bridges Intervention to support student learning.</p> <p>The Math Coordinator and the Mid-Cumberland CORE Math Specialist will implement regularly scheduled classroom learning walks with building administrators and/or academic coaches which will be followed by prescriptive professional development.</p>	
<b>Year 2:</b> 2024-25 school year	58.0%	Grade 3-6 Math Reporting from TDOE	Ensure all students have access to high-	Funds will be used in the following ways to address the action steps:

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action goal and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum-aligned training on appropriate use of HQIM integrity.</p> <p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Provide high-dosage, low-ratio</p>	<ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide appropriate diagnostic assessment materials and adaptive instructional programs for every classroom as well as for any growth positions that may be added.</li> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ a full-time Math Coordinator to address the unique needs of math instruction throughout the district and to lead professional development opportunities.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>tutoring for students who are at-risk of retention.</p> <p>Teachers will be able to participate in monthly math networks and lesson studies to provide cross-school, district-level collaboration based on needs.</p>	
<p><b>Year 3:</b> 2025-26 school year</p>	<p>63.6%</p>	<p>Grade 3-6 Math Reporting from TDOE</p>	<p>Ensure all students have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum-aligned training on appropriate use of HQIM integrity.</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide for substitute teachers so that participants may attend the training during the contract time which guarantees participation or stipends for summer training opportunities</li> <li>- to provide needed materials and supplies for all participants.</li> <li>- to provide appropriate diagnostic assessment materials and adaptive instructional</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>Provide summer programming opportunities for at-risk students</p> <p>Provide supports to students through an RTI Program that addresses the needs of students in Tiers 1, 2, and 3.</p> <p>Provide high-dosage, low-ratio tutoring for students who are at-risk of retention.</p> <p>Teachers will be able to participate in monthly math networks and lesson studies to provide cross-school, district-level collaboration based on needs.</p>	<p>programs for every classroom as well as for any growth positions that may be added.</p> <ul style="list-style-type: none"> <li>- to provide high-quality instructional materials for every classroom as well as for any growth positions that may be added.</li> <li>- to employ a full-time Math Coordinator to address the unique needs of math instruction throughout the district and to lead professional development opportunities.</li> </ul>



School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 4: 2026-27 school year	69.3%	Grade 3-6 Math Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	
Year 5: 2027-28 school year	75.0%	Grade 3-6 Math Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	
<b>Goal Statement 5:</b>	MCS will increase the percentage of students meeting expectations or exceeding expectations on the TNReady Science assessment to 65% by 2028.			

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 1: 2023-24 school year	48.6%	Grade 3-6 Science Reporting from TDOE	Professional learning opportunities will provide a scaffold approach in order to target specific learning needs of teachers and to address specific shifts that need to occur in the classrooms. Examples of anticipated PDs include: Three-dimensions of the standards, using phenomenon for sense-making (Science Talks), conceptual understanding of the Disciplinary Core Ideas (DCIs), Science Notebooks, Early Childhood Science Experiences, Labs, planning instruction with	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide needed training materials and supplies for all participants.</li> <li>- to provide appropriate science assessment materials for every 3rd - 6th grade classroom as well as for any growth positions that may be added.</li> <li>- to provide high-quality instructional materials for every school as well as for any growth positions that may be added.</li> <li>- to employ a full-time Science Coordinator to address the unique needs of Science instruction throughout the district and to lead professional development opportunities.</li> <li>- to provide STEAM teachers in schools as special area staff members as determined by school size and school needs.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i></b> Provide a copy of your district's budget when submitting this report to the department.
			<p>the 5E instructional model, assessments, and integration of content areas.</p> <p>Provide a teacher resource document that includes a standards-aligned Scope and Sequence with supporting resources.</p> <p>Provide students learning opportunities through a multidisciplinary approach (STEAM) to instruction.</p> <p>Provide ongoing learning opportunities to build the teachers' conceptual</p>	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>understanding of the Disciplinary Core Ideas through quarterly district-wide Science Collaboratories.</p> <p>Develop and implement a district-wide science benchmark to inform instruction practices districtwide.</p>	
Year 2: 2024-25 school year	52.7%	Grade 3-6 Science Reporting from TDOE	<p>Ensure all schols have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum aligned training on Three-dimensions of the standards, using</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide needed training materials and supplies for all participants.</li> <li>- to provide appropriate science assessment materials for every 3rd - 6th grade classroom as well as for any growth positions that may be added.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	<b>Action Steps</b> This may include descriptions of district-based programs, staffing, and intervention services for students.	<b>Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</b> <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>phenomenon for sense-making (Science Talks), conceptual understanding of the Disciplinary Core Ideas (DCIs), Science Notebooks</p> <p>Provide STEAM summer programming opportunities for at-risk students</p> <p>Provide enrichment opportunities through science-based club opportunities such as robotics clubs</p> <p>Teachers will be able to participate in monthly science networks and lesson studies to provide cross-school,</p>	<ul style="list-style-type: none"> <li>- to provide high-quality instructional materials for every school as well as for any growth positions that may be added.</li> <li>- to employ a full-time Science Coordinator to address the unique needs of Science instruction throughout the district and to lead professional development opportunities.</li> <li>- to provide STEAM teachers in schools as special area staff members as determined by school size and school needs.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			district-level collaboration based on needs.	
Year 3: 2025-26 school year	56.8%	Grade 3-6 Science Reporting from TDOE	<p>Ensure all schols have access to high-quality instructional materials and that they are implemented with integrity</p> <p>Offer job-embedded, curriculum aligned training on Three-dimensions of the standards, using phenomenon for sense-making (Science Talks), conceptual understanding of the Disciplinary Core Ideas (DCIs), Science Notebooks</p> <p>Provide STEAM summer programming</p>	<p>Funds will be used in the following ways to address the action steps:</p> <ul style="list-style-type: none"> <li>- to provide needed training materials and supplies for all participants.</li> <li>- to provide appropriate science assessment materials for every 3rd - 6th grade classroom as well as for any growth positions that may be added.</li> <li>- to provide high-quality instructional materials for every school as well as for any growth positions that may be added.</li> <li>- to employ a full-time Science Coordinator to address the unique needs of Science instruction throughout the district and to lead professional development opportunities.</li> </ul>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action goal and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>opportunities for at-risk students</p> <p>Provide enrichment opportunities through science-based club opportunities such as robotics clubs</p> <p>Teachers will be able to participate in monthly science networks and lesson studies to provide cross-school, district-level collaboration based on needs.</p>	<p>- to provide STEAM teachers in schools as special area staff members as determined by school size and school needs.</p>
Year 4: 2026-27 school year	60.9%	Grade 3-6 Science Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing	

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			appropriate interventions will remain.	
Year 5: 2027-28 school year	65.0%	Grade 3-6 Science Reporting from TDOE	To be determined based on data. Core values of highly-trained teachers, supplying high-quality instructional materials, and providing appropriate interventions will remain.	

**Public Comment**

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

Date(s) of opportunity for local public comment.	<p>October 13, 20243</p> <p>October 17, 2023</p> <p>October 24, 2023.</p>
Description of public comment opportunities (e.g. collection of written comments, public	The plan was provided through email to all families and staff of MCS. Families and staff were also provided a link to provide public comment.



**Public Comment**

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

<p>hearing, local board meeting discussion, etc.)</p>	<p>The plan was provided to the City Schools Foundation community leaders on Tuesday, October 17, 2023.</p> <p>On Tuesday, October 24, 2023, a public hearing was held in conjunction with a Board meeting to allow for in-person public comment.</p>
<p>Summary of public comment received, if any.</p>	
<p>Description of how your district did or did not incorporate public comment received into the final accountability report submission.</p>	

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2023 Through September 30, 2023**

<b>TOTAL INCOME</b>	<b>7/1/23 - 9/30/23</b>	<b>\$</b>	<b>15,754,629</b>
<b>TOTAL EXPENSES</b>	<b>7/1/23 - 9/30/23</b>		<b><u>19,733,108</u></b>
	<b>NET INCOME</b>	<b>9/30/23</b>	<b>\$ <u><u>(3,978,479)</u></u></b>

SEPTEMBER 2023

**YEAR-TO-DATE REVENUE COMPARISON**

	BUDGET CLASS.	2022-23 BUDGET	2022-23 YTD REV. At Sept 30	2022-23 OVR/(UNDR) BUDGET	2022-23 % Received	2023-24 BUDGET	2023-24 YTD REV. At Sept 30	2023-24 OVR/(UNDR) BUDGET	2023-24 % Received
1	40110-Current Prop. Tax	15,000,000	1,020	(14,998,980)	0.0%	15,000,000	482	(14,999,518)	0.0%
2	40210-Local Option Sales Tax	14,300,000	1,458,939	(12,841,061)	10.2%	14,300,000	1,449,871	(12,850,129)	10.1%
3	40000-41110-Other County Rev	1,761,800	355,323	(1,406,477)	20.2%	1,761,800	282,581	(1,479,219)	16.0%
4	43300-44000-Other Local Revenue (Interest, Tuition)	950,926	112,756	(838,170)	11.9%	977,926	185,392	(792,534)	19.0%
	<i>SUBTOTAL LOCAL REVENUE</i>	\$ 32,012,726	\$ 1,928,039	\$ (30,084,687)		\$ 32,039,726	\$ 1,918,326	\$ (30,121,400)	
5	46310-Project Diabetes Grant	142,600	-	(142,600)	0.0%	93,900	-	(93,900)	0.0%
6	46510-TISA	52,851,000	10,570,200	(42,280,800)	20.0%	59,149,465	11,843,949	(47,305,516)	20.0%
7	46515-Early Childhood Ed. (VPK Grant)	1,063,812	-	(1,063,812)	0.0%	1,063,812	-	(1,063,812)	0.0%
8	46590-Other State Education (Summer Learning Grant)	1,521,737	-	(1,521,737)	0.0%	-	-	-	N/A
9	46610-Career Ladder Program	82,000	-	(82,000)	0.0%	56,000	-	(56,000)	0.0%
10	46591-Coordinated School Health (ended FY23)	100,000	-	(100,000)	0.0%	-	-	-	N/A
11	46595-Family Resource (ended FY23)	29,600	4,935	(24,665)	16.7%	-	-	-	N/A
12	46800-46990-Safe Schools Grant (ends 12/31/23)	302,513	-	(302,513)	0.0%	-	-	-	N/A
	<i>SUBTOTAL STATE REVENUES</i>	\$ 56,093,262	\$ 10,575,135	\$ (45,518,127)		\$ 60,363,177	\$ 11,843,949	\$ (48,519,228)	
13	47000- Federal Funds	516,921	-	(516,921)	0.0%	24,000	-	(24,000)	0.0%
	<i>SUBTOTAL FEDERAL REVENUES</i>	\$ 516,921	\$ -	\$ (516,921)		\$ 24,000	\$ -	\$ (24,000)	
14	49100-49800 Insurance Recovery/Indirect Costs	455,000	-	(455,000)	0.0%	460,000	21,078	(438,922)	4.6%
15	49810-City of Murfreesboro Allocation	7,885,103	1,971,276	(5,913,827)	25.0%	7,885,103	1,971,276	(5,913,827)	25.0%
16	49820-City TN All Corp Grant	500,000	-	(500,000)	0.0%	323,745	-	(323,745)	0.0%
	<i>SUBTOTAL OPERATING TRANSFERS</i>	\$ 8,840,103	\$ 1,971,276	\$ (6,868,827)		\$ 8,668,848	\$ 1,992,354	\$ (6,676,494)	
	<b>TOTAL REVENUES</b>	<b>\$ 97,463,012</b>	<b>\$ 14,474,450</b>	<b>\$ (82,988,562)</b>	<b>\$ 0</b>	<b>\$ 101,095,751</b>	<b>\$ 15,754,629</b>	<b>\$ (85,341,122)</b>	<b>15.6%</b>

YEAR-TO-DATE EXPENDITURE COMPARISON

SEPTEMBER 2023

PAGE 1

	BUDGET CLASS.	2022-23 BUDGET	2022-23 YTD EXP.	2022-23 OVR/(UNDR) BUDGET	2022-23 %	2023-24 BUDGET	2023-24 YTD EXP.	2023-24 OVR/(UNDR) BUDGET	2023-24 %
1	71100-Reg. Instruction	54,131,308	8,765,714	(45,365,594)	16.2%	55,820,819	\$ 10,046,598	(45,774,221)	18.0%
2	71200-Sp. Ed. Instruction	11,069,380	1,693,525	(9,375,855)	15.3%	12,280,960	1,914,265	(10,366,695)	15.6%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	182,175	50,325	(131,850)	27.6%	160,965	27,475	(133,490)	17.1%
5	72120-Health Services	618,920	88,626	(530,294)	14.3%	1,072,170	158,510	(913,660)	14.8%
6	72130-Guidance	3,310,196	564,391	(2,745,805)	17.1%	3,764,720	739,852	(3,024,868)	19.7%
7	72210-Reg. Instr. Support	2,391,127	481,106	(1,910,021)	20.1%	2,446,390	555,363	(1,891,027)	22.7%
8	72220-Sp. Ed. Support	1,826,392	323,596	(1,502,796)	17.7%	1,882,110	329,763	(1,552,347)	17.5%
9	72250-Technology	2,464,180	558,580	(1,905,600)	22.7%	2,615,500	654,209	(1,961,291)	25.0%
10	72310-Bd. Of Education	1,751,350	641,890	(1,109,460)	36.7%	1,849,171	863,717	(985,454)	46.7%
11	72320-Office of Supt.	423,750	97,388	(326,362)	23.0%	435,645	95,544	(340,101)	21.9%
12	72410-Office of Principal	5,217,780	1,025,655	(4,192,125)	19.7%	5,628,525	1,161,818	(4,466,707)	20.6%
13	72510-Fiscal Services	754,345	221,529	(532,816)	29.4%	886,045	257,976	(628,069)	29.1%
14	72520-Personnel Services	505,320	135,104	(370,216)	26.7%	594,135	162,784	(431,351)	27.4%
15	72610-Oper. Of Plant	6,691,130	1,285,256	(5,405,874)	19.2%	6,301,800	1,068,556	(5,233,244)	17.0%
16	72620-Maint. Of Plant	3,092,033	437,540	(2,654,493)	14.2%	3,203,995	652,550	(2,551,445)	20.4%
17	72710-Pupil Transp.	4,092,271	656,359	(3,435,912)	16.0%	4,219,925	702,414	(3,517,511)	16.6%
18	73300-Community Service	444,655	68,091	(376,564)	15.3%	522,655	90,948	(431,707)	17.4%
19	73400-Early Childhood Educ.	1,166,640	172,688	(993,952)	14.8%	1,079,995	174,879	(905,116)	16.2%
20	76100-Reg. Cap. Outlay	130,000	6,972	(123,028)	5.4%	130,000	29,235	(100,765)	22.5%
21	82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22	99100-Operating Transfers	776,800	70,941	(705,859)	9.1%	217,610	46,653	(170,957)	21.4%
	<b>TOTALS</b>	<b>101,039,752</b>	<b>17,345,277</b>	<b>\$ (83,694,475)</b>	<b>17.2%</b>	<b>105,113,135</b>	<b>19,733,108</b>	<b>\$ (85,380,027)</b>	<b>18.8%</b>

## Enrollment Period 2 - 09/02/2023 to 10/10/2023

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS
Black Fox	788	40			33			861
Bradley	345							345
Cason Lane	694	99	28	18	33			872
Discovery	391							391
Erma Siegel	789		12	12	25		3	841
Hobgood	612				16			628
John Pittard	738	40	22	10	23			833
Mitchell-Neilson	537	40	23	11		18		629
Northfield	606	20	14	12	40			692
Overall Creek	971				14			985
Reeves-Rogers	353							353
Salem	941				19			960
Scales	929				29			958
								9348

Total Growth Over Period 9 22-23	
Period 9 2022-2023 -----	<b>9301</b>
Growth from 22-23 to 23-24 ---	<b>47</b>

TISA Funded Growth Over Period 9 22-23	
Period 9 2022-2023 -----	<b>8881</b>
Growth from 22-23 to 23-24 ---	<b>66</b>

TISA Funded Growth by Reporting Period	
Period 2 2022-2023 -----	<b>8943</b>
Growth from 22-23 to 23-24 ---	<b>4</b>

Average Attendance Percentage
95.5%

<b>Totals</b>	<b>8694</b>	<b>239</b>	<b>99</b>	<b>63</b>	<b>232</b>	<b>18</b>	<b>3</b>	<b>9348</b>
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	
TISA Funded	8694				232	18	3	8947
Non-TISA Funded		239	99	63				401

## PTR Period 2 - 09/02/2023 to 10/10/2023

	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total K-6		
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio			
<b>Black Fox</b>	122	6	20.33	107	6	17.83	150	8	18.75	111	6	18.50	490	26	18.85	110	5	22.00	119	5	23.80	69	3	23.00	298	13	22.92	<b>788</b>		
<b>Bradley</b>	45	3	15.00	63	3	21.00	52	3	17.33	45	3	15.00	205	12	17.08	54	3	18.00	47	3	15.67	39	2	19.50	140	8	17.50	<b>345</b>		
<b>Cason Lane</b>	112	7	16.00	125	7	17.86	114	6	19.00	101	6	16.83	452	26	17.38	105	5	21.00	104	5	20.80	33	2	16.50	242	12	20.17	<b>694</b>		
<b>Discovery</b>	60	3	20.00	60	3	20.00	60	3	20.00	60	3	20.00	240	12	20.00	66	3	22.00	66	3	22.00	19	1	19.00	151	7	21.57	<b>391</b>		
<b>Erma Siegel</b>	127	7	18.14	120	7	17.14	151	8	18.88	126	7	18.00	524	29	18.07	136	6	22.67	129	6	21.50				265	12	22.08	<b>789</b>		
<b>Hobgood</b>	117	6	19.50	87	5	17.40	98	6	16.33	96	5	19.20	398	22	18.09	86	4	21.50	77	4	19.25	51	3	17.00	214	11	19.45	<b>612</b>		
<b>John Pittard</b>	114	6	19.00	101	6	16.83	114	6	19.00	112	6	18.67	441	24	18.38	119	6	19.83	127	6	21.17	51	3	17.00	297	15	19.80	<b>738</b>		
<b>Mitchell-Neilson</b>	77	4	19.25	102	6	17.00	69	4	17.25	85	5	17.00	333	19	17.53	72	4	18.00	82	4	20.50	50	3	16.67	204	11	18.55	<b>537</b>		
<b>Northfield</b>	92	5	18.40	94	5	18.80	102	6	17.00	86	5	17.20	374	21	17.81	104	5	20.80	108	5	21.60	20	1	20.00	232	11	21.09	<b>606</b>		
<b>Overall Creek</b>	154	8	19.25	142	7	20.29	165	8	20.63	154	8	19.25	615	31	19.84	154	8	19.25	168	8	21.00	34	2	17.00	356	18	19.78	<b>971</b>		
<b>Reeves-Rogers</b>	66	3	22.00	50	3	16.67	51	3	17.00	64	4	16.00	231	13	17.77	64	3	21.33	58	3	19.33				122	6	20.33	<b>353</b>		
<b>Salem</b>	123	8	15.38	161	8	20.13	152	8	19.00	163	8	20.38	599	32	18.72	162	8	20.25	126	7	18.00	54	3	18.00	342	18	19.00	<b>941</b>		
<b>Scales</b>	147	8	18.38	168	9	18.67	176	9	19.56	140	8	17.50	631	34	18.56	163	8	20.38	135	7	19.29				298	15	19.87	<b>929</b>		
<b>Totals by Grade</b>	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade											
	1356	74	18.32	1380	75	18.40	1454	78	18.64	1343	74	18.15	1395	68	20.51	1346	66	20.39	420	23	18.26							<b>8694</b>		
																														<b>Total K-6</b>

Regular Education PTR			Pupils	Teachers	PTR
Kindergarten thru Third Grade	-----		5533	301	18.38
Fourth Grade thru Sixth Grade	-----		3161	157	20.13
District Totals			8694	458	18.98

## TRUANCY 10+ Days (Unexcused Absences)

	Period 1		Period 2		Period 3		Period 4		Period 5		Period 6		Period 7		Period 8		Period 9	
	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23
<b>Black Fox</b>	-	2	-	1		4		7		18		24		30		48		62
<b>Bradley</b>	-	2	1	2		4		7		3		11		5		15		24
<b>Cason Lane</b>	-	7	1	12		14		31		41		60		57		83		104
<b>Discovery</b>	-	-	-	-		-		-		1		2		-		1		3
<b>Erma Siegel</b>	-	-	-	-		3		3		7		11		13		21		29
<b>Hobgood</b>	-	-	1	2		9		9		25		23		38		61		87
<b>John Pittard</b>	1	2	2	9		22		29		28		63		65		95		110
<b>Mitchell-Neilson</b>	-	5	-	3		11		19		28		42		38		68		90
<b>Northfield</b>	-	2	2	4		7		12		14		18		19		27		38
<b>Overall Creek</b>	-	-	4	1		1		1		2		3		2		7		9
<b>Reeves-Rogers</b>	1	-	2	-		4		6		9		24		28		44		70
<b>Salem</b>	-	6	1	6		9		18		18		34		33		60		73
<b>Scales</b>	-	-	-	-		3		9		15		34		44		65		94
<b>Total Students</b>	<b>2</b>	<b>26</b>	<b>14</b>	<b>40</b>	<b>-</b>	<b>91</b>	<b>-</b>	<b>151</b>	<b>-</b>	<b>209</b>	<b>-</b>	<b>349</b>	<b>-</b>	<b>372</b>	<b>-</b>	<b>595</b>	<b>-</b>	<b>793</b>

## Chronic Absenteeism = missing 10% or more (Excused and Unexcused)

	Period 1 (2+ days)		Period 2 (4+ days)		Period 3 (6+ days)		Period 4 (8+ days)		Period 5 (10+ days)		Period 6 (12+ days)		Period 7 (14 + days)		Period 8 (16+ days)		Period 9 (18+ days)	
	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23
<b>Black Fox</b>	170	165	129	119		123		133		117		112		121		104		88
<b>Bradley</b>	75	94	49	84		87		76		69		69		50		45		45
<b>Cason Lane</b>	161	210	113	207		199		180		160		157		131		138		124
<b>Discovery</b>	30	47	16	35		65		46		35		33		28		21		18
<b>Erma Siegel</b>	109	151	71	120		112		119		95		92		81		71		61
<b>Hobgood</b>	151	182	119	156		176		155		137		139		156		126		115
<b>John Pittard</b>	142	153	112	153		139		139		116		131		132		113		110
<b>Mitchell-Neilson</b>	136	156	120	121		169		144		131		136		143		108		101
<b>Northfield</b>	126	178	113	137		156		112		100		103		107		91		80
<b>Overall Creek</b>	163	179	111	126		132		122		100		92		77		65		57
<b>Reeves-Rogers</b>	78	110	67	84		80		74		66		73		62		70		68
<b>Salem</b>	141	180	114	159		155		140		121		131		114		107		106
<b>Scales</b>	153	227	141	230		231		225		206		196		163		155		141
<b>District Total</b>	1635	2032	1275	1731	-	1824	-	1665	-	1453	-	1464	-	1365	-	1214	-	1114
<b>Internal %</b>	18%	23%	14%	20%	-	21%	-	19%	-	16%	-	17%	-	15%	-	14%	-	13%



## Human Resources Personnel Report 09/20/2023 - 10/17/2023

### **Certified Hires**

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>
Ivey	Elizabeth	9/21/2023	ESE	SPED Teacher

### **Certified Interims**

<u>Last Name</u>	<u>First Name</u>	<u>Dates</u>	<u>Location</u>	<u>Position</u>	<u>Replacing</u>
Gallardo	Hannah	10/9 - 3/12	SA	3rd Grade Interim	Lauren Garrette
Savage	Cheryle	10/9 -EOY	JP	3rd Grade Interim	Julia Smith

### **Classified New Hires**

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Taylor	Venus	9/21/2023	MNS	EA	
Sparkman	Miranda	9/22/2023	OCE	EA	
Haynie	Andraanee	9/22/2023	NF	EA	
Bridges	Melissa	9/25/2023	ESE	EA	
Regets	Alyssa	9/27/2023	SHOP	Bus Asst	
Harnish	Amanda	10/2/2023	BF	Interim Site Director	PT to FT
White	Sacoyia	10/9/2023	SHOP	Bus Asst	
Geiger	Ellie	10/9/2023	RR	EA	
Andrews	Chloe	10/9/2023	ESE	EA	
Millener	Shaday	10/9/2023	SHOP	Bus Asst	
Griffith	Michael	10/9/2023	MNS	TNALL Corp EA	sub to EA
Wester	Karin	10/9/2023	BR	Intervention EA	
Roden	Payton	10/10/2023	NF	EA	
Ibrahim	Mariana	10/11/2023	CLA PK	EA	sub to EA
Nutsubidze	Vanera	10/12/2023	CLA	SPED EA	
Harris	Gloria	10/13/2023	ESE	Calm Coach EA	
Alcorn	Kayla	10/16/2023	NF	SPED 1-1 EA	ESP to EA
Claybrook	Jaeqania	10/16/2023	RR	EA	
Langford	Kylie	10/16/2023	ESE	SPED EA	ESP to EA
Booker	Kelly	10/17/2023	CO	School Nurse Float	

### **Certified Resignations/Retirements/Terminations**

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>	<u>Tenure Y/N</u>
Smith	Julia	9/22/2023	JP	3rd Grade Teacher	N

### **Classified Resignations/Retirements/Terminations**

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
Ainslie	BobbiJo	10/12/2023	JP	SPED EA
Lewis	Stephanie	10/13/2023	ESE	SPED EA