

AGENDA
Murfreesboro City School Board
6 p.m., Tuesday, November 15, 2016
Council Chambers

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Pledge of Allegiance

The Pledge of Allegiance will be led by Aiden Stone and Alex Judd, both first graders at Reeves Rogers Elementary.

Moment of Silence

II. APPROVAL OF AGENDA

III. COMMUNICATIONS

Murfreesboro City Schools would like to thank the following individuals for their financial contributions toward our district-wide Family Game Night Initiative: Mitchell Bowman-Realtors With Results, Ken & Doris Frizzell-Simply Sophisticated Home Staging, Jim & Judy Smythe-J & J Smythe Family LLC

Congratulations to Mrs. Dianne Hall from Overall Creek Elementary for being named Girls on the Run (GOTR) Coach of the Year of Middle Tennessee. Mrs. Hall has been working very hard to fundraise and promote GOTR. Just this past month she ran her first marathon (during Fall Break) and then the next weekend participated in Murfreesboro's Middle Half to raise money for GOTR. Clearly Mrs. Hall is committed to her students and the girls of GOTR. Way to go Mrs. Hall!

Recycle Rutherford would like to thank all of the participants in our 2016 Postcard Contest. We received over 100 entries to judge which represented thousands of students who participated. While there were many postcard submissions from MCS teachers and students, Scales Elementary had the most participants and their efforts really paid off. Congratulations to Rachel Everett and Xan Lasco, both teachers at Scales, for being winners in our teacher participation drawing. They earned \$50 for their classroom use. See our website for the complete list of winners. Thank you and keep recycling!

MNS would like to thank the agents of Parks Realty for their generous donation. They stopped by to vote in our Pumpkin Decorating Contest. One penny = one vote. They cast LOTS of votes! We love having them as our community partners!

MNS would also like to thank Kroger at Georgetown Square for their donation of \$500.

Murfreesboro City Schools would like to congratulate the following individuals for completing the Leadership Academy: Sandra Lindsey, Tamara Cosby, Pam Holden, Julie Parish, Christopher Young,

Jennifer Clunie, Lisa Vancleave, Amy Miller, Shiloh Siegle, Dee Dee Potter, Alisha Herbison, Caleb Jones, Suzanne St. John, Tammy Pirtle, Mary Orcutt, Taylor Brown, Ava Jordan, Katie Nanney, Scott Campbell, Amanda Turnbo, Darlene Thomas, Jennifer DeFere, Kathleen Hunsicker, Stephanie Stump. This program covered a broad range of leadership topics which included personal leadership, interpersonal communication, team development skills, organizational change, and facilitative leadership.

Murfreesboro City Schools would like to thank Rack Room Shoes for their donation of \$2,212 to be used to purchase shoes and socks for students in need.

IV. CONSENT ITEMS

Minutes: October 25, 2016

Approval of Seven-Member Administrative Collaborative Conferencing Team: Ralph Ringstaff, Gary Anderson, Joe Marlin, Greg Lyles, Sheri Arnette, Jenny Ortiz, and Robin Newell

Approval of School Fees

V. ACTION ITEMS

Board Policy 6.400 Promoting Student Wellness (second reading)

Resolution Opposing Vouchers

VI. REPORTS/INFORMATION

Director of Schools' Evaluation Results

Leadership Academy

ACE's Grant

Integrated Preschool

Employee Survey

Revenue and Expenditure

Enrollment (PTR) Report

Personnel Report

VII. OTHER BUSINESS

VIII. ADJOURNMENT

MINUTES
Murfreesboro City School Board
6 p.m., Tuesday, October 25, 2016
Council Chambers

ATTENDANCE:

Chair Butch Campbell, Wesley Ballard, Phil King, Collier Smith, Jared Barrett, and David Settles

Staff: Dr. Linda Gilbert, Gary Anderson, Lisa Trail, Ralph Ringstaff, Sheri Arnette, Joe Marlin, Sandy Scheele, Jenny Ortiz, and Shavon Louis.

Assistant City Attorney Kelley Baker

I. CALL TO ORDER BY BOARD CHAIR

Pledge of Allegiance

The Pledge of Allegiance was led by Margaret Lillian Johnson, a second grader at Cason Lane Academy, and Zakiyah Elder, a sixth grader at Bradley Academy. The pledge was followed by a moment of silence.

II. APPROVAL OF AGENDA

Wesley Ballard moved to approve the agenda, Collier Smith seconded. All approved by saying aye.

III. COMMUNICATIONS

Lisa Trail presented communications, but first called Ms. Robin Newell, principal at Mitchell Neilson to the podium to recognize her recent accomplishment. Ms. Newell was named TN Grand Middle Division Principal of the Year. Mrs. Trail presented Ms. Newell with a gift from the Board.

Mr. Campbell asked for a quick synopsis of the process. Ms. Newell explained that principals are nominated by people in core regions. They complete the required paperwork which includes twenty five detailed questions. Then they go through an interview. There are blind readings of the questions that were answered, they are then ranked by numbers. At that point, finalists are chosen from each core division to go before a separate interview panel. Ms. Newell received TN Grand Middle Division Principal of the Year last night at a banquet in Nashville.

Mr. Campbell asked if we had ever had anyone from our system to make it that far before. Ms. Newell said that Mr. Gilbert Shearron, also principal at Mitchell Neilson in the late 50's, made it to National Principal of the Year.

Collier Smith told Ms. Newell that the honor was well deserved. She appreciates how Ms. Newell has made Mitchell Neilson successful and the fact that she was bold enough to take the steps needed to make that happen. Ms. Newell said that she works with the best teachers and has the smartest students in the world.

MCS recognized the Ruben Gomez family. Mr. Gomez arranged a traditional Colombian song which was one of the pieces the Murfreesboro Symphony played at its concert on Saturday at Bradley's Taste of Latin America. In addition, his son, John Pittard 5th grade student, Emilio Gomez, introduced the piece and played the trombone with the orchestra. And his wife, Maria del Pilar Garcia, performed a traditional Colombian dance to accompany the song. The Gomez family moved to Murfreesboro last year so that Mr. Gomez could obtain his Master's Degree in Wind Conducting from MTSU.

Dr. Gilbert gave the Board some background on this family and said she wanted to honor, recognize, and thank them for attending.

The Nutrition Department will be hosting MTSU dietetic students. These students will be in the kitchen for a two-week period beginning October 20th.

The City Schools Foundation is proud to announce the winners of the 2016-17 grants. 27 grants are being funded this year for a total of \$52,774.76.

DARLENE THOMAS	ERMA SIEGEL	PLANTING THE SEEDS OF BUDDING ENGINEERS	\$990.02
DR KRISTY MALL	DISCOVERY	ENGINEERING OUR FUTURE: THE FUTURE IS HERE	\$3,635.85
MEREDETH GILLILAND	HOBGOOD	CULTIVATING KINDNESS AND COMPASSION	\$351.08
JESSICA JACOBS	SCALES	MATH FUN: BRINGING MATH ALIVE	\$800.00
MEREDITH DAVIS	SCALES	I'M HOOKED BUT NEED MORE: GETTING MANIPULATIVES IN THE HANDS OF EVERY CHILD	\$164.91
AMBER KELLY	SCALES	EXPLORATION THROUGH LIFE CYCLES	\$956.95
LISA BOWE	SCALES	READING ACROSS THE CURRICULMS	\$813.48
LUKE HILL	OVERALL CREEK	MUSIC E-CRITICS: A COLLABORATIVE STUDENT BLOG	\$390.00
SHAE MIGA, ILLIANA SENIOR, TONYA CANNON	REEVES ROGERS ELEMENTARY	MIGHTY MATHEMATICIANS	\$5,577.36
MICKY BROOKS & TRENT CHEEVES	District	GRAB YOUR PASSPORTS	\$9,999.00
KELLY ADAMS HARRIS	NORTHFIELD	RAPUNZEL , RAPUNZEL, THE TOWER OF SILKY ROOTS	\$1,110.95
TARA MCKINNEY	ERMA SIEGEL	REAL LIFE ROLE PLAY	\$303.00
TARA MCKINNEY	ERMA SIEGEL	LAS CIENCIAS PARA TODOS! / SCIENCE FOR EVERYONE!	\$99.95
LEAH BARTCH	District	EV3 SOLUTIONS: ALERT THE REBELS	\$7,477.65
MERI-LEIGH SMITH	District	SUCCESS THROUGH MOVEMENT	\$4,000.00
CINDY CLICHÉ	District	MATH 2 GO	\$2,518.42
ANNA BUCHHOLTZ	CASON LANE	STEM ROOM MATERIALS	\$1,105.16

BETH CARTER	REEVES ROGERS	FOR THE LOVE OF AQUAPONICS	\$4,175.00
NEELY EMBREE	MITCHELL NEILSON	"TWENTY-ONE DAYS TO EGG-CELLENCE"	\$495.00
DEBBIE HICKERSON	CASON LANE	STEAM WORK MAKES THE DREAM WORK	\$1,180.00
FELICIA JACKSON	CASON LANE	MATH ALIVE!	\$2,441.60
RACHAEL SLOUGH	SCALES	REACHING OUTSIDE THE TEXTBOOK: TEACHING MATH WITH PICTURE BOOKS	\$228.03
SARAH CHUMNEY & TABA KARNA	CASON LANE	GOT ROOM FOR MATH	\$1,019.50
MICHELLE EATON	ERMA SIEGEL	BREAKOUT CRAZE	\$340.00
RACHEL PRATER & JENNIE BUCARO	MITCHELL NEILSON	TO STEMFINITY AND BEYOND	\$599.96
RACHEL PRATER	MITCHELL NEILSON	MAKING MATH MAGNETIC	\$221.89
BESS TURNER	DISCOVERY	BREAKOUT EDU: WILL YOU ESCAPE	\$1,780.00
			\$52,774.76

Thank you to everyone who submitted a grant and congratulations to the winners.

Ms. Trail told the Board that the Foundations Grant reception will be held on Wednesday, November 2, at 4:00 p.m. at Cason Lane and they are invited to attend.

Mitchell Neilson would like to thank Joyce Kelly and her Sunday School class at Third Baptist Church for their generous donation to our uniform fund and The Experience Church and Martins Nursery for their generous donations.

Mitchell Neilson would also like to thank Home Depot for donating buckets to their Drum Circle Club and Ms. Terry Womack for her generous donation of \$500 to be distributed through a drawing to ten teachers.

Scales Elementary had two teachers, Xan Lasko and Rachel Everett, win the \$50 prize for their participation in the Rutherford County Recycling Post Card Contest.

Believer's Chapel provided lunch for the faculty, school supplies and backpacks for students, and 25 cakes for the Fox Trot cake walk at Black Fox Elementary. They also provided 30 volunteers for the Fox Trot which was an enormous help. They have been an incredible help to Black Fox.

Lanes, Trains, and Automobiles provided a wonderful lunch for the school staff and a bowling game at the Black Fox fall festival. They also hosted the staff retreat and have become an essential part of the school program.

The School Nutrition department has moved forward with a school café online menu. Parents may go online and see what's on the menu for the day along with nutritional values. This program has alerts when a student's favorite meal is being offered so that parents don't have to pack a lunch that day. It is not on the website yet but will be in the next 2 or 3 days. This can be accessed by clicking on the lunch menu tab for each school.

Mayor McFarland gave Dr. Gilbert permission to let the Board know that Mr. Bill Shacklett will be the Council Liaison. Dr. Gilbert said he will be joining us in the near future, and she believes he will serve with the same grace and leadership that Mr. Ron Washington has served.

IV. CONSENT ITEMS

Minutes: September 27, 2016

Minutes: Board Retreat-September 28, 2016, and September 29, 2016

Approval of School Fees

Jared Barrett moved to approve the consent items. Mr. David Settles seconded the motion. All approved by saying aye.

V. ACTION ITEMS

Board Policy 6.400 Promoting Student Wellness (first reading)

Dr. Gilbert presented the staff version and TSBA recommended version of the Student Wellness Board Policy 6.400 and AD SS08. Dr. Gilbert explained that the staff recommended policy is a broad policy that deals with nutrition, physical activity, emotional wellness, and learning that has to do with school environments that promote the health and welfare of students. There will be more policies in the future that deal with specific elements related to student wellness. The staff version is more specific than TSBA. This policy rescinds SS11 and STU 30.

Collier Smith asked if the AD's had been gone through lately. She wasn't clear on reimbursable meals. Mr. Gary Anderson explained that reimbursable meals are meals that meet the standard set by the USDA that we get reimbursed for or receive funding for those meals.

She also had a question about "snacks brought by parents." She said that our AD states that the district will provide a list of foods and beverages that meets smart snacks nutrition standards. She didn't feel that was being followed. Dr. Gilbert explained that when that goes live, parents will be able to click on it and get that information. Dr. Gilbert will check with Meri Leigh Smith, Coordinated School Health Supervisor, about that link (line 96-smart snacks). Dr. Gilbert asked Sandy Scheele to come up and talk about Federal regulations on snacks. Ms. Scheele explained that smart snacks, which are ala cart items, have to meet federal regulations. Ms. Scheele explained that she has a smart snack calculator and she checks each item to make sure it falls into that category. She said that when she gets reviewed by USDA, she has to have documentation that she put each smart snack into the calculator.

Mr. Campbell said that we are looking to approve, on first reading, either the staff recommended version or the TSBA recommended version. Dr. Gilbert said she wanted the board to see the AD because it is

more detailed. Mr. Ballard asked if this board policy supersedes the current policy or is this a new policy. Dr. Gilbert explained that this will take the place of Board Policies SS11 and STU30. TSBA recommended that we get rid of those policies. Mr. Settles asked if we are doing most of this already and Dr. Gilbert said yes, because most of it is law.

Jared Barrett asked if we can put the bullet points from TSBA into our policy. Dr. Gilbert said yes, we can make it into topics like the TSBA version. Mr. Barrett said that would be fine. He would just like to see it broken out instead of in narrative form. Dr. Gilbert stated that the only one that might be a problem is Student Social Services.

Jared Barrett moved to approve the staff recommended version with the changes that were recommended, and Collier Smith seconded the motion. All approved by saying aye.

Mr. Campbell stated that this is first reading and the Board will vote again.

Black Fox Classroom Additions

Mr. Gary Anderson informed the Board that we did the bid opening on October 6 for the Black Fox ten classroom addition. We had five bidders interested, four of whom placed bids. The low bid was Romach, Inc from Franklin, TN with a bid of \$2,260,000. We had \$2,900,000 approved in the Capital Improvement Plan (CIP), so Romach, Inc came in under the amount that was approved. We still have other things to pay such as architect fees, equipment, etc. so that gives us room to purchase those needed items. Johnson and Bailey recommended that we install the intercom system for those ten classrooms. We will eventually update to Voice Over Internet Protocol (VOIP). They recommend that we take to the city council for approval a total of \$2,284,937. Mr. Anderson explained that we are asking for Board approval to take the architect contract and construction contract to city council so that we may move on to the next step of this process.

Mr. Ballard asked Mr. Anderson what our experience was with Romach. Mr. Anderson explained that we have no experience with Romach, but Johnson and Bailey are familiar with them, and says they are good. Johnson and Bailey does not accept unqualified bidders.

Mr. Settles asked if we are required to take the lowest bid. Mr. Anderson said that we are required to take the lowest and best. Mr. Anderson added that if we do not take the lowest bidder, we have to explain why we did not. Mr. Anderson asked for Mrs. Kelley Baker's input. Mrs. Baker said that if you disqualify any bidders, you have to explain why, for example if they didn't meet specs or didn't have the necessary experience.

Mr. Settles stated that he wished there was someone from Murfreesboro, someone locally, had bid on the job. Mr. Anderson stated that we did receive a bid from someone locally and they were \$211,000 higher. Mr. Phil King said that on the handwritten notes on page 31 of the packet, he noticed that the second lowest bidder, Fellowship Construction, didn't include addendums like the other companies. Mr. Anderson stated that Addendum 1 and 2 means that they changed the wording or something within the contract and they send addendums to the bidders.

Collier Smith asked if this project will be finished by the beginning of next school next year. Mr. Anderson said that it will be completed by the beginning of next school year.

Wesley Ballard asked if this expansion is being driven by population growth. Mr. Anderson confirmed that it is. Mr. Anderson explained that the school was built for 1000 students with a 25 to 1 pupil teacher ratio. We now have a 20 to 1 pupil teacher ratio, and we lost the capacity of 200 students. The school is right at capacity and we have a lot of pre-k students who live in that area and we have to assign those students to schools not in their area.

Mr. Settles asked if it was a 7 room addition, and Mr. Anderson explained that it was a 10 room addition. Mr. Settles also wanted clarification of the headings at the top of the handout. It stated Units 1-7; therefore, it looked like there were only 7 rooms being added. Mr. Anderson explained that each category represents a different classification for any problems that the contractor might run into.

Mr. King said that he was thinking the same thing as Mr. Settles about the headings. He thought that each unit was a classroom, and now he understands that there could be 7 different scenarios that contractors could run into in the middle of construction. Mr. Anderson said that these scenarios protect us if they come across something they don't expect.

Mr. Campbell asked if the 10 classrooms were 6 on east side and 4 on the west side and Mr. Anderson said yes. Mr. Anderson said this will include an additional section to the existing parking lot in the right front.

Collier Smith said it would be nice to have people pay taxes in Murfreesboro, and she wanted to make a comment about the endorsement from Johnson and Bailey regarding Romach, Inc. saying that they were confident in their bid even though they left some money on the table. She said that was very important to her.

David Settles asked if scenarios 1-7 were industry standard scenarios, and Mr. Anderson said that he felt that they were industry standard because of the very specific way they were listed.

Jared Barrett made the motion to take the bid to city council for final approval. Collier Smith seconded the motion. All approved by saying aye.

Collaborative Conferencing: Appointment of Committee Members

Dr. Gilbert asked Luke Dickerson, president of MEA, and Ralph Ringstaff to come up to discuss Collaborative Conferencing. Mr. Dickerson presented 187 signature cards to Mr. Ringstaff that represent MEA's request to begin collaborative conferencing. He was asking that the board establish a special questions committee. This committee would be responsible for overseeing an election to determine if certified employees desire to begin the collaborative conferencing process and which organization they

wish to represent them. Mr. Dickerson said that MEA appreciates the service of the school board members to our city and looks forward to the work ahead.

Mr. Ringstaff stated that the law reads that 15% of professional employees of the LEA must submit the signature cards and we have 600 certified teachers, of which 15% would be 90, so we have 187 signature cards. Mr. Ringstaff asked Mr. Campbell to nominate two board members to serve on the special questions committee. Mr. Ringstaff said that this committee will meet one afternoon next week after school and they have the process in place to do an electronic vote. Mr. Campbell appointed himself and Mrs. Rainier and Mr. Ballard as an alternate. Mr. Ringstaff said that if the majority votes to participate in collaborative conferencing, then we will have 7 professional employees on the special questions committee and 7 management employees on the committee. Mr. Ringstaff said that he will keep everyone updated.

Dr. Gilbert said that she really appreciates the relationship that we have had with MEA over the years, and she appreciates Luke Dickerson being a voice for the teachers. Mr. Dickerson said that he also appreciates the Board addressing the needs of the teachers and listening to MEA.

2016 LEA Compliance Report

Dr. Gilbert explained that each principal looks over the compliance report and makes sure that they are in compliance with all laws and policies of the State. They report back to Dr. Gilbert, and she has to submit this report to the State by end of November and it requires board approval.

David Settles made the motion to accept the Compliance Report. Mr. Ballard seconded the motion. All approved by saying aye.

Dr. Gilbert's Evaluation Document and Timeline

Dr. Gilbert explained that at the last meeting, the Board decided that they wanted TSBA to handle her evaluation. She has a timeline and asked that they approve the format and she will contact TSBA. Dr. Gilbert said that she doesn't see the evaluation. TSBA sends out the evaluation, they compile it, and then they send the results to the Board and the Board reports on it. There are three different appendices. Appendix A is completed by administrators that report to Dr. Gilbert, Appendix B is the Board's assessment, and Appendix C is based on test scores. Dr. Gilbert felt that her evaluation mimics the administrators' and teachers' evaluations. This year Appendix C is not nearly as long because principals were evaluated on NWEA because we did not have test scores.

Collier Smith said that she agrees to continue with this format, but would like a comment section after each section. Dr. Gilbert said that had been available for board members in the past, but asked if Ms. Smith would like that for administrators. Mrs. Smith said that she would like that added.

Mr. Ballard mentioned that Appendix C says something about performance objectives, and the Board evaluates performance objectives. He asked what the performance objectives are. Dr. Gilbert said she

will provide that to the board members (NWEA scores). Mr. Ballard asked if the Board can set new objectives going into the next year. Dr. Gilbert said that the Board certainly can do that. Typically Appendix C mirrors what administrators and teachers have. Dr. Gilbert said that if there is anything that the Board wanted to change for next year, they certainly could do so.

Mr. Campbell reiterated to Board members that the deadline is November 8. He said that last year, some board members did not get it in on time, and TSBA had to call to try to find out who had not sent it in. Mr. Campbell would like for Board members to get it in before November 8 so that TSBA can get it back to them in a timely manner.

David Settles made the motion to approve the document and the timeline. Wesley Ballard seconded the motion. There were some questions from Jared Barrett. Mr. Barrett asked if there would be a comment section for the Board, and Dr. Gilbert said yes, there always is a section for comments. Mr. Barrett also asked if the Board could get the results from last year because he thought it would help the two new board members. Dr. Gilbert stated that she didn't know if the two new board members would evaluate her performance last year. The Board agreed. Dr. Gilbert said that she would check with TSBA. Mr. Settles asked if it would be a requirement since he and Mr. Ballard are new. Mr. Campbell said that he felt like it would not be required by TSBA. Mr. Campbell complimented the two board members on their questions and comments because it would be difficult for them to evaluate Dr. Gilbert on last year's performance. He would still say that the evaluation documents would need to be sent to them as a learning process, but they should not have to turn them in.

All approved by saying aye.

VI. REPORTS/INFORMATION

Revenue and Expenditure

Mr. Anderson stated that we are at the 25% mark of the school year. He mentioned the net income for the year and explained that we are watching our dollars and cents. Mr. Anderson mentioned that sales tax is up from this time last year and revenue wise, we are fine. We have no property tax coming in yet and won't see that until January, February, and March. We are watching our expenditures closely.

Enrollment (PTR) Report

Mr. Anderson stated that we are keeping our pupil teacher ratio at 19.86. He also mentioned that this was one of the lowest attendance rates of the year at 96%. Mr. Anderson spoke with one of the nurses and found out that the flu hit this year before the flu shot, so he feels this was the reason for the attendance rate. Mr. Anderson is changing the report up some so the next report will show the differences in BEP funded total and PreK. Mr. Campbell asked about the growth in enrollment of 100 students. Mr. Anderson confirmed that we had grown by 100 students. He said that some of that may be the carry over and switching around PreK numbers and this will be cleaned up in the next report.

Personnel Report

Dr. Gilbert said that she can answer any questions on the personnel report after the meeting.

VII. OTHER BUSINESS

Meeting with Legislators at Rutherford County School Board Office-December 12

Mr. Campbell said that the Board will meet with legislators at a very casual round table discussion on December 12 at Rutherford County School Board office. He doesn't have a time as of yet. He will get that information to the Board as soon as he has it. He explained to Mr. Ballard and Mr. Settles that this is an opportunity to sit down with State Representatives and State Senators and let them know things that the Board is concerned about. They will give the Board feedback on things that will be coming up and where they stand. Mr. Campbell also mentioned that the Board will receive that kind of information at the TSBA conference in a couple of weeks as well. He said that he hoped that everyone had registered to attend the TSBA conference because it is a wonderful conference and the Board will learn more about what is going on in our state from this conference than even the National conference.

Mr. Settles asked if the meeting with the legislators was morning or evening and Mr. Campbell said that it will probably begin around 5:30 p.m. or 6:00 p.m.

Employee Survey

Collier Smith said that at the last meeting, the Board discussed having a survey from the Board to teachers regarding feedback about how they feel about the school system. She said that we don't have anything like that now.

She has contacted some businesses around Murfreesboro to see how much it would cost to do that survey. She spoke with Terri Sterling from Sterling Communications because she knew that she does surveys. The Board had the survey information in their packet. The document she came up with was something like survey monkey with open-ended narrative type comments. It is a document that can be used each year to measure our progress.

After talking to other people in town, they all endorsed Ms. Sterling's company. Ms. Sterling will do the survey for \$2000.00 plus about \$300.00 for the computer operation like survey monkey.

Mr. Prince is located in Nashville and does consumer health surveys and his price was \$10,000-\$12,000.

Dr. Gilbert included surveys in the Board packets from the TN Department of Education, but Ms. Smith said that they are so detailed and the Board just wants feedback from teachers to know how to move forward. Dr. Gilbert wanted everyone to see the surveys to know how to compare with what we have. She said the first one from the Department of Education is sent to teachers and we don't even see it before the results are on the website for everyone to see. She said that last school year, the survey was administered in April when testing was going on, so we didn't have a lot of teachers to participate. The

AdvancEd survey is done annually and we will keep this one because we are part of AdvancEd. It is also done anonymously.

Mr. Campbell thanked Ms. Smith for the information that she gathered on surveys. He asked if these surveys are just for teachers, or are we planning to survey all employees? Ms. Smith said it would be great to survey all employees but we need to start with teachers. She said that she is not saying we don't need to do all employees, but we need to start with teachers. Mr. Campbell says that support staff is also part of the team and we need feedback from all members of the team and not just part of them.

Mr. Campbell discussed the fees for the surveys which is approximately \$2300.00. He asked if it would include all employees. Collier Smith said that it would be written for teachers. She agrees that everyone comes together to make it a great organization, but she felt that we need to target teachers.

Jared Barrett said that the one from the state with the TN school climate measuring package is free and he feels that it is pretty detailed. He said that he would be more in favor of this one.

Mr. Ballard said that he read through the TN Educator's survey, but we failed to meet criteria for enough information to give us results. He feels that for a survey to be effective, we have to say it is mandatory and we will give the employee the time to take it. He doesn't know if we are prepared to do that. He said that the discontented employee may not take it. Mr. Ballard mentioned that if a teacher or staff feels that there is a disconnect, we would need a survey comparing it to national norms so that it would be clear that it would be better or worse according to the national norms. He feels that the survey should include all employees and be anonymous so that there is no fear of reprisal. He felt the same as Mr. Barrett in that he thought that the TN Educator's Survey looked good. He also felt that the results should be clear and understandable and that the teachers get feedback.

Mr. Settles was concerned about redundancy since Dr. Gilbert says that we already have a survey. Dr. Gilbert said that we actually have two surveys, AdvancED and the TN Educator's Survey. These surveys are for teachers. Mr. Settles wanted to know what information would be in the new survey that we are not getting from the surveys that we already do. He agrees that all employees' opinions matter from the janitor to teacher. He just doesn't want to repeat the same things. He also felt that if the survey is mandatory, it may not be able to be anonymous.

Collier Smith said that we are talking about two different types of surveys for sure. The type of survey that she envisions is an open-ended survey. An outside company would be receiving and compiling the results for us.

Mr. Settles asked if we can get a sample of the new survey. Collier Smith said that it will cost to get a sample. They will formulate the questions. Someone on the board would work with the company that we hire to look over the questions, then they would distribute the survey to all teachers and they would go to the survey site and complete it.

Mr. Campbell said that the next step would be to take this information and look at it. It's not like we have to do it today or tomorrow. Initially it came up because we had questions about things that were

happening from different people and we wanted to get the feel of the people. He also said that he felt that it would be difficult for it to be mandatory and anonymous. Mr. Ballard disagreed. He said that you could count the number of surveys you have back and compare that to the number that were given out.

Dr. Gilbert said that as a system, we don't see the surveys, but we know the percentage of employees that has completed the survey. The State sends passwords to teachers to do the surveys. Dr. Gilbert said that you might have trouble making it mandatory. Mr. Campbell said that maybe we can say that it is highly encouraged. Wesley Ballard asked how we could get the optimum feedback. Collier Smith said that the companies that she checked with said that incentives have worked. Mr. Settles said that maybe we should ask Luke Dickerson with MEA how teachers would feel about this. Mr. Dickerson said that first of all, teachers have to do a lot of surveys throughout the year and he would be concerned about what questions were asked and some teachers and other staff may not have access to a computers. Also, administrators would need to know about the responses to be able to take action on the feedback we get. Mr. Campbell agrees that before the survey is finalized, we would need to let teachers and administrators look at it.

Mr. Barrett agrees that all employees should be involved on the survey and he feels that we do need a climate survey but we need to include all employees. We do need a pulse for our district.

Mr. Phil King says that we have information in front of us but we need to decide what we want to know. We also need to decide if we want teachers only or all employees. We need to look at what we have and what information is not in there that we want to see. We also need to decide what is important to the Board and what are we looking for. Mr. Campbell said that if they are not happy that they have already had to take several surveys, they won't be happy when they have to take an additional one.

Mr. Campbell said we will look at this and we will have it on the agenda and discuss more at next month's board meeting.

Collier Smith said that Thursday is a day off for students, and we will have student led conferences which is a wonderful program. The student sits down with the parent and teacher to say how they feel they are doing.

Jared Barrett thanked the city council for joining us and Cason Lane and Overall Creek staff on Friday, October 21, with the bus tour, along with other city officials. Mr. Barrett said that it was a successful day where they toured the two schools and also got to see growth and discussed education issues effecting the city. He also said that it was great to see students learning, teachers teaching, and the positive atmosphere.

Mr. Settles mentioned that it is breast cancer awareness month which is why he was wearing pink.

Mr. Campbell also mentioned that it is Dr. Gilbert's birthday today.

VIII. ADJOURNMENT

Jared Barrett moved to adjourn. Wesley Ballard seconded the motion. All approved by saying aye.

The meeting was adjourned at 7:39 p.m.

Director of Schools

Murfreesboro City School Board			
Monitoring: Review: Annually, in May	Descriptor Term: Promoting Student Wellness (staff recommended version)	Descriptor Code: 6.400	Issued Date:
		Rescinds: SS 11 STU 30	Issued:

1 The Murfreesboro City School Board recognizes the link between nutrition, physical activity,
2 emotional wellness, and learning and is committed to providing school environments that
3 promote and protect the health and welfare of students.
4

5 **Community Engagement**

6 The school district will engage students, parents, teachers, food service professionals, health
7 professionals including Coordinated School Health, and other community members in
8 developing, implementing, monitoring, and reviewing district-wide nutrition and physical
9 activity guidelines; student health services, including the administration of medications; student
10 emotional wellness services; and student social services.
11

12 **Physical Activity**

13 All students will have opportunities, support, and encouragement to be physically active on a
14 regular basis.
15

16 **Nutrition**

17 Food and beverages served at school will meet the nutrition recommendations of the US Dietary
18 Guidelines for Americans and all Tennessee State Board of Education minimal nutritional
19 standards.
20

21 Child nutrition professionals will provide students with access to a variety of affordable,
22 nutritious, and appealing foods that meet the health and nutritional needs of students;
23 accommodate the religious, ethnic, and cultural diversity of students in meal planning when
24 requested; and provide clean, safe, and pleasant settings in which to eat.
25

26 To the extent practical, all schools in our district will participate in any and all available federal
27 school meal programs.
28

29 **Fostering Lifelong Habits**

30 Schools will provide nutrition education, physical education/activities, and health education to
31 foster lifelong habits of healthy eating and physical activity. Schools will establish linkages
32 between health education, school meal programs, and related community services.
33
34

- 35 1. TRR/MS 0520-01-03-.08(1)(b)
36 2. TCA 49-6-1022; Tennessee State Board of Education Policy 4.204, *Standards and Guidelines for Tennessee's Coordinated*
37 *School Health Program*
38

Murfreesboro City School Board			
Monitoring: Review: Annually, in May	Descriptor Term: Promoting Student Welfare (recommended by TSBA)	Descriptor Code: 6.400	Issued Date:
		Rescinds:	Issued:

1 The director shall develop procedures, programs and plans to promote and protect the health and
 2 welfare of students. These should provide, at a minimum, for the following: ¹

- 3 1. A student guidance program;
- 4 2. Student health services, including the administration of medications;
- 5 3. Student psychological service;
- 6 4. Student wellness plans; ² and
- 7 5. Student social services.

8 The development of these programs and the scope of the services provided shall be consistent with
 9 state law and regulations.

Legal References

- 1. TRR/MS 0520-01-03-.08(1)(b)
- 2. TCA 49-6-1022; Tennessee State Board of Education Policy 4.204, *Standards and Guidelines for Tennessee's Coordinated School Health Program*

Cross References

- Advanced College Placement 4.203
- Enrollment in College Level Courses 4.205
- Graduation Requirements 4.605

RESOLUTION

**A RESOLUTION OF THE MURFREESBORO CITY BOARD OF EDUCATION
IN OPPOSITION TO VOUCHERS**

WHEREAS, the Board of Education is responsible for providing a local system of public education; and

WHEREAS, voucher programs divert critical dollars and commitment from public schools to pay private school tuition for a few students, including many who already attend private schools; and

WHEREAS, the Constitution of the State of Tennessee requires that the Tennessee General Assembly “provide for the maintenance, support and eligibility standards of a system of free public schools,” with no mention of the maintenance or support of private schools; and

WHEREAS, the State of Tennessee, through work of the Tennessee General Assembly, the Tennessee Department of Education, the State Board of Education and local school boards, has established nationally recognized standards and measures for accountability in public education; and

WHEREAS, vouchers leave many of the students with greatest need behind, because vouchers channel tax dollars into private schools that are not required to accept all students nor offer the special services they may need; and

WHEREAS, vouchers give choices to private schools, not students and parents, since private schools decide if they want to accept vouchers, how many and which students they want to admit, and the potentially arbitrary reasons for which they might later dismiss a student; and

WHEREAS, more than 50 years have passed since private school vouchers were first proposed, and yet, today, vouchers still remain controversial, unproven and unpopular, with little or no difference between voucher and public school students’ performance: and

WHEREAS, many proponents argue for these programs to increase options, but several options—including charter or magnet schools--currently exist within public school systems; and,

WHEREAS, vouchers necessitate taxpayers to support two school systems: one public and one private, the latter of which is not accountable to all the taxpayers supporting it;

THEREFORE, BE IT RESOLVED THAT THE MURFREESBORO CITY BOARD OF EDUCATION opposes any legislation or other similar effort to create a voucher program in Tennessee that would divert money intended for public education to private schools.

Butch Campbell, Chair

Phil King

Nancy Rainier, Vice Chair

David Settles

Wesley Ballard

Collier Smith

Jared Barrett

Introduction to MCS Leadership

This program covers a broad range of leadership topics to include personal leadership, interpersonal communication, team development skills, organizational change and facilitative leadership.

- Session 1 -** First thirty minutes – speaker – Vincent Windrow – Professor at MTSU
Second thirty minutes – Leadership activity – What type of leader are you?
Last Hour – Dr. Gilbert – What makes a Leader in MCS – Different types of leaders – Informal and Formal
- Session 2 -** Divide Participants in groups
Policies, Laws and Real Life Situations
Ralph Ringstaff
Leadership Practices
Cindy Cliché
- Session 3 -** Teambuilding & Teambuilding Activities
Sheri Arnette and Kim Frank
- Session 4 -** Communication
Different types of communication – verbal, nonverbal
How to communicate effectively with others
Speaker – David Urban – MTSU – Dean of Business and Finance
- Session 5 -** Organizational Change
How to handle change – Expansion of role, changing role, adapt to new leadership
Joe Marlin and Gary Anderson
- Session 6 -** Presentations by Groups
End of Course Reception

COMPARISON OF BUDGET TOTALS
July 1, 2016 Thru October 31, 2016

TOTAL INCOME	7/1/16 - 10/31/16	\$	16,343,715
TOTAL EXPENSES	7/1/16 - 10/31/16		<u>18,604,630</u>
NET INCOME	10/31/16	\$	<u><u>(2,260,915)</u></u>

YEAR-TO-DATE REVENUE COMPARISON

OCTOBER 2016

PAGE 1

	BUDGET CLASS.	2015-16 BUDGET	2015-16 YTD REV.	2015-16 OVR/(UNDR) BUDGET	2015-16% %	2016-17 BUDGET	2016-17 YTD REV.	2016-17 OVR/(UNDR) BUDGET	2016-17% %
1	40110-Current Prop. Tax	\$12,726,000.00	-	(12,726,000)	0.0%	\$13,123,000.00	-	\$ (13,123,000)	0.0%
2	40210-Local Option Sales Tax	8,817,000	2,272,264	(6,544,736)	25.8%	10,238,865	2,495,721	(7,743,144)	24.4%
3	40000-41110-Other County Rev	1,524,500	396,865	(1,127,635)	26.0%	1,593,000	383,074	(1,209,926)	24.0%
4	44000-Other Local Revenue	484,750	60,804	(423,946)	12.5%	503,750	82,522	(421,228)	16.4%
5	46511-Basic Educ. Program	35,127,500	10,353,000	(24,774,500)	29.5%	39,574,000	11,574,300	(27,999,700)	29.2%
6	46512-BEP ARRA	-	-	-	N/A	-	-	-	N/A
7	46530-Energy Efficient Sch	-	-	-	N/A	-	-	-	N/A
8	46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
9	46990-Other State Funds	223,100	-	(223,100)	0.0%	163,100	-	(163,100)	0.0%
10	46592-CONNECT TEN ARRA	-	-	-	N/A	-	-	-	N/A
11	46595-Family Resource ARRA	-	-	-	N/A	-	-	-	N/A
12	46595-SSMS ARRA	-	-	-	N/A	-	-	-	N/A
13	47000- Federal Funds	45,000	49,071	4,071	109.0%	45,000	38,064	(6,936)	84.6%
14	49810-Approp./City Gen. Fund	5,310,103	1,770,034	(3,540,069)	33.3%	5,310,103	1,770,034	(3,540,069)	33.3%
15	49820-Operating Transfers	-	-	-	N/A	-	-	-	N/A
	TOTALS	\$ 64,257,953	\$14,902,038	\$ (49,355,915)	23.2%	\$ 70,550,818	\$ 16,343,715	\$ (54,207,103)	23.2%

YEAR-TO-DATE EXPENDITURE COMPARISON

OCTOBER 2016

PAGE 1

	BUDGET CLASS.	2015-16 BUDGET	2015-16 YTD EXP.	2015-16 OVR/(UNDR) BUDGET	2015-16% %	2016-17 BUDGET	2016-17 YTD EXP.	2016-17 OVR/(UNDR) BUDGET	2016-17% %
1	71100-Reg. Instruction	\$37,243,953.00	\$9,807,655.00	\$ (27,436,298)	26.3%	\$38,543,474.00	\$10,079,817.00	\$ (28,463,657)	26.2%
2	71200-Sp. Ed. Instr.	6,068,915	\$1,471,296.00	(4,597,619)	24.2%	6,563,260	\$1,615,879.00	(4,947,381)	24.6%
3	72110-Attendance	145,018	\$49,948.00	(95,070)	34.4%	143,628	\$51,050.00	(92,578)	35.5%
4	72120-Health Services	598,245	\$155,954.00	(442,291)	26.1%	602,574	\$170,241.00	(432,333)	28.3%
5	72130-Guidance	1,379,668	\$425,051.00	(954,617)	30.8%	1,615,025	\$489,051.00	(1,125,974)	30.3%
6	72210-Reg. Instr. Spprt.	1,918,550	\$527,633.00	(1,390,917)	27.5%	1,910,953	\$570,245.00	(1,340,708)	29.8%
7	72220-Sp. Ed. Support	927,754	\$255,754.00	(672,000)	27.6%	1,276,650	\$352,720.00	(923,930)	27.6%
8	72310-Bd. Of Educ.	1,080,757	\$73,673.00	(1,007,084)	6.8%	1,054,004	\$49,151.00	(1,004,853)	4.7%
9	72320-Office of Supt.	343,459	\$119,619.00	(223,840)	34.8%	319,532	\$93,683.00	(225,849)	29.3%
10	72410-Office of Prin.	3,765,086	\$1,078,596.00	(2,686,490)	28.6%	3,930,328	\$1,108,121.00	(2,822,207)	28.2%
11	72510-Fiscal Services	523,907	\$208,365.00	(315,542)	39.8%	516,502	\$198,697.00	(317,805)	38.5%
12	72520-Personnel Services	269,955	\$99,526.00	(170,429)	36.9%	242,169	\$92,820.00	(149,349)	38.3%
13	72610-Oper. Of Plant	5,628,689	\$1,748,131.00	(3,880,558)	31.1%	5,124,105	\$1,526,494.00	(3,597,611)	29.8%
14	72620-Maint. Of Plant	1,949,167	\$620,468.00	(1,328,699)	31.8%	2,074,825	\$507,420.00	(1,567,405)	24.5%
15	72710-Pupil Transp.	2,431,805	\$680,950.00	(1,750,855)	28.0%	2,618,521	\$642,586.00	(1,975,935)	24.5%
16	72250-Other Support	1,113,752	\$426,127.00	(687,625)	38.3%	1,090,853	\$423,405.00	(667,448)	38.8%
17	73300-Community Servic	487,002	\$124,484.00	(362,518)	25.6%	494,226	\$121,713.00	(372,513)	24.6%
18	73400-Early Childhood Educ	20,000	\$3,475.00	(16,525)	17.4%	22,125	\$7,275.00	(14,850)	32.9%
19	76100-Reg. Cap. Outlay	1,195,832	\$771,806.00	(424,026)	64.5%	599,071	\$438,546.00	(160,525)	73.2%
20	99100-Operating Transfers	759,543	\$65,716.00	(693,827)	5.0%	727,552	\$65,716.00	(661,836)	9.0%
	TOTALS	\$ 67,851,057	\$ 18,714,227	\$ (49,136,830)	27.6%	\$ 69,469,377	\$ 18,604,630	\$ (50,864,747)	26.8%

PTR 161107 - End of Third Period

SCHOOL	Pre - K			Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total Students		
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	Total w/o Pre-K	Building Total	
DISCOVERY				60	3	20.00	60	3	20.00	60	3	20.00	60	3	20.00	240	12	20.00		65	3	21.67	66	3	22.00	24	1	24.00	155	7	22.14	395	395
BLACK FOX	19	1	19	107	6	17.83	110	6	18.33	124	6	20.67	113	6	18.83	454	24	18.92		119	6	19.83	114	5	22.80	93	4	23.25	326	15	21.73	780	799
BRADLEY				67	4	16.75	77	4	19.25	70	4	17.50	70	4	17.50	284	16	17.75		76	4	19.00	68	3	22.67	56	3	18.67	200	10	20.00	484	484
CASON LANE	10			40	2	20	101	5	20.20	95	5	19.00	114	6	19.00	432	22	19.64		112	5	22.40	108	5	21.60	61	3	20.33	281	13	21.62	713	786
	11	2	5.5																							12	2	6.00	12				
ERMA SIEGEL	10			98	5	19.60	103	5	20.60	112	6	18.67	115	6	19.17	428	22	19.45		134	6	22.33	122	5	24.40	14	1	14.00	270	12	22.50	698	771
	23	2	11.5													5	1	5.00								35	4	8.75	40				
HOBGOOD	59	3	19.67	95	5	19.00	89	5	17.80	94	5	18.80	97	5	19.40	375	20	18.75		77	4	19.25	77	4	19.25	51	3	17.00	205	11	18.64	580	639
MITCHELL-NEILSON	59	3	19.67	113	6	18.83	108	6	18.00	86	5	17.20	103	5	20.60	410	22	18.64		111	5	22.20	111	5	22.20	75	3	25.00	297	13	22.85	707	773
																4	1	4.00								3	1	3.00	7				
NORTHFIELD	40	2	20	78	4	19.50	76	4	19.00	82	4	20.50	96	5	19.20	332	17	19.53		83	4	20.75	82	4	20.50	25	1	25.00	190	9	21.11	522	649
	30	3	10																							41	4	10.25	41				
OVERALL				122	7	17.43	165	8	20.63	149	8	18.63	143	7	20.43	579	30	19.30		154	7	22.00	136	6	22.67	42	2	21.00	332	15	22.13	911	911
REEVES-ROGERS				76	4	19.00	52	3	17.33	62	3	20.67	71	4	17.75	261	14	18.64		68	3	22.67	70	3	23.33	34	2	17.00	172	8	21.50	433	465
																										32	3	10.67	32				
PITTARD				97	5	19.40	112	6	18.67	101	5	20.20	132	7	18.86	442	23	19.22		126	6	21.00	152	7	21.71	63	3	21.00	341	16	21.31	783	783
SCALES	10			134	7	19.14	146	7	20.86	139	8	17.38	142	8	17.75	561	30	18.70		125	6	20.83	127	6	21.17	65	3	21.67	317	15	21.13	878	927
	20	2	10																							19	2	9.50	19				
OFF SITE PRE-K	CDC			KINDERGARTEN			1ST GRADE			2ND GRADE			3RD GRADE			4TH GRADE			5TH GRADE			6TH GRADE			CDC								
Oakland Court	40	2	20	1148	61	18.82	1193	62	19.24	1193	63	18.94	1264	66	19.15	Individual Grade Level Students/Teachers/PTR			1250	59	21.19	1233	56	22.02	603	29	20.79	REGULAR ED SUB TOTAL	7884				
Mercury Court	40	2	20																								SPECIAL ED K-6	151					
TOTAL OFF SITE	80	4	20																								SPECIAL ED PRE-K	84					
PRE-K SUBTOTALS																																	
Pre-K Peer Models	46																																
Pre-K Regular Ed	297	19	15.6																														
Pre-K Special Ed	84	9	9.33																														
PRE-K TOTALS	427	28	15.3																														

AVERAGE ATTENDANCE PERCENTAGE
 96%

REGULAR EDUCATION PTR			Students	Teachers	PTR
Kindergarten thru Third Grade	→		4798	252	19.04
Fourth Grade thru Sixth Grade	→		3086	144	21.43
District Totals	→		7884	396	19.91

GROWTH OVER LAST YEAR
 End of 2015-2016 → **8419**
 Growth from 15-16 to 16-17 → **43**

REGULAR ED SUB TOTAL	7884	
SPECIAL ED K-6	151	
SPECIAL ED PRE-K	84	
TOTAL BEP FUNDED	8035	
TOTAL ALL OTHER PRE-K	343	
DISTRICT TOTAL STUDENTS	8462	

Personnel Report

November 18, 2016

Licensed Personnel Hired

Last Name	First Name	Location	Position

Licensed Personnel Leave of Absence

Last Name	First Name	Location	Position
Baker	Mary Beth	MNS/Northfield	School Psychologist
Grayum	Jessica	District Wide	RTI Coordinator
Hill	Luke	Overall Creek	Music Teacher

Interim Licensed Personnel

Last Name	First Name	Location	Position
Dwyer	Lillie	Overall Creek	4th Grade
Montanaro	Danielle	Reeves-Rogers	6th Grade

Certified Resignations/Retirements/Terminations

Last Name	First Name	Location	Position
McKee	Heather	Overall Creek	4th Grade

Classified Resignations/Retirements/Terminations

Last Name	First Name	Location	Position

Classified Personnel Hired

Last Name	First Name	Location	Position
Crismon	Crystal	District Wide	Mental Health Clinician
Henderson	Ashley	District Wide	Mental Health Clinician
McCorvey	Loris	District Wide	Mental Health Clinician