

Board of Education Regular Meeting

November 28, 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 Banning Vaughn, a 6th grade student and Nora Bahloul, a 5th grade student, both at Discovery School, along with Stiles Smith, a 4th grade student, and Kylar Williams, a second grade student at Cason Lane Academy.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Butch Campbell
III. COMMUNICATIONS Information Item Reeves Rogers would like to thank Mr. Bill Campbell and the 4-6 th graders youth group at St. Marks United Methodist Church for donating and planting a tree around our playground. Thank you to Redstone Financial for sponsoring Reeves-Rogers with incentives for our RTI2B program each year. We are so grateful for them! Thank you to Dr. Kates' Classes at MTSU for partnering with our 5 th grade Reeves Rogers' students on a writing/technology project. Both sets of students benefit from this. MCS will be hosting a practice robotics competition on December 16 at Overall Creek to help all school teams prepare for the upcoming Vex Robotics Competition Thank you to the MCS Outreach Team for working with our community partners to provide free food boxes to families for Thanksgiving. Thank you to the Tracy Lawrence Foundation - Mission Possible program for providing 100 MCS families with a complete Thanksgiving dinner on Wednesday, November 20. A huge thank you to all of the many people who made the MTSU education day basketball game a tremendous success for our students.	Mrs. Lisa Trail
A. The Best of MCS-Carla Maye-OCE Cafeteria Procedural Item	Dr. Trey Duke
B. Spotlight on Education-Tenured Teachers Procedural Item	Dr. Trey Duke
C. Public Comment Procedural Item	Chair Butch Campbell
IV. CONSENT ITEMS	Chair Butch Campbell

Consent Agenda	
A. Approval of 11-14 Board Minutes Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 6.3041 Title IX and Sexual Harassment on First and Final Reading Action Item	Ms. Lauren Bush
B. Approval of the 2024-2025 District School Calendar on First Reading Action Item	Dr. Trey Duke
C. Approval of Bearcom Contract Action Item	Dr. Trey Duke
D. Approval of Resolution for Paid Parental Leave Action Item	Ms. Lauren Bush
E. Approval of Revenue and Expenditure Report Action Item	Ms. Kim Williams
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Budget Preparation Calendar Information Item	Ms. Kim Williams
B. Enrollment (PTR) Report Information Item	Mr. Ken Rocha
C. Personnel Report Information Item	Dr. Trey Duke
D. Discussion of Internet Safety Measures as per Board Policy 4.406 Information Item	Ms. April Zavisla
E. Inclement Weather/School Closing Procedure Information Item	Ms. Lisa Trail
F. Reports from the TSBA Leadership Conference and Annual Convention Information Item	Chair Butch Campbell
G. 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

November 14, 2023 6:00 PM

MCS Administrative Offices

<p>I. CALL TO ORDER Procedural Item Present: Mr. Wesley Ballard, Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Absent: Mr. Jimmy Richardson III, Mr. David Settles. Staff: Dr. Trey Duke, Don Bartch, Sheri Arnette, Ken Rocha, Chris George, Angela Fairchild, Amanda Adams, Natalie Hardiman, Beth Prater, Maria Johnson, Kim Williams, and Lisa Trail</p> <p>Assistant City Attorney Lauren Bush. City Liaison Bill Shacklett was absent.</p>	Chair Butch Campbell
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Wesley Ballard and seconded by Ms. Karen Dodd, passed. Yea: 5, Nay: 0, Absent: 2</p>	Chair Butch Campbell
<p>III. PUBLIC COMMENT Procedural Item</p>	Chair Butch Campbell
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Ms. Amanda Moore and seconded by Ms. Barbara Long, passed. Yea: 5, Nay: 0, Absent: 2</p>	Chair Butch Campbell
<p>A. Approval of 10-24 Board Minutes Consent Item</p>	
<p>B. Second Reading of Board Policies Consent Item</p>	
<p>i. Approval of Board Policy 1.500 Board Community Relations on Second Reading Consent Item</p>	
<p>ii. Approval of Board Policy 1.806 Advertising and Distribution of Materials in the Schools on Second Reading Consent Item</p>	
<p>iii. Approval of Board Policy 3.200 Building and Grounds Management on Second Reading Consent Item</p>	
<p>iv. Approval of Board Policy 3.206 Community Use of School Facilities on Second Reading Consent Item</p>	
<p>v. Approval of Board Policy 5.301 Emergency and Legal Leave on Second Reading Consent Item</p>	
<p>V. REPORTS AND INFORMATION Information Item</p>	Chair Butch Campbell
<p>A. Calm Coach Training Information Item Amanda Adams updated the board on the progress of the calm coach program. Dr. Duke said that this program will be recognized as a Spotlight on Education at an upcoming board meeting in January or February, but he wanted Mrs. Adams to let the Board know how the program was going as of today.</p> <p>Ms. Adams told the Board that we have 12 calm coaches in the system. She covered the training process for the calm coaches and explained that they are used in a positive way in the</p>	Ms. Amanda Adams

Minutes
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November 14, 2023
Recorded by L. VanCleave

<p>school. She shared the flow chart of how the coaches respond to dysregulated students.</p> <p>Dr. Duke explained that the calm coach is not punitive but there to intervene before punishment is needed. He said that he has heard great things about the calm coaches at all schools.</p> <p>Chair Campbell asked if there is a special criterion to become a calm coach and Ms. Adams explained that they use the EA hiring criteria and like to see that the applicant has experience working in schools.</p> <p>Barbara Long asked if parents are notified when their child visits the calm coach. Amanda Adams said that yes, there is a form that is completed at the end of the session that goes to the teacher and one to the parent. The parent also has the option to sign a form that states that the student may need to visit the calm coach on a regular basis.</p> <p>Karen Dodd asked what the parents are saying about the calm coaches and Ms. Adams said that most of the parents get the calm coach confused with the counselor. Ms. Dodd said that we need to educate the parents on this.</p> <p>Chair Campbell asked if this was an original idea or is there another system using this. Ms. Adams told the Board that they went to Metro to observe this program. She explained that are program is very structured and based on research.</p> <p>Barbara Long said that this program must be a huge value to principals and APs with them not having to be called out all the time. She asked how teachers are responding to calm coaches, and Ms. Adams said that they are very appreciative.</p>	
<p>B. Accountability Updates Information Item Dr. Duke and Dr. George explained what we know at this time about the new accountability system. They told the Board that letter grades will be released in December. They gave an update on how our schools will be graded under the new model. Dr. Duke shared a PowerPoint explaining how the letter grade will be generated. Amanda Moore asked if we could message and celebrate what the scores would have been under the metrics and Dr. Duke explained that we plan to do that.</p> <p>Dr. George said that this will not change anything about instruction. We will still continue to monitor these things each day.</p> <p>In Dr. Duke's PowerPoint, he explained the major changes which include the following: Removal of AMO pathway to meet the achievement goal Removed performance of individual historically underserved subgroups. Decreased the remaining subgroup weight from 40% to 10% Removed ELPA as 10% of the school letter grade Removed Chronic Absenteeism improvement as 10% of school letter grade</p> <p>Dr. Duke said that he doesn't know when the grades will be released. He feels that we will have minimal notice and then they will be released. He added that we will be celebrating our schools.</p> <p>Ms. Amanda Moore asked if the district gets an overall grade and Dr. Duke said no, the grade is just for schools. Dr. George added that we do not know about a district designation.</p> <p>Dr. Duke said that the message to principals will be to stay focused on attendance, continuing</p>	<p>Dr. Trey Duke and Dr. Chris George</p>

<p>to focus on science, and continue to work with the students who are showing the largest gaps. He said that we are not anticipating huge changes in our buildings.</p>	
<p>C. TN Educator Survey Information Item Dr. Duke gave a summary of the TN Educator Survey. He said that he pushed the importance of this, here and this is the first year that every school is getting results back. He said that you have to have 40% of teachers take the survey to get results back. Dr. Duke explained that the survey comes from the state and the state gives us results. Dr. Duke went over some of the results with the Board and told them that the link to the entire survey was sent out in the Board Update, but he would send it to the Board again so that they could see all questions.</p> <p>Mrs. Arnette said that she was proud that 93% of teachers agree that professional development is aligned to instructional materials and several other categories on the survey.</p> <p>Dr. Duke also discussed some areas that did not score as high.</p>	<p>Dr. Trey Duke</p>
<p>D. Fund Balance Update and Reeves Rogers Information Item Ms. Kim Williams presented information on the Fund Balance to the Board. She explained that this is for the GP budget only and no other budgets were included. She explained that this is the most recent information but is still a draft and unofficial and has not been approved.</p> <p>Ms. Williams stated that we are on the upward trend of adding to GP unassigned Fund Balance. She reviewed that trend with the Board. She said that the trend was to budget into Fund Balance every year, but we have added into Fund Balance every year. She said that this year FY23, we added 19.1 million-20%, a significant increase in spendable cash. She said that when we receive the email from the auditors' office, we will have the final number. She said that last year we added 7 million, the year before 2 million, and this year 4million dollars.</p> <p>Dr Duke said that when the strategic plan was made, we were concerned if we could maintain it, and now we have doubled that in the last two years. He said that we used ESSER funds to assist with that, but we can now take care of some things that have needed to be done since it was managed so well.</p> <p>Dr. Duke went over the proposed use of fund balance with the Board. He told the Board that we feel very comfortable saying that we want to move ahead with the Reeves Rogers renovation.</p> <p>Don Bartch went over some information as far as cost and timeline of the Reeves Rogers renovation.</p> <p>Barbara Long asked if we can keep the building open during construction and Mr. Bartch said yes.</p> <p>Mr. Ballard asked if this renovation will be inclusive of all security measures and Mr. Bartch said yes, it will be turn key safety and state requirements are already in the drawing.</p> <p>Dr. Duke said that we will bring budget amendments and then final plans to the Board.</p>	<p>Ms. Kim Williams/Mr. Don Bartch</p>
<p>E. Feedback from 2024-2025 District School Calendar Information Item Sheri Arnette explained the 2024-2025 Calendar to the Board and said that winter, fall, spring, and Thanksgiving breaks align with Rutherford County. She said that Dr. Duke created a skeleton calendar and met with the Teacher Advisory Council last week and they reviewed it. She said that they had 179 days but had to get 180 days. They were given four options and</p>	<p>Ms. Sheri Arnette</p>

<p>most support was for option 2.</p> <p>Ms. Arnette explained that teachers return on July 31 instead of August 1</p> <p>Dr. Duke said that the calendar was sent to principals and he will have a parent meeting tomorrow and will also share with them.</p> <p>He add that TAC did not want to do a parent teacher conference at night and they did not want to increase their independent PD time.</p> <p>The student start date is the same as the county. Dr. Duke said that we have a good calendar. He said that it matches Rutherford County with our own spin on PD days, but we always have done that.</p>	
<p>F. Director's Update Information Item</p> <p>Dr. Duke invited the Board to the Tenured Teachers Reception prior to the November 28 meeting in the rotunda at city hall from 5:15 to 5:45.</p> <p>Karen Dodd asked Dr. Duke's thoughts on celebrating our level 5 teachers. Dr. Duke said that we will definitely look at that for an upcoming board meeting. She also suggested that we showcase them on our website.</p> <p>Mr. Ballard asked about ending federal money and there was some discussion regarding that to end the meeting.</p>	Dr. Trey Duke
<p>VI. OTHER BUSINESS Information Item</p>	Chair Butch Campbell
<p>VII. ADJOURNMENT Action Item</p> <p>Motion to adjourn. This motion, made by Mr. Wesley Ballard and seconded by Ms. Karen Dodd, passed.</p> <p>Yea: 5, Nay: 0, Absent: 2</p> <p>Meeting adjourned at 7:36 p.m.</p>	Chair Butch Campbell

Director of Schools

Agenda Item Title: Approval of changes to Board Policy 6.3041 on first and final reading

Board Meeting Date: November 28, 2023

Department: Legal

Presented by: Lauren Bush

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

Title IX regulations require the school district to identify specific individuals as Title IX Coordinators in policy. Board Policy 6.3041 is updated to reflect staffing changes and delineate Title IX Coordinator roles for students and staff.

Staff Recommendation

Approval of changes to Board Policy 6.3041 on first and final 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: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 08/25/20
		Rescinds:	Issued:

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with
6 federal law. This policy shall be disseminated annually to all school staff, students, and
7 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
8 grievance process shall not have a conflict of interest against any party of the complaint.³ These
9 individuals shall receive training as to how to promptly and equitably resolve student and employee
10 complaints.³

11 All employees shall receive training on complying with this policy and federal law.⁴

12 **TITLE IX COORDINATOR⁵**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
14 sexual harassment. They shall be kept informed by school-level personnel of all investigations and shall
15 provide input on an ongoing basis as appropriate.

16
17 ~~Any individual may contact the Title IX Coordinator at any time using the information below:~~

18 ~~Murfreesboro City Schools~~
19 ~~Attn: Maryam Hill~~
20 ~~2552 South Church Street~~
21 ~~Murfreesboro, TN 37127~~
22 ~~615-893-2313~~

23 ~~Email: Maryam.Hill@cityschools.net~~ The Board of Education designates and authorizes the following
24 ~~individuals to oversee and coordinate its efforts to comply with Title IX and its implementing~~
25 ~~regulations:~~

26 ~~Ken Rocha- Primary Coordinator for Student-Related Title IX Complaints or Concerns~~
27 ~~Assistant Superintendent of Student Support Services~~
28 ~~2552 South Church Street~~
29 ~~Murfreesboro, TN 37127~~
30 ~~615-893-2313, Ext. 10029~~
31 ~~Ken.rocha@cityschools.net~~
32

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1 [Maria Johnson – Primary Coordinator Employee-Related Title IX Complaints or Concerns](#)
2 [Director of Human Resources and Educator Effectiveness](#)
3 [2552 South Church Street](#)
4 [Murfreesboro, TN 37027](#)
5 [615-893-2313, Ext. 10036](#)
6 Maria.johnson@cityschools.net

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7 DEFINITIONS⁴

8 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
9 harassment.

10 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
11 sexual harassment.

12
13 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

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- 14 1. A school district employee conditioning an aid, benefit, or service of an education program or
15 activity on an individual’s participation in unwelcome sexual conduct;
- 16 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
17 objectively offensive that it effectively denies a person equal access to the education program
18 or activity; or
- 19 3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal
20 law.

21 Behaviors that constitute sexual harassment may include, but are not limited to:

- 22 1. Sexually suggestive remarks;
- 23 2. Verbal harassment or abuse;
- 24 3. Sexually suggestive pictures;
- 25 4. Sexually suggestive gesturing;
- 26 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
- 27 6. Subtle or direct propositions for sexual favors; and
- 28 7. Touching of a sexual nature.

29
30 Sexual harassment may be directed against a particular person or persons, or a group, whether of the
31 opposite sex or the same sex.
32
33
34

1 “Supportive measures” are non-disciplinary, non-punitive, individualized services and shall be offered
2 to the complainant and the respondent, as appropriate. These measures may include, but are not limited
3 to, the following:

- 4 1. Counseling;
- 5
- 6 2. Course modifications;
- 7
- 8 3. Schedule changes; and
- 9
- 10 4. Increased monitoring or supervision.

11 The measures offered to the complainant and the respondent shall remain confidential to the extent that
12 maintaining such confidentiality would not impair the ability of the school district to provide the
13 supportive measures.

14 **GRIEVANCE PROCESS**

15 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the
16 Title IX Coordinator shall:

- 17 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 18
- 19 2. Consider the complainant’s wishes with respect to supportive measures;
- 20
- 21 3. Inform the complainant of the availability of supportive measures; and
- 22
- 23 4. Explain the process for filing a formal complaint.¹⁰

24 While the school district will respect the confidentiality of the complainant and the respondent as much
25 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall
26 be consistent with the school district’s legal obligations and the necessity to investigate allegations of
27 harassment and take disciplinary action.

28 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
29 process has been completed. Unless there is an immediate threat to the physical health or safety of any
30 student arising from the allegation of sexual harassment that justifies removal, the respondent’s
31 placement shall not be changed.¹¹ If the respondent is an employee, they may be placed on
32 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
33 keep the Director of Schools informed of any employee respondents so that they can make any
34 necessary reports to the State Board of Education in compliance with state law.¹³

35 **Complaints**

36 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
37 immediately report such information to the Title IX Coordinator, however, nothing in this policy require

1 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint
2 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

3 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
4 notification shall be made per the board policy on reporting child abuse.

5 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 6
7 1. Provide written notice of the allegations, and the grievance process to all known parties to give
8 the respondent time to prepare a response before an initial interview;
- 9
10 2. Inform the parties of the prohibition against making false statement or knowingly submitting
11 false information;
- 12
13 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
14
- 15 4. Offer supportive measures in an equitable manner to both parties.

16 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
17 shall be provided to both parties simultaneously.¹⁵

18 **Investigations**¹⁶

19 For complaints of student on student harassment, the principal shall serve as the investigator and be
20 responsible for investigating complaints in an equitable manner that involves an objective evaluation of
21 all relevant evidence. For complaints of employee on student or employee on employee harassment, the
22 Human Resources Department or Title IX Coordinator will investigate. The burden for obtaining
23 evidence sufficient to reach a determination regarding responsibility rests on the school district and not
24 the complainant or respondent.

25 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours
26 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
27 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
28 why the investigation was not initiated within the required timeframe. If the Title IX Coordinator is
29 serving as the investigator, the documentation shall be provided to the Director of Schools.

30 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
31 complaint. If the investigation is not complete within twenty (20) calendar days, hours, the investigator
32 shall provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
33 investigation was not initiated within the required timeframe. If the Title IX Coordinator is serving as
34 the investigator, the documentation shall be provided to the Director of Schools.

35 All investigations shall:

- 36 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 37
38 2. Not restrict the ability of either party to discuss the allegations under investigation or gather and
39 present relevant evidence;

- 1
- 2
- 3 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
- 4 seek disclosure of information protected under a legally recognized privilege unless such
- 5 privilege has been waived;¹⁷
- 6
- 7 4. Provide the parties with the same opportunities to have others present during any grievance
- 8 proceeding;
- 9
- 10 5. Provide to parties whose participation is requested written notice of the date, time, location,
- 11 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
- 12 for the party to prepare to participate;
- 13
- 14 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
- 15 the allegations in the formal complaint; and
- 16
- 17 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
- 18
- 19 a. Prior to the completion of the investigative report, the investigator shall send to each
- 20 party the evidence subject to inspection and review. All parties shall have at least ten
- 21 (10) days to submit a written response which shall be taken into consideration in
- 22 creating the final report.

22 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
23 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
24 process. At the close of the investigation, a written final report on the investigation will be delivered to
25 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
26 Director of Schools.

27 **Determination of Responsibility¹⁹**

28 The respondent is presumed not responsible for the alleged conduct until a determination regarding
29 responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of the evidence
30 shall be used in making this determination.²¹

31 The Director or Title IX Coordinator shall act as the decision-maker. In no circumstances shall the
32 investigator also serve as the decision-maker. They shall receive the final report of the investigation and
33 allow each party the opportunity to submit written questions that they want asked of any party or witness
34 prior to the determining responsibility.

35 The decision-maker shall make a determination regarding responsibility and provide the written
36 determination to the parties simultaneously along with information about how to file an appeal.

37 A substantiated charge against a student may result in corrective or disciplinary action up to and
38 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
39 and including termination.

1 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant
2 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine
3 whether any other actions are necessary to prevent reoccurrence of the harassment.

4 **APPEALS**²²

5 Either party may appeal from a determination of responsibility based on a procedural irregularity that
6 affected the outcome, new evidence that was not reasonably available at the time of the determination
7 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or
8 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
9 Coordinator within ten (10) days of a determination of responsibility.

10 Upon receipt of an appeal, the Title IX Coordinator shall:

- 11 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
 - 12 2. Notify the parties in writing.
- 14 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written
15 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing
16 the result of the appeal and the rationale for the result. The written decision shall be provided
17 simultaneously to both parties.

18 **RETALIATION**²³

19 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
20 participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Discrimination/Harassment of Employees (Sexual, Racial,
Ethnic, Religious) 5.500

4. 34 CFR § 106.30(a) Complaints and Grievances 5.501
5. 34 CFR § 106.8(a) Staff-Student Relations 5.610
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302 Code of Conduct 6.300
7. 34 USCA 12291(a)(10) Student Discrimination, Harassment, Bullying, Cyber-
bullying, and Intimidation 6.304
8. 34 USCA 12291(a)(8); TCA 40-14-109 Student Concerns 6.305
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11) Reporting Child Abuse 6.409
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

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Agenda Item Title: Approval of 2024-2025 School Calendar

Board Meeting Date: November 28, 2023

Department: Director of Schools

Presented by: Trey Duke

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Summary

The proposed academic calendar for the 2024-2025 school year meets all requirements from the Tennessee Department of Education.

The first week of school for students, fall break, spring break, and winter break all coincide with the dates for Rutherford County Schools.

This calendar utilizes five stockpile days for professional learning. Eight stockpile days will be saved for inclement weather.

This calendar was developed in conjunction with input from each of our schools through our Teacher Advisory Council and a parent feedback group.

Staff Recommendation

Approval of the 2024-2025 school calendar on first reading. The calendar will be on the December Board meeting agenda for final approval after the second 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 SCHOOLS
2024-2025 ACADEMIC CALENDAR
DRAFT

JULY 2024

**Wednesday, July 31: School-Based In-service

AUGUST 2024

**Thursday, August 1: District In-service Day

*Friday, August 2: School-Based Admin Day

**Monday, August 5: School-Based In-service

*Tuesday, August 6: School-Based Work Day (Admin)

Wednesday, August 7: Half Day for Students (3 hours, 30 minutes)

Thursday, August 8: First Full Day for Students

Friday, August 9: Grades 1-6 Students, Second Full Day; Kindergarten, Half-Day for A-L

Monday, August 12: Grades 1-6 Students, Third Full Day; Kindergarten, Half Day for M-Z

Tuesday, August 13: Grades 1-6 Students, Fourth Full Day; All Kindergarten Half-Day

Wednesday, August 14: Grades K-6 Full Day

SEPTEMBER 2024

Monday, September 2: Labor Day (Day Out for All)

++Friday, September 20: Stockpile PD Day (Day Out for Students)

OCTOBER 2024

Monday, October 7-Friday, October 11: Fall Break (Days Out for School-Based Personnel)

*Monday, October 21-Parent/Teacher Conferences (Admin) (Day out for Students)

NOVEMBER 2024

++Tuesday, November 5: Election Day/Stockpile PD Day (Day Out for Students)

Monday, November 25-Wednesday, November 27: Thanksgiving Break (Day Out for School-Based Personnel)

Thursday, November 28-Friday, November 29: Thanksgiving Break (Days Out for All)

DECEMBER 2024

Friday, December 20: Student Half Day (3 hours, 30 minutes)

Monday, December 23-Wednesday, January 3: Winter Break (Days Out for School-Based Personnel)

JANUARY 2025

Monday, December 23-Friday, January 3: Winter Break (Days Out for School-Based Personnel)

++Monday, January 6: District In-service Day (*stockpile*) (Day Out for Students)

*Tuesday, January 7: School-Based Admin (Day Out for Students)

Wednesday, January 8: Students Return

Monday, January 20: Martin Luther King, Jr. Day (Day Out for All)

FEBRUARY 2025

++Friday, February 14: Stockpile PD Day (Day Out for Students)

Monday, February 17: Presidents' Day (Day Out for All)

MARCH 2025

++Monday, March 17: Parent/Teacher Conferences (*stockpile*) (Day out for Students)

Monday, March 30-April 4: Spring Break (Days Out for School-Based Personnel)

APRIL 2025

Friday, April 18: Good Friday (Day out for All)

MAY 2025

Monday, May 27: Memorial Day (Day Out For All)

Thursday, May 29: Last Day for Students and Teachers (3 hours and 30 minutes)

The first eight days out for inclement weather will be made up according to state law through a seven-hour school day by stockpiling time. Five of the thirteen stockpiled days are used for staff professional development.

*Board Assigned Administrative Days: the first administrative day is earned through approved summer flex hours.

++Stockpiled in-service days

**In-service days: the fourth and fifth in-service days are earned through twelve (12) approved points.

180 Student Days (5 of these days will be used as stockpiled in-service days++)

5 Board Assigned Administrative Days*

5 In-Service Days**

10 Vacation Days

200

Agenda Item Title: Approval of a cooperative purchasing agreement for Bearcom Group, Inc.

Board Meeting Date: November 28, 2023

Department: Operations

Presented by: Trey Duke

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

Pursuant to Board Policy 2.808, a cooperative purchasing agreement with Bearcom for the purchase of security materials is submitted to the Board for approval as the cost for goods and services exceeds \$50,000.00. Tennessee Code Annotated 12-3-1205 allows for local education agencies (LEA) to participate in cooperative purchasing based on the same terms of a master agreement with a cooperative purchasing agency.

Staff Recommendation

Approval of a cooperative purchasing agreement for Bearcom Group, Inc.

Fiscal Impact

Total cost will be determined by Bearcom based on total number of security apparatus secured. 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



2552 South Church Street, Suite 100
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Phone: 615-893-2313
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cityschools.net

MURFREESBORO CITY SCHOOLS
AND
BEARCOM GROUP, INC.

Murfreeboro City Schools is a local education agency pursuant to Tennessee Code Annotated § 49-1-103(2). Murfreeboro City Schools agrees to participate in the master agreement, Sourcewell Contract 042021-MOT, pursuant to Tennessee Code Annotated § 12-3-1205 to allow Murfreeboro City Schools to purchase public safety goods and services at the same price and under the same terms of the contract awarded under Sourcewell Contract 042021-MOT. Murfreeboro 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, BearCom Group, Inc. acknowledges that Murfreeboro City Schools is purchasing public safety goods and services pursuant to Sourcewell Contract 042021-MOT and subject to the terms of the contract awarded. BearCom Group, Inc. agrees to make Murfreeboro City Schools aware of any substantive or legal changes to the contract referenced above, including termination of the agreement by either party.

BEARCOM GROUP, INC.

Authorized Agent

Date

Print Name: _____

Title: _____

Agenda Item Title: Approval of a resolution to appropriate funds to cover gaps in reimbursement for paid parent leave during the 2023-2024 fiscal year

Board Meeting Date: November 28, 2023

Department: Finance Department

Presented by: Trey Duke

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

In May of 2023, the TN General Assembly passed Public Chapter 399 which authorized 6-weeks of paid leave for the licensed employees of an LEA at their regular compensation for the birth, stillbirth, or adoption of the employee's minor child. The law went into effect immediately upon signature by the Governor, and districts needed to interpret and enact the law prior to receiving state guidance. School systems continue to receive updated guidance from the Tennessee Department of Education relating to reimbursement of the gross pay and employer's share of benefits for eligible employees taking paid parental leave under TCA § 8-50-814. It is recommended that the Board adopt a resolution to appropriate funds to cover potential gaps in reimbursement for paid parental leave expenses in the event reimbursement is not provided by the Tennessee Department of Education.

Staff Recommendation

Approval of a resolution to appropriate funds to cover gaps in reimbursement for paid parent leave during the 2023-2024 fiscal year

Fiscal Impact

Unable to ascertain fiscal impact at time of recommendation

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

**A RESOLUTION TO APPROPRIATE FUNDS TO COVER GAPS IN
REIMBURSEMENT FOR PAID PARENTAL LEAVE FOR THE
2023-2024 FISCAL YEAR**

WHEREAS, Tennessee Code Annotated § 8-50-814 established paid parental leave for eligible licensed employees as defined in state statute;

WHEREAS, Murfreesboro City Schools Board of Education modified Board Policy 5.303 to comply with Tennessee Code Annotated § 8-50-814, with the understanding that the Tennessee Department of Education will reimburse school districts for the gross pay and employer's share of benefits for eligible employees taking paid parental leave;

WHEREAS, the Tennessee Department of Education continues to release and update guidance on eligibility for reimbursement of funds under Tennessee Code Annotated § 8-50-814;

WHEREAS, Murfreesboro City Schools acknowledges that the absence of clear guidance may lead to differences in interpretation and application of Tennessee Code Annotated § 8-50-814, potentially resulting in gaps in reimbursement; and,

WHEREAS, Murfreesboro City Schools desires to ensure compliance with Tennessee Code Annotated § 8-50-814, mitigate financial risks, and prevent potential audit findings related to the implementation of the paid parental leave policy.

NOW, THEREFORE, BE IT RESOLVED, the Murfreesboro City Schools Board of Education hereby approves the appropriation of funds necessary to cover gaps in reimbursement for paid parental leave. The Finance Department is hereby authorized and directed to oversee the allocation of funds in accordance with this resolution, including ensuring that any appropriation is properly documented. This resolution shall take effect immediately upon approval by the Murfreesboro City Schools Board of Education.

ADOPTED THIS 28th day of November, 2023.

Butch Campbell, Chairman

Bobby N. Duke III, Director of Schools

COMPARISON OF BUDGET TOTALS
July 1, 2023 Through October 31, 2023

TOTAL INCOME	7/1/23 - 10/31/23	\$	24,337,432
TOTAL EXPENSES	7/1/23 - 10/31/23		<u>27,973,439</u>
	NET INCOME	10/31/23	\$ <u><u>(3,636,006)</u></u>

YEAR-TO-DATE REVENUE COMPARISON

	BUDGET CLASS.	2022-23 BUDGET	2022-23 YTD REV. At Oct 31	2022-23 OVR/(UNDR) BUDGET	2022-23 % Received	2023-24 BUDGET	2023-24 YTD REV. At Oct 31	2023-24 OVR/(UNDR) BUDGET	2023-24 % Received
1	40110-Current Prop. Tax	15,000,000	39,839	(14,960,161)	0.3%	15,000,000	159,428	(14,840,572)	1.1%
2	40210-Local Option Sales Tax	14,300,000	2,839,484	(11,460,516)	19.9%	14,300,000	2,868,092	(11,431,908)	20.1%
3	40000-41110-Other County Rev	1,761,800	515,819	(1,245,981)	29.3%	1,761,800	414,669	(1,347,131)	23.5%
4	43300-44000-Other Local Revenue (Interest, Tuition)	950,926	174,468	(776,458)	18.3%	977,926	271,678	(706,248)	27.8%
	<i>SUBTOTAL LOCAL REVENUE</i>	\$ 32,012,726	\$ 3,569,609	\$ (28,443,117)		\$ 32,039,726	\$ 3,713,868	\$ (28,325,858)	
5	46310-Project Diabetes Grant	142,600	-	(142,600)	0.0%	93,900	-	(93,900)	0.0%
6	46510-TISA	52,851,000	15,855,300	(36,995,700)	30.0%	59,149,465	17,765,923	(41,383,542)	30.0%
7	46515-Early Childhood Ed. (VPK Grant)	1,063,812	258,774	(805,038)	24.3%	1,063,812	171,555	(892,257)	16.1%
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	36,640	(19,360)	65.4%
10	46591-Coordinated School Health (ended FY23)	100,000	32,504	(67,496)	32.5%	-	-	-	N/A
11	46595-Family Resource (ended FY23)	29,600	9,871	(19,729)	33.3%	-	-	-	N/A
12	46800-46990-Safe Schools Grant (ends 12/31/23)	302,513	-	(302,513)	0.0%	523,542	-	(523,542)	0.0%
	<i>SUBTOTAL STATE REVENUES</i>	\$ 56,093,262	\$ 16,156,449	\$ (39,936,813)		\$ 60,886,719	\$ 17,974,119	\$ (42,912,600)	
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	2,628,368	(5,256,735)	33.3%	7,885,103	2,628,368	(5,256,735)	33.3%
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	\$ 2,628,368	\$ (6,211,735)		\$ 8,668,848	\$ 2,649,446	\$ (6,019,402)	
	TOTAL REVENUES	\$ 97,463,012	\$ 22,354,426	\$ (75,108,586)	22.9%	\$ 101,619,293	\$ 24,337,432	\$ (77,281,861)	23.9%

YEAR-TO-DATE EXPENDITURE COMPARISON

OCTOBER 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	13,499,838	(40,631,470)	24.9%	55,820,819	\$ 14,502,128	(41,318,691)	26.0%
2	71200-Sp. Ed. Instruction	11,069,380	2,580,207	(8,489,173)	23.3%	12,284,140	2,918,797	(9,365,343)	23.8%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	182,175	58,072	(124,103)	31.9%	160,965	39,654	(121,311)	24.6%
5	72120-Health Services	618,920	122,793	(496,127)	19.8%	1,072,249	227,951	(844,298)	21.3%
6	72130-Guidance	3,310,196	802,082	(2,508,114)	24.2%	3,623,785	1,016,978	(2,606,807)	28.1%
7	72210-Reg. Instr. Support	2,391,127	711,161	(1,679,966)	29.7%	2,448,513	735,925	(1,712,588)	30.1%
8	72220-Sp. Ed. Support	1,826,392	462,771	(1,363,621)	25.3%	1,882,110	475,301	(1,406,809)	25.3%
9	72250-Technology	2,464,180	822,245	(1,641,935)	33.4%	2,674,265	956,754	(1,717,511)	35.8%
10	72310-Bd. Of Education	1,751,350	676,209	(1,075,141)	38.6%	1,852,181	912,677	(939,504)	49.3%
11	72320-Office of Supt.	423,750	128,527	(295,223)	30.3%	438,963	127,469	(311,494)	29.0%
12	72410-Office of Principal	5,217,780	1,471,026	(3,746,754)	28.2%	5,628,525	1,624,015	(4,004,510)	28.9%
13	72510-Fiscal Services	754,345	272,234	(482,111)	36.1%	886,045	320,754	(565,291)	36.2%
14	72520-Personnel Services	505,320	165,932	(339,388)	32.8%	594,415	202,958	(391,457)	34.1%
15	72610-Oper. Of Plant	6,691,130	1,827,760	(4,863,370)	27.3%	6,371,800	1,558,008	(4,813,792)	24.5%
16	72620-Maint. Of Plant	3,092,033	652,771	(2,439,262)	21.1%	3,748,432	881,307	(2,867,125)	23.5%
17	72710-Pupil Transp.	4,092,271	931,007	(3,161,264)	22.8%	4,221,565	972,661	(3,248,904)	23.0%
18	73300-Community Service	444,655	93,895	(350,760)	21.1%	522,655	121,619	(401,036)	23.3%
19	73400-Early Childhood Educ.	1,166,640	261,844	(904,796)	22.4%	1,079,995	261,829	(818,166)	24.2%
20	76100-Reg. Cap. Outlay	130,000	32,255	(97,745)	24.8%	171,872	54,450	(117,422)	31.7%
21	82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22	99100-Operating Transfers	776,800	94,588	(682,212)	12.2%	217,610	62,204	(155,406)	28.6%
	TOTALS	101,039,752	25,667,216	\$ (75,372,536)	25.4%	105,700,904	27,973,439	\$ (77,727,465)	26.5%



BUDGET DEVELOPMENT TIMELINE FOR 2024-25

MONTH	DAY	FUNCTION/ACTIVITY	RESPONSIBILITY
November	14	Distribute Facility Needs Assessment Forms to Principals, Technology, CO and SHOP.	Principals, Technology, CO, and Maintenance
	29	Distribute Budget Request Forms to Principals, Department Managers, and School Board Members.	Principals, Department Managers and School Board
December	14	Completed Facility Needs Assessment Forms due (return to Finance Department)	Principals, Technology, CO, and Maintenance
	15	Facility Needs Assessments forwarded to Maintenance for Funding Needs	Finance Department
	15	Completed Budget Request Forms due (return to Finance Department)	Principals, Department Managers and School Board
January	24	Facility Needs Assessment Funding Due (return to Finance Department)	Maintenance
	24	Generate 2024-2025 Budget Template	Finance Department
	26	Enrollment Projections	Attendance
	31	Begin Principal and Department Supervisor Presentations to Budget Review Team	Budget Review Team
February	16	End Principal and Department Supervisor Presentations	Budget Review Team
	23	Position Control Chart Developed Based on Budget Guidelines	Human Resources and Payroll
March	1	First Draft of 2024-2025 Individual Fund Budgets (ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	4	First Draft 2024-2025 Operations & Capital Budget Review & Revisions, ESSER 3 Budget Closing Amendments	Budget Review Team/Federal Projects
	3/25 - 3/29	* Spring Break - 3/25 - 3/29/24 *	
April	3	Final Draft of 2024-2025 Budgets (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	5	Distribution of Proposed 2024-2025 Budgets to School Board	DOS, Finance Department
	4/9 - 4/16	Board Work Session(s) . 4/9 & 4/16 from 4-8 p.m.	School Board
	19	Final Draft of Proposed Budgets Distributed to School Board (approve on 4/23/24)	DOS, Finance Department
	30th	Board to Approve Proposed Budgets (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.) (Board Meeting scheduled April 30)	School Board
	May 6th	Submit Budget to City	Director of Schools
May/June	City Council Review and Budget Approval		Mayor and City Council

Period 3 Enrollment and Attendance Summary

10/11/23 - 11/09/23

Average Attendance Percentage

94.9%

2023-24 through Current Period

9,418 students (+70 students)

Truancy

10+ Days Unexcused Absences

32 Students

-59 students from previous year at this same time

Chronic Absenteeism

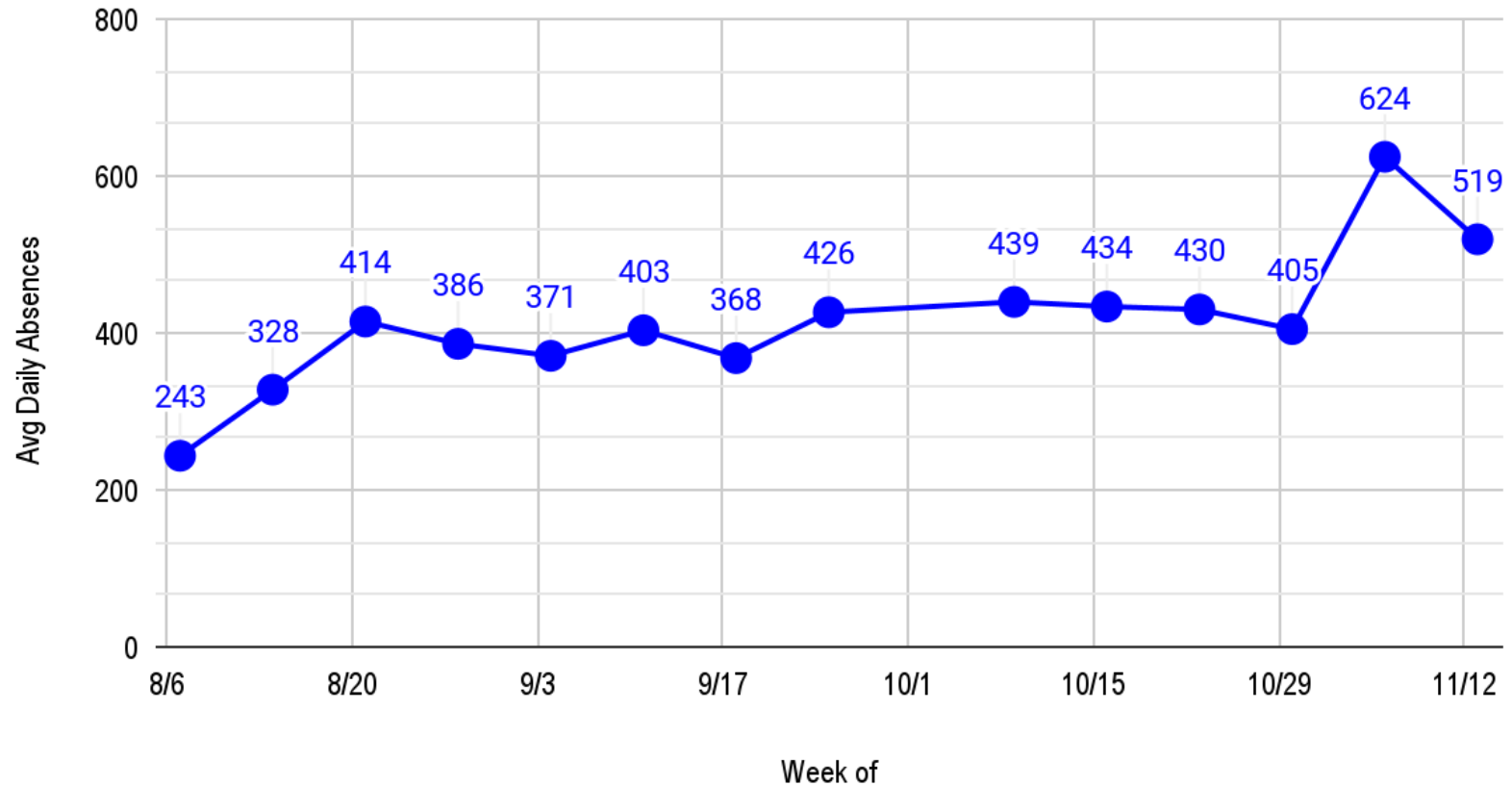
10+ Days Excused and Unexcused Absences

13% (1,140 students with 6+ Days)

-8% from previous year at this same time

Regular Education PTR	Pupils	Teachers	PTR
Kindergarten through 3rd Grade	5,584	300	18.61
4th Grade through 6th Grade	3,172	157	20.20
District Totals	8,756	458	19.16

2023-24 Average Daily Absences



Human Resources Personnel Report 10/17/2023 - 11/17/2023

Certified Hires

NONE

Certified Interims

<u>Last Name</u>	<u>First Name</u>	<u>Dates</u>	<u>Location</u>	<u>Position</u>	<u>Replacing</u>
Smith	Courtney	10/9 - EOY	JP	Interim 5th Grade	Nakita Watts
Hood	Jessica	10/23 - EOY	JP	Interim 3rd Grade	Julia Smith
Couey	Emily	10/30 - 3/8	BF	Interim 1st Grade	Jacey Owens
Clay	Morgan	11/6 - 2/29	HG	Interim 2nd Grade	Kristin Brown
Allen	Lettie	10/30 - 12/21	CLA	Interim 1st Grade	Hannah Head

Classified New Hires

<u>Last Name</u>	<u>First Name</u>	<u>Start Date</u>	<u>Location</u>	<u>Position</u>	<u>Notes</u>
Hudson	Brittany	10/9/2023	Little Sprouts	Little Sprouts Teacher	ESP to FT
Keller	Sarah Lynn	10/17/2023	JP	SPED EA	sub to FT
Buntyn	Calvin	10/23/2023	NF	SPED EA	
Collins	Kamyah	10/24/2023	CLA	SPED EA	
Smith	Brandon	10/25/2023	SHOP	Bus Asst	
Bivins	Emily	11/2/2023	ESE	SPED EA	
Hamilton	Elizabeth	11/3/2023	MNS	EA	
Harris	Gwendolyn	11/6/2023	JP	SPED EA	
Johnson	Kinsey	11/13/2023	ESE	EA	
Thomas	Jacob	11/13/2023	CO	Computer Technician	
Scott	Jennifer	11/15/2023	NF	School Nurse	

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>
Tate	Lynn	11/3/2023	MNS	PE Teacher	Y
Hayes	Natalie	11/7/2023	HG	ESL Teacher	N
Mayton	Megan	11/15/2023	HG	2nd Grade	Y

Classified Resignations/Retirements/Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Last Day</u>	<u>Location</u>	<u>Position</u>
Warren	Raven	10/17/2023	CO	Students in Transition Liaison
Shannon	Chancey	10/20/2023	NF	Cafeteria Asst Manager
Geiger	Ellie	10/17/2023	RR	EA
Argueta	Evelyn	11/8/2023	SHOP	Bus Asst
Regets	Alyssa	11/9/2023	SHOP	Bus Asst
Kyne	Kiersten	11/10/2023	OCE	SPED EA