

Board of Education Regular Meeting

November 12, 2024 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 Ella Frye, a kindergarten student at Mitchell Neilson Elementary, and Mason Johnson, a first grade student and his brother Adrian Johnson, a fourth 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 American Education Week-November 18-November 22 We're excited this year that River Oaks Church will be providing full Thanksgiving dinners to 55 families from Mitchell-Neilson. Additionally, the Tracy Lawrence Organization is delivering 100 prepared turkey dinners to Cason Lane Academy. This act of kindness guarantees that more of our families can enjoy a special Thanksgiving meal together. The Season of Sharing has begun and will bring so much joy to our students next month. Thanks to the combined efforts of several community partners, including General Mills, Band of Brothers with North Boulevard, and our very own MCS Instructional Team, students will receive gifts and essential items to make the Christmas season a little brighter. These generous organizations and teams have "adopted" students to provide them with gifts and necessities for the Christmas Season. This is such a great example of community spirit that is making a difference in our students lives. We are thankful to our community partners! North Boulevard Church of Christ is hosting their annual "Very Special Christmas Party. Our students in need and their families are invited to come for a meal, enjoy a performance by the youth group, and celebrate the season with gift-giving. Coats will also be available for anyone in need. This is such a special time for students and their families to enjoy, and we are so grateful for the partnership with North Boulevard.	Mrs. Lisa Trail
A. The Best of MCS-Franchesca Graffeo-Black Fox-TN Early Educators of the Year Procedural Item	Dr. Trey Duke
B. Spotlight on Education-Extended School Program Procedural Item	Dr. Trey Duke
C. Public Comment Procedural Item	Chair Butch Campbell
IV. CONSENT ITEMS Consent Agenda	Chair Butch Campbell

A. Approval of 10-29-24 Board Minutes Consent Item	
B. Approval of Surplus Property Disposal Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Surety Bond for Finance Director Action Item	Dr. Trey Duke
B. Approval of Board Policy 5.106, Application and Employment on First Reading Action Item	Ms. Lauren Bush
C. Building at 910 Ridgely Rd-Letter of Intent Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Discussion of Internet Safety Measures as per Board Policy 4.406 Information Item	Ms. April Zavisla
B. Budget Preparation Calendar Information Item	Mr. Daniel Owens
C. Director's Update Information Item	Dr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Butch Campbell
A. Reports from TSBA Leadership Conference and Annual Convention Information Item	Chair Butch Campbell
VIII. ADJOURNMENT Action Item	Chair Butch Campbell

MINUTES

Board of Education Regular Meeting

October 29, 2024 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item Present: Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mrs. Jeanette Price, Mr. Jimmy Richardson III, Absent: Mr. Butch Campbell, Mr. David Settles. Staff: Dr. Trey Duke, Sheri Arnette, Don Barch, Angela Fairchild, Kristy Mall, Lisa Trail, Ken Rocha, Sonya Cox, Christy Robinson, Maria Johnson, Daniel Owens, Sandy Scheele, Caitlin Bullard, Julie Seymour, and farmers Rachel Bicker, Molly Royer, and Joanna Whitnah</p> <p>Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett</p>	<p>Vice Chair Amanda Moore</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by two third-graders, Wyatt Shingledecker and Breighlyn Siberon, from Cason Lane Academy and two first-graders, Michael Young and Blakely Higgs from John Pittard Elementary.</p>	
<p>B. Moment of Silence Procedural Item Vice Chair Amanda Moore asked everyone to remember Board Chair Butch Campbell. He is at home recovering from surgery. She also asked that we remember our colleagues at MTSU after the fatal incident this week.</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 5, Nay: 0, Absent: 2</p>	<p>Vice Chair Amanda Moore</p>
<p>III. COMMUNICATIONS Information Item</p>	<p>Mrs. Lisa Trail</p>
<p>A. The Best of MCS-Julie Seymour Procedural Item</p>	<p>Dr. Trey Duke</p>
<p>B. Spotlight on Education-Farm to School Program Procedural Item Barbara Long said that the entire program was such a great program. She is very thankful that we are one of the few systems in the state that has such a program.</p> <p>Jimmy Richardson said that he loved the smiles on the children's faces.</p> <p>Amanda Moore asked Ms. Scheele to explain a little more about how unique the program is. Ms. Scheele said that she recently attended a conference with former Vice President Al Gore and after talking with several systems, she found that this program is very rare in the state and even in the United States.</p> <p>Dr. Duke explained that we have 2 full-time farmers, 2 part-time farmers, and are doing interviews for more at this time. He said that these are farmer educators that we employ, and they are funded totally out of the nutrition budget. Dr. Duke stated that we know how important this program is for the students, and he is very proud of our farmer educators</p>	<p>Ms. Sandy Scheele</p>

C. Public Comment Procedural Item	Vice Chair Amanda Moore
<p>i. MEA-Collaborative Conferencing Procedural Item Dr. Kristy Mall, MEA President, attended the meeting representing the Murfreesboro Education Association. She stated she was presenting these instead of Luke Dickerson who was scheduled to present these.</p> <p>Dr. Mall said that she was there to submit the petition signatures from MCS educators regarding collaborative conferencing (PECCA) and to begin the collaborative process. She thanked the Board and said that she was excited to begin the process.</p> <p>Vice Chair Amanda Moore said that she is proud of the strong relationship that the Board and the system have with MEA. She added that collaborative conferencing (PECCA) is structured and governed by state law, and that because they submitted the petition with 15% of professional employee signatures, it is the duty of the Board to appoint a special question committee to conduct a confidential poll of all employees.</p> <p>Vice Chair Moore said that Chair Campbell named the committee of board members and professional employees, and they are as follows: Representing MEA will be: Dr. Kristy Mall, Luke Dickerson, Teresa Rotella, and representing the Board will be Board Chair Butch Campbell, Dr. Maria Johnson, City Attorney Lauren Bush, and as a backup for Chair Campbell, Ms. Barbara Long was added to that committee.</p>	
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Karen Dodd and seconded by Mrs. Jeanette Price, passed. Yea: 5, Nay: 0, Absent: 2</p>	Vice Chair Amanda Moore
A. Approval of 10-15-24 Board Minutes Consent Item	
B. Approval of Contract-Ironsmith Fire Consent Item	
C. Approval of Surplus Property Disposal Consent Item	
<p>V. ACTION ITEMS Action Item</p>	Vice Chair Amanda Moore
<p>A. Approval of the 2024-2025 TISA Accountability Report Action Item Motion to approve the 2024-2025 TISA Accountability Report. This motion, made by Ms. Barbara Long and seconded by Mr. Jimmy Richardson III, passed. Yea: 5, Nay: 0, Absent: 2 Dr. Duke informed the Board that we had received thirty-eight comments with 90% of those from parents. He explained that this TISA report must be submitted by November 1, 2024.</p>	Dr. Trey Duke
<p>B. Approval of Science Textbook Adoption Committee Members Action Item Motion to approve the Science Textbook Adoption Committee Members. This motion, made by Ms. Karen Dodd and seconded by Mrs. Jeanette Price, passed. Yea: 5, Nay: 0, Absent: 2 Barbara Long asked if Lea Bartch will be a part of this committee, and Dr. Duke said yes, she and Mrs. Arnette.</p>	Dr. Trey Duke
C. Approval of Growth Positions	Dr. Trey Duke

<p>Action Item Motion to approve the recommended Growth Positions. This motion, made by Ms. Barbara Long and seconded by Mr. Jimmy Richardson III, passed. Yea: 5, Nay: 0, Absent: 2 Dr. Duke said that the number of students being served by a resource teacher had increased to seventy-seven at Black Fox since we posted the Board packet. Dr. Duke said that he is not recommending a budget amendment at this time, but this change may require one eventually and we will know more at the end of the year. Jimmy Richardson asked that as the population grows, do we anticipate an impact with TISA funding? Dr. Duke said that we receive additional funds if students require additional services, but those funds won't be realized until next year because the funds that we are working with were from last year's numbers.</p>	
<p>D. Approval of Budget Amendment-Title III Immigrant Grant Action Item Motion to approve Budget Amendment-Title III Immigrant Grant. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 5, Nay: 0, Absent: 2 Karen Dodd asked why the amount of this grant was less than last year. Dr. Duke said that it is pretty close to what we received last year. He will pull the total dollar amount for the Immigrant grant. Amanda Moore said that this money is to be used for PD for staff that directly impact ESL students, but she asked if it would also be used for our general education teachers? Dr. Duke asked Mrs. Sheri Arnette to come forward to answer questions regarding PD. Mrs. Arnette explained that Dr. Sarah Chumney, ESL Coordinator, did reach out to the ESL teachers to see what PD that wanted to use these funds for, and they suggested ELPA training. ELPA is the assessment that replaced the WIDA assessment. Once trained, they will, in turn, share that information with gen ed teachers. Barbara Long asked who administers the ELPA assessment, and Mrs. Arnette said that the ESL teachers administer it. Dr. Duke said that he had to brag about the quality of our ESL staff. He said that all teachers are doing an incredible job with high integrity and compassion and Dr. Chumney is doing a remarkable job as coordinator. He is so excited about where that department is headed. Mrs. Arnette agreed and added that we have very passionate teachers, and she is seeing amazing things from that department.</p>	<p>Dr. Trey Duke</p>
<p>E. Approval of Budget Amendment-FY25 GP Fund 141-Donations Action Item Motion to approve Budget Amendment-FY25 GP Fund 141-Donations. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed. Yea: 5, Nay: 0, Absent: 2</p>	<p>Dr. Trey Duke</p>
<p>F. Approval of Revenue and Expenditure Report Action Item Motion to approve the Revenue and Expenditure Report. This motion, made by Ms. Barbara Long and seconded by Ms. Karen Dodd, passed. Yea: 5, Nay: 0, Absent: 2 Dr. Duke thanked Daniel Owens for the great work he is doing in looking at our investments and making sure we are getting every penny we can from them. He added that he is excellent at finding every dollar.</p>	<p>Mr. Daniel Owens</p>
<p>VI. REPORTS AND INFORMATION Information Item</p>	<p>Vice Chair Amanda Moore</p>

A. Personnel Report Information Item	Dr. Maria Johnson
B. Enrollment (PTR) Report Information Item	Mr. Ken Rocha
<p>C. Director's Update Information Item Dr. Duke said that we have had a very busy month.</p> <p>First, he congratulated Black Fox teacher Franchesca Graffeo for receiving the TN Early Educator Award and said that he is incredibly proud of her. She was 1 of 20 in the state to receive the award. He added that she would be recognized at the November 12th board meeting.</p> <p>Dr. Duke said that our Coordinated School Health Department had been very busy with sports clinics lately, and he thanked them for their hard work and late afternoons.</p> <p>Dr. Duke said that we are finishing up our Parent Universities and had great turnouts at those.</p> <p>We are also hosting the Born Learning Academy at Scales this year and have had the most families attend than he had seen in the past. He thanked United Way for their partnership in this program. He has received lots of positive feedback from parents in our efforts to achieve wrap-around services for our students.</p> <p>Dr. Duke said that we will be out of school on Tuesday, November 5th, for election day. This will be a PD day for teachers.</p> <p>Dr. Duke reminded the Board that immediately following this meeting, they would be going into a closed executive session.</p>	Dr. Trey Duke
<p>VII. OTHER BUSINESS Information Item Jimmy Richardson said that it was an honor and privilege to serve on a Board that put our students at the forefront and to serve with individuals that have a heart for students.</p>	Vice Chair Amanda Moore
<p>VIII. ADJOURNMENT Action Item Motion to adjourn atX. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 5, Nay: 0, Absent: 2 Meeting adjourned at 6:44 p.m.</p>	Vice Chair Amanda Moore
<p>IX. CLOSED EXECUTIVE SESSION Information Item</p>	Vice Chair Amanda Moore

Director of Schools

Agenda Item Title: Approval of Surplus Items

Board Meeting Date: November 12, 2024

Department: Finance and School Operations

Presented by: Trey Duke, Director of Schools

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

Board policy 2.403 defines surplus property as property no longer having an intended use by the school district and/or no longer capable of being used because of the property's condition. Policy 2.403 requires the Director of Schools/designee to prepare a list of unusable items for Board approval.

These items have been deemed surplus items and will be either sold or discarded based on board policy.

Staff Recommendation

Recommending approval of the surplus of the items specified within this packet.

Fiscal Impact

All unusable items shall be sold to the highest bidder after advertising in a newspaper of general circulation and online at least seven (7) days prior to the sale. Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be disposed of without the necessity of bids pending appropriate approvals.

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

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
- (2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than five hundred dollars (\$500).

COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

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EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Tripod	Brake				
Another box					
Fellowes Shoulder	1747	Fellowes			

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

_____ School NF Date 10/29/24
 Milisa Miffleton
 Principal

_____ Date _____
 Supervisor
 _____ Date 11/5/2024
 Assistant Superintendent of School Operations or Director of Technology

_____ Date 11/5/24
 Bobby W Duke III
 Director of Schools

_____ Date _____
 Board Chairman

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on section 49-6-2007 of the Tennessee Code Annotated: "

(d)1 Surplus property in local school systems which has no value or has a value less than two hundred fifty dollars (\$250), may be disposed of without the necessity of bids as required by this section."

(2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than two hundred fifty dollars (\$250).

COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

EQUIPMENT	Tag #	MFG. BY	MODEL #	SERIAL #	VALUE
See attached					

In accordance with TCA 49-6-2007 (d)1 and (d)2, we the undersigned authorize disposal of the items listed above."

" Central Office SCHOOL ESP date 10-23-24 "

Principal
 " [Signature] date 10/24/24 "

Supervisor
 " [Signature] date 11/5/24 "

Director of Schools
 " _____ date _____ "

Board Chairman "

FOR INVENTORY CONTROL USE: COPY TO CENTRAL RECEIVING _____ COPY TO PRINCIPAL OR SUPERVISOR _____
 COPY TO INVENTORY CONTROL _____ COPY TO VENDOR _____

NOTES ON DISPOSAL METHOD: :

" SIGNATURE _____ DATE _____ "

ESP Walkies to dispose of

Equipment	Model	Tag #	Serial #	Value	Notes
Walkie Radios	EVX-261-G6-5	962936	2B0G085528	\$20	weak signal
	EVX-531-G7-5	101109	214L060260	\$0	no longer works
	EVX-531-G7-5	101105	215E030186	\$0	"
	EVX-531-G7-5	100996	214L060501	\$0	"
	EVX-531-G7-5	101633	216M220313	\$0	"
	EVX-531-G7-5	101302	216E280058	\$0	"
	EVX-531-G7-5	101305	216E280057	\$0	"
	EVX-261-G6-5	962937	2B0G085529	\$0	"
	EVX-531-G7-5	101086	214L060547	\$0	"
	EVX-531-G7-5	101087	214L060551	\$0	"
	EVX-531-G7-5	101083	214L060378	\$0	"
	EVX-531-G7-5	101041	214L060543	\$0	"
	EVX-531-G7-5	101080	214L060535	\$0	"
	EVX-531-G7-5	101089	214L060548	\$0	"
	EVX-531-G7-5	101081	214L060556	\$0	"
	EVX261G65	962948	2B0G085533	\$0	"
	EVX531G75	100958	214L060566	\$0	"
	EVX531G75	100935	214L060573	\$0	"
	EVX531G75	100936	214L060570	\$0	"
	EVX531G75	101630	216M220317	\$0	"
	EVX531G75	100956	214L060575	\$0	"
	EVX531G75	101293	216E280046	\$0	"
	EVX-261-G6-5	962984	2B0G095039	\$0	"
	EVX-531-G7-5	100987	214L060414	\$0	"
	EVX-531-G7-5	100966	214L060010	\$0	"
	EVX-531-G7-5	100968	214L060011	\$0	"
	EVX-531-G7-5	100961	214L060536	\$0	"
	EVX-261-G6-5	962971	2B0G155248	\$0	"
	EVX-531-G7-5	100962	214L060537	\$0	"
	EVX-261-G6-5	962955	2B0G155252	\$0	"
	EVX-531-G7-5	101260	215I060049	\$0	"

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
- (2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than five hundred dollars (\$500).

COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Old MNE Cafeteria Tables					25.00 each
16-12 seat					
3-8 seat					
(will sell on Good eats)					

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

Principal Sandy Scheele School MNE Date 11/5/24

Supervisor Dena Thomas FA Date 11/5/24

Assistant Superintendent of School Operations or Director of Technology D. Betty Date 11/6/24

Director of Schools Bobby Duke III Date 11/6/2024

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

Agenda Item Title: Approval of Fiscal Agent Bond

Board Meeting Date: November 12, 2024

Department: Finance

Presented by: Trey Duke

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Approval of the statutory bond for Finance Director, Daniel Owens, for a one-year term beginning January 5, 2025, through January 4, 2026.

State law requires the Treasurer or fiscal agent of a Local Education Agency (LEA), other than a County LEA, to execute a statutory bond. This bond protects the School District from loss of funds.

The amount of the bond, \$3,030,843 (with a premium of \$2,501), is a calculation formula based on revenues from MCS' FY22 audit approved by the Comptroller.

Staff Recommendation

We recommend approval of the new Surety Bond.

Fiscal Impact

\$2,501 from the General Purpose budget. This amount is commensurate with the approved FY25 budget, and no budget amendment is necessary.

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

Agenda Item Title: Board Policy 5.106, Application and Employment, on first reading

Board Meeting Date: November 12, 2024

Department: Legal

Presented by: Lauren Bush

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

This policy change is proposed to modify the requirement for applicants to undergo a physical examination. Instead, applicants will be required to certify in writing that they do not have any contagious or communicable diseases. This modification aims to reduce the financial and logistical burden on applicants, while maintaining a commitment to health and safety within our schools.

Staff Recommendation

Approve changes to Board Policy 5.106, Application and Employment, on first reading

Fiscal Impact

The recommended policy changes carry no direct fiscal impact for MCS. However, MCS plans to cover the cost of enrollment in the RAP Back fingerprint background program, while shifting the initial background check expense to applicants. This adjustment ensures applicants are not burdened with both the background check fee and the initial physical examination cost.

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 January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Reviewed-Issued Date: 7/25/23 Prior Revised Date: 02/28/2305/24/22
		Rescinds: 5.106	Issued: 05/24/2212/10/24

1 APPLICATION

2 An individual desiring a position shall make application to the Director of Schools on forms developed
3 by his/her office. To ensure the safety and welfare of students and staff, the district shall require
4 criminal history background checks and fingerprinting of applicants for teaching positions and any
5 other positions that require proximity to children.^{1, 10} If applying for a teaching position, the Director of
6 Schools shall also check the applicant's license status in the Tennessee Department of Education's
7 database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the
8 hold.²

9 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall
10 also constitute a Class A misdemeanor which must be reported to the District Attorney General for
11 prosecution.³ The Board shall pay any costs incurred to perform these background checks and
12 fingerprinting.⁴

13 *Professional Employees*

14 The application shall include the colleges or universities attended along with references from persons
15 such as previous employers, college professors, and supervisors of student teachers. Other information
16 shall include whether such applicant has been dismissed for cause from a school system.⁵ If previously
17 employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

18 No person shall be employed:

- 19 1. Who does not hold a valid license to teach or a temporary permit to teach from the Tennessee
20 Board of Education;⁶
- 21 2. Who has been identified by the Department of Children's Services, or on a similar registry in
22 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or
23 child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
- 24 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
25 of Health, or on a similar registry in another jurisdiction;⁷
- 26 4. Who does not certify in writing that they do not have any contagious or communicable disease
27 in such form that might endanger the health of school children ~~Who does not present a~~
28 ~~physician's certificate showing a satisfactory health record or has any contagious or~~
29 ~~communicable disease in such form that might endanger the health of school children;~~⁸
- 30 5. Who refuses to take and subscribe to an oath to support the Constitution of the State of
31 Tennessee and of the United States of America;⁹

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- 32 6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
33 employment for cause; or
34 7. Who does not receive a satisfactory background check.¹⁰

35 *Support Employees*

36 No person shall be employed:

- 37 1. Without the appropriate qualifications listed in the job description and/or stated in law;
38 2. Who does not ~~present a physician's certificate showing a satisfactory health record or has certify~~
39 ~~in writing that they do not have~~ any contagious or communicable disease in such form that
40 might endanger the health of school children;⁸
41 3. Who has been identified by the Department of Children's Services as a perpetrator of child
42 abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate
43 threat to the health, safety, or welfare of children;⁷
44 4. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
45 of Health;⁷
46 5. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
47 6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
48 employment for cause; or
49 7. Who does not receive a satisfactory background check.¹⁰

50 **EMPLOYMENT**

51 *Professional Employees*

52 After checking references and receiving written recommendations, the Director of Schools shall hire
53 and assign qualified applicants.

54 Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and
55 conditions of employment. Upon receipt of employment notification, such person shall respond within
56 the timeline established by state law.¹² From the date of the written acceptance, such person is
57 considered to be under employment with the system and is subject to all rights, privileges, and duties.

58 *Support Employees*

59 After checking references and receiving written recommendations from principals and/or supervisors,
60 the Director of Schools shall hire and assign qualified applicants. The Employment at Will Agreement
61 of each support employee shall contain a statement regarding the required ninety (90) day probationary
62 period.

63 *Anticipation of Advanced Degree or Academic Credentials*

64 The teacher shall be responsible for securing a license or certificate, verifying its accuracy, maintaining
65 its validity, registering it with the Murfreesboro City Schools Human Resources Department, and
66 meeting the requirements of T.C.A. 49-5-101. Initial salary shall reflect the established degree shown
67 on the Tennessee Department of Education certificate presented at the time of employment.

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68 For budgetary purposes, all licensed employees who anticipate receiving an advanced degree or
69 additional graduate hours to meet the MA+30 requirement shall report this to the Director of Schools
70 no later than March 1.

71 The licensed employee shall be responsible for filing an official copy of the transcripts with the
72 Murfreesboro City Schools' Human Resources Department once the required coursework has been
73 completed or the degrees have been awarded. The employee may but is not required to complete the
74 necessary process to have their school/university send official transcripts directly to the state
75 certification office in order to add the degree to their license in TNCompass.

76 The employee has 60 calendar days to submit the required documentation to Human Resources in
77 order for the new level of pay to backdate to the degree conferral date. If documentation is received
78 after 60 calendar days, the new level of pay will begin the date that the documentation is received by
79 Human Resources.

80 For courses to count towards a MA+30 status on the pay lane, they must be graduate level education
81 courses taken after completion of a Master's degree. These courses must be traditional, credited
82 courses and not continuing education credits or courses needed for initial licensure.

Legal References

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406(a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e); Public Acts of 2023, Chapter No. 222
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413(a), (f)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*
12. TCA 49-5-406(b)

Cross References

- Orientation and Probation 5.107
- Compensation Guides & Contracts 5.110
- Background Investigations 5.118
- Recommendations and File Transfers 5.203
- Interim Employees 5.700
- Qualifications and Duties of the Director of Schools 5.802

Agenda Item Title: Letter of Intent to Purchase Real Property

Board Meeting Date: November 19, 2024

Department: Director's Office

Presented by: Trey Duke

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Murfreesboro City Schools is seeking approval to issue a letter of intent to pursue negotiations related to acquisition of 910 Ridgely Road, Murfreesboro, Tennessee 37129 for a new transportation and maintenance facility. This letter of intent is not binding on either party, but allows the district to start the process of negotiating a purchase and sale agreement.

Staff Recommendation

Approve Letter of Intent to Purchase Real Property

Fiscal Impact

There is no fiscal impact related to the letter of intent, however the future purchase and sale agreement will include the cost of the real property.

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
Murfreesboro, TN 37127-6342
Phone: 615-893-2313
Fax: 615-893-2352
cityschools.net

Osborne Enterprises
910 Ridgely Road, Suite F
Murfreesboro, TN 37129

November 19, 2024

RE: Letter of Intent to Purchase Real Property

Dear Osborne Enterprises,

This Letter of Intent (this "Letter") expresses the mutual interest of Murfreesboro City Schools (hereinafter, "District") and Osborne Enterprises (hereinafter "Seller") regarding the potential acquisition of certain real property owned by Seller. The property is comprised of approximately 3.50 acres, located at 910 Ridgely Road, Murfreesboro, Tennessee 37129, and is identified as Parcel No. 091G-E-003.00-000 (the "Property").

The Seller and District may be referred to herein individually as a "Party" and collectively as the "Parties." This Letter sets forth certain terms and conditions to be included in a future definitive and binding purchase and sale agreement (the "Purchase Agreement") with such other representations, warranties, conditions, covenants, indemnities, and other terms as the Parties may agree upon.

District representatives have conducted an initial review of the Property, and the District is interested in its features and potential. The District intends to perform a thorough due diligence review of the Property following the execution of a Purchase Agreement. The due diligence investigations would include, but not be limited to, zoning verification, title review, and any inspections necessary to confirm the Property's suitability for the District's intended use. If a Purchase Agreement is entered into by the District and Seller, the parties intend that the proposed transaction would be consummated on or before February 28, 2025.

This Letter is intended only as a reflection of the intention of the Parties and does not constitute or create any legally binding or enforceable obligation on any Party. No agreement or obligation regarding the Property shall be deemed to exist between the Parties, unless and until the Purchase Agreement has been fully executed and delivered, and then only in accordance with the terms and conditions of such Purchase Agreement.

We look forward to the opportunity to discuss the possibility of this acquisition further.

Respectfully,

Butch Campbell, Chairman of the Board

Bobby N. Duke, III, Director of Schools

Agenda Item Title: Report of Internet Safety Measures

Board Meeting Date: November 12, 2024

Department: Technology

Presented by: April Zavisia

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Board policy 4.406 requires the annual communication of internet safety measures.

Murfreesboro City Schools and its Board supports reasonable access to various information formats for staff and students emphasizing responsible and appropriate use. Information presented will review measures currently in place to ensure compliance with state laws and provide security to student personal data.

Staff Recommendation

Informational item

Fiscal Impact

Not Applicable

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

BUDGET DEVELOPMENT TIMELINE FOR 2025 - 2026

MONTH	DAY	FUNCTION/ACTIVITY	RESPONSIBILITY
November	13	Distribute Facility Needs Assessment Forms to Principals, CO and SHOP.	Principals, Technology, CO, and Maintenance
December	2	Distribute Budget Requests Forms to Principals, Department Managers, and School Board Members	Principals, Department Managers and School Board
	11	Completed Facility Needs Assessment Forms due (return to Finance Department)	Principals, Technology, CO, and Maintenance
	12	Facility Needs Assessments forwarded to Maintenance for Funding Needs	Finance Department
	16	Completed Budget Request Forms due (return to Finance Department)	Principals, Department Managers and School Board
January	16	Facility Needs Assessment Funding Due (return to Finance Department)	Maintenance
	24	Generate 2025-2026 Budget Template	Finance Department
	27	Enrollment Projections (First Estimate) (based on zoning options)	Attendance
	28	Begin Principal and Department Supervisor Presentations to Budget Review Team	Budget Review Team
February	18	End Principal and Department Supervisor Presentations	Budget Review Team
	25	Position Control Chart Developed Based on Budget Guidelines	Human Resources and Payroll
March	1	First Draft of 2025-2026 Individual Fund Budgets (ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	4	First Draft 2025-2026 Operations & Capital Budget Review & Revisions	Budget Review Team/Federal Projects
	23	Final Draft of 2025-2026 Budgets (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.)	Budget Review Team
	28	Distribution of Proposed 2025-2026 Budgets to School Board	DOS, Finance Department
* Spring Break - 3/30 - 4/5			
April	4/8-4/15	Board Work Session(s) to be completed by April 17th (Good Friday 4/18) (tentative dates 4/8 & 4/15 from 4-8 p.m.)	School Board
	25	Final Draft of Proposed Budgets Distributed to School Board (approve on 4/29)	DOS, Finance Department
	29	Board to Approve Proposed Budgets (General Purpose, ESP, Nutrition, Federal Projects, Capital, etc.) (Board Meeting)	School Board
	30	Submit Budget to City Council (submit to City April 30th - May 2nd)	Director of Schools
May/June	City Council Review and Budget Approval		Mayor and City Council