

AGENDA

MURFREESBORO CITY SCHOOL BOARD

Tuesday, April 23, 2013
6:00 p.m.—Council Chambers

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

- Pledge of Allegiance
- Moment of Silence

II. APPROVAL OF AGENDA

III. COMMUNICATIONS

- Teacher Appreciation Week—May 6-10, 2013; National Teacher Day—May 7, 2013
- Retiring employees will be honored at a dinner with the School Board on Thursday, May 16, 6 p.m., at Doubletree by Hilton.
- The Murfreesboro City Schools had 100% participation with “Jump Rope and Hoops for Heart”! Each school received a banner and special thanks from the American Heart Association. Also, thanks to the efforts of Meri-Leigh Smith and Kymberly Campbell, every school in the district has been awarded the “Fit Friendly” status and received a plaque in recognition of the schools’ creating physical activity programs for their employees.
- Congratulations to MNP Media Specialist Shannon Minner who has been invited to participate as a Fellow in the Middle Tennessee Writing Project’s 2013 Invitational Summer Institute.
- Thanks to MTSU students in the Department of Human Sciences, Child Development and Family Studies who, under the direction of Dept. Chairperson— Deborah Belcher and Dr. Beth Emery, donated \$750 to our Backpack Food Program through their fundraising project: *War On Hunger: World Food Program, Universities Fighting World Hunger.*

IV. CONSENT ITEMS (Tab 1)

- A. Approval of minutes of the regularly scheduled board meeting of March 26, 2013, and the Special Board Meeting/Policy Review Session of April 9, 2013 and April 16, 2013
- B. Approval of School Fees
- C. Approval of 2013-2014 Family Resource Center Advisory Council

V. ACTION ITEMS

A. Approval of Board Policies – First Reading (Tab 2)

BO 47—Naming a School (*New Policy*)

STU 59—Behavioral Support (*New Policy*)

B. Approval of the FY'14 General Purpose, Cafeteria and ESP Budgets

VI. REPORTS/INFORMATION

A. Construction Update (Tab 3)

B. Personnel Update (Tab 4)

C. Monthly Revenue and Expenditure Report (Tab 5)

D. Attendance Report (Tab 6)

VII. OTHER BUSINESS

VIII. ADJOURNMENT

MISSION STATEMENT
*To assure academic and personal success
for each child.*

MINUTES

MURFREESBORO CITY BOARD OF EDUCATION

March 26, 2013

6:00 p.m.—Council Chambers

ATTENDANCE

Board: Chair Mary Wade, Jared Barrett, Andy Brown, Butch Campbell, Nancy Phillips, Nancy Rainier, Collier Smith, and Council Liaison Ron Washington.

Staff: Director Linda Gilbert, Gary Anderson, Sheri Arnette, Caresa Brooks, Patty Kennedy, Greg Lyles, Kristina Maddux, Ralph Ringstaff, and Lisa Trail.

Others: Staff Attorney Kelley Baker, Principal Don Bartch, Councilwoman Madeline Harris, and others.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Wade called the meeting to order at approximately 6:05 p.m. followed by a moment of silence in memory of City Schools employee Ms. Tammy Csefalvay and the recent passing of Mrs. Wade's sister, Elsie Easter. The Pledge of Allegiance was led by Black Fox sixth grade student Dylan Ryan, the Best of Show winner in the MCS Student Art Show Competition.

II. APPROVAL OF AGENDA

Dr. Brown moved to approve the agenda as presented; Mrs. Smith seconded the motion. Mrs. Phillips asked that PER 46—Employee Use of Social Electronic Media (*New Policy*) be removed from the Consent Agenda and be placed as an action item. Mrs. Wade stated that PER 46 would be moved under Action Items. The motion carried by acclamation.

III. COMMUNICATIONS

- Congratulations to the Murfreesboro City Schools Student Art Competition Winners (List provided.) Dr. Gilbert thanked parents for their support and everyone who attended the reception held to recognize winners in the art competition. Mrs. Phillips recognized former Board member Lon Nuell for his contribution to the MCS art programs.
- Congratulations to Greg Lyles who has been appointed by the Governor to serve on the Volunteer Tennessee Board.
- Dr. Gilbert congratulated Vice Mayor Ron Washington, Greg Lyles and Elma McKnight, kindergarten teacher at Erma Siegel, who have been

selected by F.A.I.T.H. for recognition as African-Americans who have contributed to the community.

- Congratulations to Nancy Phillips and “Murph” who have been invited for the second year to the Governor’s Mansion to participate in the March 28 “Egg Roll.”

IV. CONSENT ITEMS (Tab 1)

On motion by Mr. Campbell and second by Mr. Barrett, the following consent agenda items were approved as presented by acclamation.

A. Minutes of the February 26, 2013 Board Meeting and March 12, 2013 Special Called Board Meeting—Policy Work Session

B. School Fees

C. Board Policies (*Second Reading*)

PER 18—Professional Learning (*Complete Rewrite*)

PER 3—Teacher Effect Data (TVAAS) (*Complete Rewrite*)

STU 41—Inspection and/or Challenge of Instructional Material (*Complete Rewrite*)

V. ACTION ITEMS

A. Approval of Board Policies (*Second Reading*) (Tab 2)

PER 46—Employee Use of Social Electronic Media (*New Policy*)

Mrs. Baker stated that PER 46 addressed the employee’s use of social electronic media and is designed to help employees when they use social media at work and off work to assure they remember that the professional standards regarding their conduct whether using electronic media or in the public would be held to the same standards under state law and board policies. Mrs. Baker reviewed the policy as provided in the packet, noting the following paragraph:

*Murfreesboro City Schools is comprised of Pre – K through sixth (6th) grade students. The need for an employee to use electronic media to communicate with elementary students instead of parents **requires approval is remote.** Therefore, employees are highly discouraged to communicate with current MCS students through electronic media. ~~In situations where there is a need to communicate with a current MCS student(s) through e-mail electronic media, written permission from the Director of Schools/designee is required or in emergency situations the school principal must be included in the communication.~~ **With written permission from the Director of Schools or designee and parent/guardian, a faculty member may communicate via electronic media with students. The school principal or designee must be included in the communication.** An employee is not subject to these provisions to the extent the employee has a social or family relationship with a student’s parents.*

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Mrs. Phillips stated that the Board has worked well together in an attempt to provide the best possible policy for students. She stated that she does not have a problem with the policy except where the reference begins on the second page regarding electronic communication between employees and students. She voiced a concern that the policy could put employees and students at risk, requires the district to purchase additional data storage and to determine how long to store the data, puts student and employee confidentiality at risk, and would prove very difficult to monitor by parents and administrators if all do not follow the policy's stipulations and/or mandates using various means of electronic communication. She pointed out that as the policy is written, it includes the use of Facebook, MySpace, Twitter, texting, etc. Cases of misuse have been made public through the media. She did not think it wise to open this door.

Mrs. Smith stated that these are valid points, but would it make a difference to minimize the term used in line 49-52 "electronic media" by changing it to "electronic mail (email)" to eliminate the other listed forms of electronic communication, Twitter, Facebook, etc. Mrs. Phillips stated that would be a step in the right direction. Mrs. Rainier stated that when visiting eight schools, she found that only two, either principals or teachers, reported they used email with students. Since then she visited the rest of the schools and none of the others reported they use this medium. She still has valid concerns, does not want the district to fall behind on the technology aspect, but is still not in favor although she will go with the majority. Mr. Barrett stated that he agreed with a lot of what has been said, but feels there could be a compromise eliminating Facebook, Twitter, etc. In response to Mr. Campbell's question, Mrs. Phillips stated that she does not have a problem with communications with parents but does not believe the staff needs to communicate directly with students although she does like Mrs. Smith's suggested compromise of just email as it would be easier to store and monitor. Mr. Campbell agreed that he is in favor of allowing employees to only communicate through email but also only with parents.

Mrs. Smith asked if this could be each building principal's decision, but Dr. Gilbert noted that the principals have voiced their desire that in general there be consistency throughout the district, and with students and/or employees transferring within the district, the consistency would be necessary. Mr. Campbell agreed that it should be consistent throughout the district. Dr. Gilbert stated that she has asked that principals be copied due to situations that have happened in other districts.

Dr. Brown stated that this policy has been discussed for some time, and he believes that you cannot prevent teachers from contacting students by email through guidelines, etc. but the Board can have a policy to control by which guidelines this takes place. He moved that the policy be approved with the revision that "electronic media" be changed to "email." Mrs. Smith seconded the motion. Mr. Campbell asked Dr. Brown for clarification that his motion means teachers are allowed to contact students via email only; Dr. Brown responded yes with the stipulations that are there. Mrs. Phillips stated

that policy is important and employees should be held to the expectations set forth by the policy.

On roll call: Barrett—yes; Brown—yes; Campbell—yes; Phillips—yes; Rainier—yes; Smith—yes; Wade—yes. The motion carried.

STU 4—Entrance Age

Mrs. Baker explained that STU 4 was approved on first reading at the last policy session due to the fact that the policy needs to be implemented prior to kindergarten registration. The policy was revised to reflect changes in state law regarding the entry age for kindergarten:

Children entering kindergarten for the 2013-2014 school year shall be five (5) years of age on or before August 31. Students shall be five (5) years of age on or before August 15 for all school years thereafter. Students that attended a state approved preschool during 2012-2013 school year and are five (5) years of age on or before September 30 are also eligible to attend.

In response to Mrs. Smith's question, Mrs. Baker stated that state approved preschools meet the requirements set forth by the state. Dr. Gilbert stated that there is actually a bill that has passed the House and Senate that stipulates what a state approved preschool is so this policy will cover that language. On motion by Mrs. Rainier and second by Dr. Brown, STU 4 was approved as presented on second reading by acclamation.

VI. REPORTS/INFORMATION

A. Construction Update (Tab 3)

Mr. Anderson provided the Board the document titled "District-Wide Construction, Renovation and Major Maintenance Projects Update." He noted that Hobgood's new administration and food service areas are progressing and although behind now should be finished on time. The Bradley elevator contract has been awarded with work to begin April 3rd with a completion date of July 18. The Mitchell-Neilson Elementary gym roof project will begin on May 28th with a projected completion date of July 28. Parking lot resurfacing (filling in potholes and putting down a layer of asphalt) at MNE, MNP, Discovery School, and Bellwood will occur over the summer. The front door security locks and audio/video systems have been installed at eight schools with the others to be completed with the anticipation to go online after spring break.

Mr. Anderson reported that due diligence is occurring on the new school site with surveys being conducted including geotechnical, boundary, topographic, and geothermal conductivity. A seismic test has also been added at a cost of \$2,000 but by doing the study, there was a \$40,000 savings in construction costs. He received the geotechnical report which indicated that there were no findings to indicate that this was an area of

sinkhole activity so indicating that the site can be developed and the degree of risk of sinkhole activity is no greater than at any other site in the geologic setting. The geothermal testing will begin later as will the boundary study and topographic lay of the land.

B. Personnel Update (Tab 4)

C. Monthly Revenue and Expenditure Report (Tab 5)

Mr. Anderson reported that the system is in the black. Sales tax revenue is up \$256,000 over this time last year. Property tax revenue will level off. The district has completed 66.7% of the fiscal year, with revenue at 64.6% and expenditures at 59.7%. In response to Mrs. Rainier, Mr. Anderson stated that the money is like cash flow, and it is important to have the revenue in hand to cover expenses such as payroll, etc. Growth money comes in under a revenue line. The district has one more year of Race to the Top funding which is listed under other state funds. Dr. Gilbert explained that in terms of the four-year Race to the Top funding, the district front-loaded expenditures to provide needed professional development, extra tutors for the ELL students, etc. Now, there are two salaries left for this year and next year.

D. Attendance Report (Tab 6)

Mr. Anderson reported that district enrollment is 7,084 students which is 73 students over projected enrollment, 263 over the first day of the previous year, and 224 over the 9th month enrollment last school year. Pupil:teacher ratios are: K-3, 19.00; Grades 4-6, 20.74; and district totals of 19.62 (percentages based on direct classroom regular ed instruction). Mrs. Rainier stated that although these are grade level averages, there are schools with classrooms that have higher pupil:teacher ratios. In one school, classroom pupil:teacher ratios are high, and the grade level below has more classrooms. Mr. Anderson stated that each school stands alone, but grade levels are established by state law: K-3 – 20.49:1 but allows for one class to be 25:1 and at grades 4-6 allows a 25:1 ratio but allows for one classroom to be 30:1. Dr. Gilbert stated that there are different factors that affect this, such as principal choice to not move students, teachers, etc. But then in other situations, moving students may make the average too low.

VII. OTHER BUSINESS

Mr. Barrett stated that he had participated in the inaugural Murfreesboro Citizens Academy and had learned a great deal about the city and government and encourages the citizens in the community to participate.

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VIII. ADJOURNMENT

There being no further business, Chair Wade adjourned the meeting at approximately 6:48 p.m.

Director of Schools

MISSION STATEMENT
To assure academic and personal success
for each child.

MINUTES

MURFREESBORO CITY BOARD OF EDUCATION
SPECIAL CALLED BOARD MEETING--
POLICY WORK SESSION
Tuesday, April 9, 2013
6:00 p.m.—Central Administration Building

ATTENDANCE

Board: Chair Mary Wade, Jared Barrett, Butch Campbell, Nancy Phillips, Nancy Rainier, Collier Smith, and Council Liaison Ron Washington. Absent: Andy Brown.

Staff: Director Linda Gilbert, Gary Anderson, Sheri Arnette, Dan Boshers, Caresa Brooks, Kim Frank, Karen Hawkins, Ava Jordan, Patty Kennedy, Greg Lyles, Kristina Maddux, Beth Prater, Ralph Ringstaff, and Lisa Trail.

Others: Staff Attorney Kelley Baker, *Daily News Journal* Reporter Mealand Hudgins-Ragland.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Wade called the meeting to order at approximately 6:00 p.m.

II. FY'14 BUDGET REVIEW

Dr. Gilbert reviewed changes to the budget driven by several state issues: student performance and overall accountability of personnel, Common Core implementation, changes in the frequency and design of state-required tests/reports, and preparation for the PARCC assessment. She noted pupil:teacher ratios were maintained: K-3 at 20:1 and grades 4-6 at 22.5:1.

The proposed addition or adjustment of positions were to add an Assessment Analyst/Math Coordinator, Gifted Coordinator (position moved to full-time), Testing Coordinator, principal and secretary/bookkeeper mid-year in preparation of opening the new school, 1.5 ESL teachers, 1 art teacher, .33 band teacher, 1.5 physical education teachers, 3 resource teachers, 6 additional EA/equivalent positions, 2 painters; DARE funding is now provided by the City, Behavior Specialist moved to guidance, Federal Project Accountant moved from Title to General Purpose.

Dr. Gilbert pointed out the needed technology and staff training as well as the impact to the budget listed under “Other Numbers”.

Mrs. Phillips voiced a concern that the person placed in the position of Testing Coordinator has been out of the classroom for several years. She also noted that the position of AP/Gifted Coordinator was advertised as an AP position only but had the position been advertised in that manner, it would have provided an opportunity for more applicants.

Dr. Gilbert explained that the person who has been placed in the Testing Coordinator’s position is certified and familiar with the testing process. Dr. Brooks explained that the district’s psychologists’ workload has increased a great deal (311 initial references this year). The district must respond to a request for testing within 40 days. Psychologists are also involved in IEP meetings, data meetings, providing increased testing that only they are certified to administer, etc. The Testing Coordinator will be able to administer the Woodcock test providing a great deal of relief to the psychologists. In addition, Kristina Maddux has been unable to provide the classroom support her position was intended to provide as she has assumed a great deal of responsibility with TCAP, CRA, and the increased number of assessments now required by the State. The Testing Coordinator will allow Ms. Maddux to return to her duties in providing support to teachers.

Dr. Gilbert explained that Shavon Davis-Louis resigned as AP at MNE/P. She moved Terrance Haynes to that position. When looking at applicants for the AP position, she noted that Lea Bartch had gifted certification. With the district contracting with Jane Franks to provide support at John Pittard and with Laurie Offutt assuming the full-time AP position at JPE, she saw the benefit to the district of assigning Lea Bartch as a part-time AP at Discovery School and providing district-wide support to teachers to assist all with the needs of their gifted students. Mrs. Kennedy had pointed out to her that the district needed a Gifted Coordinator to be in compliance with state mandates. By splitting the position, Dr. Gilbert explained that she provided Discovery with an AP with gifted certification and was now in compliance in providing district-wide gifted assistance. It was noted that with the increased accountability and responsibility associated with testing, the district prefers not to assign educational assistants to administer tests. In response to discussion regarding Race to the Top funding, Dr. Gilbert stated that the district is looking at grant money as well as other avenues to maintain the two positions funded by RTTT. In response to Mrs. Smith, Mr. Anderson stated that the e-rate money will help the district provide some needed technology such as district-wide VOIP, new intercom systems in the schools, switches, etc.

Mr. Anderson reviewed the budget document highlights for 2013-14 noting that the budget is based on a projected enrollment of 7,404 students, or an increase of 219 students. The proposed budget will use \$2,255,952 of Fund Balance to balance the budget. The budget includes step increases for employees who qualify but does not include an across-the-board raise for all employees. The proposed budget reflects an increase in revenue of 2.87% over last year, and a 6.29% increase in expenditures. The ESP budget does not reflect a tuition increase and will continue to be self-sufficient. The School Nutrition budget does not include a breakfast or lunch price increase, continues the Universal Free Breakfast and adds the Breakfast in the Classroom program. The program continues to be self-sufficient.

Mr. Anderson reviewed page 4, Revenues and Expenditures, noting that he gathered information from the State, County, and City to provide the projected figures. The proposed 2013-14 budget totals \$58,277,567 or an increase of 7.03%. Mrs. Phillips noted that previous board member David Hopper had stated that budget increases should be limited to 5% if at all possible.

Dr. Gilbert explained that the state has increased required professional development which in turn has increased the district's proposed expenditures for substitute teachers (page 14, line item 195). Mrs. Hawkins explained that the expenditure for the Rosetta Stone language program is to help our ELL students learn English, especially for our fourth and fifth grade students who have one year before taking TCAP. She also explained that the keyboarding program not only teaches keyboarding but is designed to also strengthen language skills. The program will be integrated at the second grade level, which is beneficial to students as they enter third and will be required to take testing on computers.

Mr. Anderson reviewed the budget through page 24. The following are comments relative to noted pages:

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- The district has four students who receive contracted services at Genesis Learning Centers.
- Additional resource teachers will be assigned based on need; currently, contact hours have increased placing the workload of resource teachers at a level that would require hiring additional staff.
- Required testing has increased which results in the purchase of more testing materials, which can be quite expensive. Psychologists had shared testing kits which potentially could delay testing and was not the best practice. Psychologists now have their own individual testing kits.
- In preparing budgets, trends are taken into consideration.

- Dental insurance—The district pays the cost for individual coverage; if an employee chooses family coverage, the employee pays the difference.

Page 16—Mr. Anderson explained that the cost for Skyward is broken down by departments. The district pays \$88,000 annually for technical support.

Page 17—Mr. Anderson explained that the district is required to have an RN to oversee LPNs; the district employs two RNs so that if one is absent, we still have the required supervision. The district provides a nurse for every school.

Page 18—Mr. Anderson explained that cell phones are provided for employees who are in the field and would need immediate or emergency contact, such as social workers who do home visits, etc. DARE officers are now funded by the City allowing us to use the district's funds to address safety, security doors, etc.

Page 19—Mr. Anderson reviewed the line items that address the salaries of certified personnel noting that some salaries are divided, which is required due to the nature of the services being provided. An example would be Ms. Farris who is paid through federal and general purpose funds due to the fact that she is responsible for RTTT and Title federal programs as well as parent complaints and truancy which is funded through general purpose. Mrs. Phillips asked that the certified positions be identified and that a person's total salary be indicated; in essence, she would like an update of administrative positions, titles, and salaries and from what line item/category they are funded.

Page 20—Mr. Anderson noted line 189 and the percentages placed on certain salaries, as explained above.

Page 21—Mr. Anderson noted that workers' compensation dropped. Mrs. Rainier stated that as the Board has asked for an increase in compensation, she would hope the Board will be able to provide employees with a raise.

Page 22—No questions.

Page 23—Mr. Anderson referred the Board to the section titled "Salary Schedules", explaining that the process to arrive at a principal's salary was changed and put in place last year to be more equitable.

Page 24—The district must follow a mandated state procedure for where funding/positions are placed in various categories.

Chair Wade asked for a continuance of the meeting, and the Board agreed to meet at 11 a.m. on Tuesday, April 16, at the central office.

III. BOARD POLICY REVIEW

For Discussion:

STU 59—Physical Management of Aggressive Behavior (*New Policy*)

(Will be provided prior to meeting.)

BO 47—Naming a School (*New Policy*)

- IV. DISCUSSION OF TELEVISIONING SPECIAL CALLED/POLICY WORK SESSIONS
- V. REVIEW OF APRIL 23, 2013 DRAFT AGENDA
- VI. ADJOURNMENT

MISSION STATEMENT

***To assure academic and personal success
for each child.***

MINUTES

MURFREESBORO CITY BOARD OF EDUCATION
SPECIAL CALLED BOARD MEETING--
POLICY WORK SESSION
Tuesday, April 16— 11:00 a.m.
Central Administration Building
(Continuance of Previous Meeting of
Tuesday, April 9, 2013)

ORDER OF BUSINESS

ATTENDANCE

Board: Chair Mary Wade, Jared Barrett, Andy Brown, Butch Campbell, Nancy Phillips, Nancy Rainier, and Collier Smith. Absent: Council Liaison Ron Washington.

Staff: Director Linda Gilbert, Gary Anderson, Dan Boshers, Carena Brooks, Kim Frank, Xavier Hamler, Karen Hawkins, Ava Jordan, Patty Kennedy, Greg Lyles, Beth Prater, and Ralph Ringstaff, and Lisa Trail.

Others: Staff Attorney Kelley Baker, *Daily News Journal* Reporter Mealand Hudgins-Ragland.

I. CALL TO ORDER BY BOARD CHAIR

Chair Wade called the meeting to order at approximately 11:00 a.m. followed by a moment of silence in memory of the Boston Marathon bombing casualties.

II. FY'14 BUDGET REVIEW

Mr. Anderson provided the Board with a document detailing the costs for association fees. Dr. Gilbert stated that she believes the membership to AASA can be discontinued.

Mrs. Phillips asked for an explanation of the positions in ESP. Mr. Hamler explained the ESP staffing and general responsibilities. Dr. Gilbert explained that ESP is self-sufficient and is not a part of the General Purpose budget. Mr. Barrett asked if the ESP budget could cover some expenses such as the basketball program as many ESP students participate in the program. Mr. Ringstaff explained that the basketball program is now considered a district-wide program, not a program offered through ESP. Head coaches receive a \$1,000 supplement, assistant coaches \$500, and cheerleading coaches \$500.

Mr. Anderson explained that the district contracts services for yard work and has kept the same company for approximately seven years as they have not increased the cost to the

district. In response to questions regarding insurance, he explained that the district is self-insured with the City. In response to Mr. Barrett's question, Mr. Anderson stated that the figures for utilities include the additional cost due to the expansion at Hobgood, and he has estimated in such a manner as to cover unforeseen costs that might occur as the district has had two mild winters. In response to Mrs. Phillips, Mrs. Jordan stated that the persons hired to cut grass at schools do have background checks. Mr. Anderson explained that we do have some custodians employed by the district and in addition we bid custodial services out. The district uses Verizon for cell phone service and maintenance uses Sprint. Cell phones are provided to those employees who would need them in an emergency situation. In response to Mrs. Rainier's and Mrs. Phillips' concern regarding tennis courts, Dr. Gilbert stated that she would contact the Parks and Recreation Department regarding needed repairs. Mr. Anderson explained that copier contracts are done through the state bid.

Mr. Anderson explained that the Board has approved the purchase of three buses, which he can take from fund balance this fiscal year, or put in the budget after July 1 for FY'14. The Board agreed to take this expense from FY'13 with the purchase of additional buses next year taken from FY'14 if it is determined they are needed. Mr. Anderson was asked about the expenses for field trips, regular transportation costs, etc., and asked if he could break the costs for field trips down. He also explained that some bus drivers are part-time and may drive a morning or an afternoon route while others are full-time driving both morning and afternoon. The position of bus driver is a hard to fill position, and the district tries to keep good bus drivers.

Mr. Boshers explained the improvements that have been made in technology including the new technology area at central office, the vault containing system servers, added A/C for servers, etc. Mrs. Rainier referenced a school that may need additional A/C due to concerns about that server overheating. Mr. Anderson stated that the district does not have backup generators, but has an alarm that will allow them 30 minutes to shut the system down if needed. Mr. Boshers noted that an increase in expenditures was made due to the new school and for load balance, getting ready for PARCC testing, etc. He also explained that Apple no longer supports websites so the district has contracted for the services of an outside company, Sharp School.

Mrs. Phillips asked about the responsibilities of the Communications Director, her assistant, and Mr. Lyles. Dr. Gilbert explained that Mrs. Trail deals with the communications, Foundation, etc. Ms. Eatherly has experience from her previous employment at State Farm and is instrumental in handling the district's recognition, celebrations, etc. as well as providing support to Mrs. Trail and to Mr. Lyles. Mr. Lyles works with community partners, handles home school and homebound and will now be

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involved with virtual school, the district's backpack program, etc. He supervises the district's outreach employees, Candy Clifford, Marisela Tapia, Dimas Espinoza, and also the Franklin Heights Resource Center, Linda Rowland and Artesia Hart. Mr. Barrett stated that the district's PR events have been great and are great for getting the district's message out. Mrs. Rainier stated that the district does seem top heavy, and she is concerned when the district has to absorb the two positions currently paid through Race to the Top.

Dr. Gilbert explained that currently Meri-Leigh Smith and Cathrine Gordon are writing/administering grants for the district although grants run through Lisa Trail. After discussion, Mrs. Smith stated that she would like to see more grant writing for the district.

Dr. Gilbert explained that the district has 26 preschool classrooms: 12 lottery, 4 local, 3 Title, 7 special ed.

Mr. Anderson referred the Board to the Capital Outlay document explaining each item listed for the various schools. He noted that he is typically not comfortable going into Fund Balance, but with the savings to fund balance over the past several years, the district has this one-year window in which they can do this. The district can go into fund balance or cut personnel to balance the budget. Personnel make up 85% of the district's expense. Dr. Gilbert pointed out that professional development costs have increased due to PD required for common core. Principals have asked for more help with instructional coaching. Mrs. Phillips stated that she is concerned with the sustainability of the expenditures. Mrs. Smith asked that he revisit the cost of resurfacing the Erma Siegel playground looking at the expense to use rubberized coating versus using mulch. Mr. Anderson stated that he has not included growth money in the budget as there is no clear indication of how much if any the districts will receive.

Mr. Anderson provided the Board with a document "Fund Balance Analysis." He noted that the cost of an across-the-board raise has not been included in the budget, but the proposed budget does include the BEP revenue for proposed raises.

Mr. Anderson noted that the district can apply for e-rate funds in the amount of \$1,125,000 if the district designates \$250,000 in the budget for technology/improvements. This funding if received would pay for new phone systems district-wide as well as replace the old intercom systems currently in the schools.

Mr. Anderson reviewed staffing standards. Mrs. Rainier stated that she would like to see Bradley and MNP have an MDA for the media center. Dr. Gilbert stated that these

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positions are allocated to the school, and the principals have the discretion to assign them as they determine the needs of their school. Mrs. Smith asked that the administration consider providing a full-time art teacher for each school (Hobgood and Discovery). Mr. Anderson explained how these classes are scheduled, and noted that scheduling has to be considered. Dr. Gilbert added that physical education has to be provided twice a week, music is currently offered twice a week, and art once a week.

Mr. Anderson reviewed the salary schedules, explaining the changes to the principals' pay scale to achieve equity relative to the size of the school, staff and students. He also explained that step increases are included in the budget.

Mr. Anderson stated that ESP is self-sufficient. Mr. Barrett asked if some expenses, such as basketball, could be taken from the ESP surplus. Mr. Anderson stated that he believes that the funds raised for ESP must be spent on that program, but he will look into the possibility.

Mr. Anderson pointed out that federal revenue is not known until late summer, therefore the Board will be asked to approve the budget with current figures with the stipulation that the Director stay within final federal funding. Mrs. Farris stated that the final federal budget is not due until October.

Mr. Anderson pointed out that the Food Service program is self-sustaining, and shows a loss of \$125,396. The district plans to implement the breakfast in the classroom program. Mrs. Phillips and Mrs. Smith voiced a concern about the mess. Dr. Gilbert shared that she, Mr. Anderson, Mrs. Scheele and others from the district had visited a school that offered this program and were told that this had not been a problem. Mrs. Smith stated that she would prefer the food service fund balance be put into the food. Mrs. Wade asked that the administration bring more information back to the Board, and if needed, perhaps schedule a visit for them to view a program.

Mr. Anderson pointed out the cost of a 1% raise as indicated in the Appendix.

Mrs. Phillips voiced a concern regarding adding the three new positions. Mrs. Rainier pointed out that the cost would be \$212,937. Dr. Gilbert stated that with the state mandates, the district would benefit greatly from the data analyst position, psychologists need the help of the testing coordinator, and the district is required to have a gifted coordinator. In response to Mrs. Phillips, she replied that the gifted coordinator could be part-time, but she believes the district would be better served by having a full-time person in that position. Mrs. Baker explained that according to an administrative directive the district should post certified positions.

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Mrs. Smith inquired about the cost for Genesis to serve four students. Dr. Gilbert stated that there are no other companies locally that provide the service, and Mrs. Kennedy stated that Genesis does not just provide academic services but also psychological/mental help as these students have severe issues. Mrs. Smith asked that Mr. Anderson look at a less costly way to address the Erma Siegel playground issues, and perhaps hold off on fencing in the bus/maintenance area. She stated that she would also like to see the communications office work towards obtaining more grants.

Dr. Brown stated that the administration should carefully consider whether to add three new personnel positions, becoming top heavy. He also asked that the administration continue to look at health insurance increases and look into consolidating the phone service/bills.

Mr. Campbell asked if the 1% raise is included in the budget. Mr. Anderson stated that the revenue from BEP is already included in the projected budget, but the expenditure for a raise is not included. If that is added, it would affect the fund balance. The state has indicated a 1.5% raise, but BEP revenue is only provided for the BEP positions the state recognizes and then only at a percentage of the total cost, and bases the increase on an average salary of \$40,000. The district's average salary is \$49,000. The district absorbs the cost of the raise to the rest of the employees, certified and classified, etc. Dr. Brown stated that with a daughter teaching in the system, he would recuse himself from discussing raises at this point.

Mrs. Rainier stated that she would recommend the administration look into providing the MDA's for the media centers, a full-time art teacher for Discovery, and a 1.5% raise. Dr. Gilbert stated that steps are actually raises so some teachers would receive 2%, or 3-4%; however, teachers do not view step increases as raises.

Mrs. Phillips stated that the universities need to know how much additional support/reteaching has to be provided to teachers. She noted that gifted numbers are deceptive as only a small number are actually identified as gifted; however, when our students enter the county middle school, more are identified. Mrs. Rainier explained that the Department of Education had previously stated that the district over-identified gifted students, so MCS had backed off some. Mrs. Smith stated that she can see the need for a full-time gifted coordinator.

Mr. Barrett asked if the administration could look into decreasing the utilities budget by about \$50,000.

III. BOARD POLICY REVIEW

For Discussion:

STU 59—Physical Management of Aggressive Behavior (*New Policy*)
(Will be provided prior to meeting.)

Mrs. Baker provided the Board with a proposed policy titled “Special Education Behavioral Support” and also a proposed policy titled “Safe Relocation of Students.” She explained that the Special Education Behavioral Support policy provides more protection for students and for staff. She recommended that she revise this policy so that it would cover both special ed and general ed students. Mrs. Frank explained that the first paragraph was added as a statement of the district’s philosophy. She added that a team of trained personnel are located at each school who know the safe way to deal with a student in crisis. Some ESP staff have also been trained. After discussion, Mrs. Wade moved that Mrs. Baker revise the special education support proposed policy to include both special ed and general ed students and bring the policy back to the Board for approval on first reading; Mrs. Rainier seconded the motion. The motion carried by acclamation.

BO 47—Naming a School (*New Policy*)

Mrs. Baker reviewed the changes as indicated to BO 47—Naming a School. Mrs. Phillips moved to approve the policy with the indicated revisions to be brought back to the Board for approval on first reading; Mrs. Smith seconded the motion. The motion carried by acclamation.

IV. DISCUSSION OF TELEVISIONING SPECIAL CALLED/POLICY WORK SESSIONS

Mrs. Wade stated that it had been brought to her attention that it would be beneficial for the Board to hold special meetings in Council Chambers so that meetings could be televised. She stated that she preferred the convenience of meeting at central office. Mrs. Smith stated that she like the informality of meeting at central office. Mrs. Phillips stated that she preferred to have special meetings televised so that the public has easy access to view them. Dr. Brown stated that the meetings are advertised and the public can attend the meetings held at the central office; he also prefers the informality of meeting at central office. Mrs. Rainier also stated that the meetings are advertised, and she also prefers the informality of meeting at central office. Mr. Barrett stated that although he sees both sides, he can see the need of televising the meetings to be more

accessible to the public. Mr. Campbell stated that he prefers the informality of meeting at central office. Mrs. Wade asked that this item be added to the May policy review agenda for further discussion.

V. REVIEW OF APRIL 23, 2013 DRAFT AGENDA

There were no recommended revisions.

VI. ADJOURNMENT

The Board agreed to call a special meeting to be held at 3 p.m. on Sunday, April 21, at the central administration building to continue discussion on the proposed FY'14 budget. Dr. Gilbert stated that it is her understanding that the Board is asking the administration to: add an MDA position to the Media Center, look at decreasing the proposed utility expenditures, cut some professional development, review personnel needs, and add a 1.5% across-the-board raise. Mrs. Phillips noted that she still believes the system can do without the three additional personnel positions. Mrs. Rainier stated that if the assistant principal at Discovery is moved to a full-time gifted coordinator position, that would be the third new assistant principal placed at Discovery in a row. Mr. Barrett stated that he agreed about the bus expenditures.

Chair Wade adjourned the meeting at approximately 5:05 p.m.

Director of Schools

MISSION STATEMENT

*To assure academic and personal success
for each child.*

**LOCAL FIELD TRIPS FOR BOARD CONSIDERATION AND APPROVAL
APRIL 2013**

SCHOOL	GRADE/GROUP	INSTRUCTIONAL VALUE OF THE ACTIVITY	COST PER	STUDENTS	DATE OF	HOW	DESTINATION
	PARTICIPATING		STUDENT	PARTICIPATING	TRIP	FUNDED	
BW	Pre-K	Science nature study, curiosity and love of learning	\$2.00	36		Students/Fundraising	Discovery Center
BW	Pre-K	Explore wild animals in the natural habitat.	\$7.50	60	4/25/13	Students/Fundraising	Nashville Zoo
BW	Pre-K	Early Literacy: Print Awareness	\$0.00	19	4/12/13	Students/Fundraising	Linebaugh Library
BW	Pre-K	Show eagerness and curiosity as a learner	\$2.00	60	5/10/13	Students/Fundraising	Center for the Arts
BW	Pre-K	Actively listen and participate in large group activity	\$2.00	80	5/10/13	Students/Fundraising	Center for the Arts
BW	Pre-K	To see planes in motion and name the parts learned	\$1.00	20	5/20/13	Students/Fundraising	Murfreesboro Airport
BW	Pre-K	Participate in creative movement drama graduation performance	\$2.00	20	5/23/13	Students/Fundraising	Barfield Park
BR	2	Students will learn about the functions of a plant	\$8.00	51	5/7/13	Students	Wilderness Station
CL	1	Hands on learning experiences with plants & the life cycle of plants	\$8.50	169	4/19/13	Students	Lucky Ladd Farm
CL	4	To experience the Genre of Drama/A living play on stage	\$6.00	133	5/8/13	Students	Cannon County Arts Center
CL	6	To introduce 6th graders to the flow of Middle School	\$0.00	108	5/9/13	MCS funded	Rockvale Middle School
DSRR	4	Learn about Tennessee's contribution to our nation & Civil War	\$6.00	78	4/18/13	Parents	Downtown Nashville/Walking Tour
DSRR	4	Explore the colonial and pre-civil war era	\$6.50	78	5/9/13	Parents	Sam Davis Home
DSRR	K	To learn more about living & non-living things	\$8.75	59	5/21/13	Parents	Wilderness Station
HG	6	Support Science Curriculum/NASA Explorer School Program	\$30.00	50	5/10/13	Grant/Students	Huntsville, AL
MNP	1	For students to gain first hand experience of living animals	\$3.00	117	5/3/13	Students	Wilderness Station
MNP	K	Will be the culminating activity to our study of lifecycles	\$8.00	117	5/3/13	Students	Nashville Zoo
NF	K	To learn about various habitats such as ponds, woodlands, etc.	\$2.00	110	4/30/13	Parents	Cason Lane Trail Heads
NF	4	Support social studies curriculum and bring social studies to life	\$8.00	96	5/3/13	Students	Nashville-Capitol
NF	3	Tools used to measure atmospheric conditions	\$6.50	104	5/7/13	Students	Adventure Science Center
JP	2	Supporting the science and math areas	\$10.00	151	4/26/13	Parents	Smyrna Bowling Center
JP	6	To encourage students to continue building healthy relationships	\$3.50	73	5/21/13	Students	Patterson Park
SC	CDC	Participate in Special Olympics	\$0.00	9	4/11/13	Special Olympics	MTSU
SC	5	Recognize significant examples of music from periods in US history	\$8.00	66	5/15/13	Parents	Country Music Hall of Fame
SC	5	Recognize significant examples of music from periods in US history	\$8.00	88	5/16/13	Parents	Country Music Hall of Fame
ES	2	Work on social skills, listening skills and athletic skills	\$13.90	115	5/1/13	Parents	Camp Widjiwagan
ES	6	Outdoor educational activities similar to LBL experience	\$29.00	40	5/14-19-2013	Students	MTSU, Cedar Barrens, Greenway
ES	1	Expose students to live theater & cultural activity	\$3.05	117	5/16/13	Students	Patterson Park/Little Mermaid

FAMILY RESOURCE CENTER ADVISORY BOARD
2013-2014

Kelvin Jones - Murfreesboro Police Department

Pat Noland - Murfreesboro Housing

Donald Smith - Murfreesboro Housing

Beulah McCoy - Resident

Nellie Sullivan - Resident/Grandparent

Jacqueline Holston - Resident/ Parent

Artina Crawford-Harper - Resident

Pat Whitaker - Community Member/ UT Extension

Ron Allen, Tennessee Career Center

Candy Clifford - Community Outreach Coordinator/MCS

Greg Lyles - Community Initiatives/MCS

MURFREESBORO CITY SCHOOL BOARD POLICY

Descriptor Term: NAMING A SCHOOL	Descriptor No: BO 47	Date Adopted:
	Reviewed/Revision Adopted:	

1 The general procedure for selecting a new name for a new school shall be as follows:

2

3 The **Board Chair and** Director of Schools shall **jointly** appoint a committee composed of a
4 school board member, city council member, community representative(s) and staff member(s)
5 **with the Director of Schools serving as an ex officio member.** The committee shall be no
6 smaller than 5 members and no larger than 9 members.

7

8 **Community Input**

9

10 Names for consideration by the committee may be submitted by any **resident of the City of**
11 **Murfreesboro citizen**, board member, **City Council member**, or school personnel.

12

13 Proposed names for consideration should be sent to the Director of Schools via email, regular
14 mail or fax.

15

16 The committee shall review and consider all proposed names submitted by the community.

17

18 The school-naming committee shall present a list of not less than two names nor more than four
19 names ~~to the Director of Schools who will present them~~ to the Board.

20

21 The Board shall then make the final selection of the name **and present such name to the City**
22 **Council for their information.**

23

24 **General Guidelines for Name Selection**

25

26 Schools shall not be named for living persons, except for those who have rendered exemplary
27 service to public education **in Murfreesboro** as recognized and attested by a vote of the Board.

28

29 Two schools in the system shall not be given the same name and care should be taken to
30 avoid similar names.

31

32 **Schools may ~~shall~~ be named for:**

33

34 The area or community in which the school is located, or the street on which the school is
35 located, or a street bordering the school site, if that street is well known in the community,

36 or Presidents, governors or recognized national, state and local leaders who have made an
37 outstanding contribution to the field of education.

38
39 The committee will submit its recommendations about the name of the school with supporting
40 reasons to the **Board** ~~Director of Schools~~.

41
42 **Naming Additional Buildings**

43
44 Facilities other than a school **should** ~~shall~~ be given names which describe the facility or the
45 geographic location in the city.

46
47 A single building on a campus with multiple buildings or a specific area on the campus may be
48 named for a living person, provided **such person** ~~s/he~~ has made an outstanding contribution to
49 that school.

50
51 The naming of such building or specific area shall not supplant the facility's name.

52
53 If in the judgment of the Board an existing facility should be renamed, the criteria of this policy
54 will apply.

55
56 The Director of Schools shall have the authority to recommend the naming of a portion of a
57 facility, such as a section of a building, a single building on a campus, etc., directly to the Board
58 for approval without the committee process.

MURFREESBORO CITY SCHOOLS
DISTRICT-WIDE CONSTRUCTION, RENOVATION AND MAJOR MAINTENANCE PROJECTS UPDATE
April 15, 2013

This information is being provided to you so that you will know where we are on all construction, renovation and major maintenance projects throughout the district.

HOBGOOD NEW ADMINISTRATION AND FOOD SERVICE AREAS

Access road construction is in progress. All masonry wall and structural steel on the administration wing is complete and brick veneer is approximately 90% complete. Installation of fan coils on new HVAC in existing building is in process. Students will be dining in either their rooms or out on the campus beginning the day after TCAP testing is complete, 5/1/13 so that demolition can begin in the dining room and kitchen areas. Building is still scheduled for completion on July 8, 2013.

BRADLEY ELEVATOR

Contract has been awarded. Preconstruction meeting has been held onsite and work is scheduled to be completed by 7/18/2013.

MITCHELL-NEILSON ELEMENTARY GYM ROOF

No changes from last month's report. Contract has been awarded for the roofing project which is scheduled to construct over the summer and be ready for the start of school in 2013. Construction to begin on May 28th with completion by July 28th.

PARKING LOT RESURFACING FOR MNE, MNP, DSRR, BW

No changes from last month's report. These projects are all scheduled to occur over the summer. MCS maintenance department is talking with the City of Murfreesboro Street Department to provide the work for the schools. The total budget for these projects is \$370,000.

FRONT DOOR ENTRANCE SECURITY LOCKS AND AUDIO/VIDEO SYSTEM

These systems have been installed at all schools. The system includes: magnetic door locks, video and audio call boxes, monitoring equipment and remotely located activation system for the entrance. Individual schools are putting them in service now.

NEW WEST MURFREESBORO ELEMENTARY SCHOOL

Final site test is being done now on the geothermal conductivity. Architecture design is complete and currently preparing construction documents for the project. Plan was approved by the Board of Zoning Appeals and now goes to the Planning Commission on 4/17/13 for their consideration. Estimated completion date is July, 2014. Just as an FYI... The new building is designed with numerous energy efficient design features that include;

1. Geothermal Heating & Cooling (the most important part of an energy efficient building)
2. Energy efficient lighting in the entire building, including the gym.
3. All lighting is on motion activated sensors.
4. Energy recovery ventilators on the air handlers
5. LED exterior lighting.
7. Two story design which reduces the heat load from the roof surface.
8. An advanced Energy management system for HVAC controls.

MCS Resignations, Retirements, Leave of Absence and New Hires as of 4-12-13

Licensed Personnel Hired

Last Name	First Name	Location	Position/Experience
Dillard	Edward	Bradley	EA to 4 th , BS-1
Rains	Katinna	Sys. Repl. K. Cancilla	Psychologist, EDS-1

Leave Of Absence ~ Instructional Personnel

Last Name	First Name	Location	Position/Experience
Wilson	Eryn	ES	4 th Grade
Keith	Thomas	ES	5 th Grade
McKnight	Elma	ES	K
Avent	Charles	BR	PE
Gonzalez	Brittany	BR	K
Johnson	Lindsay	BR	Art

Interim Instructional Personnel

Last Name	First Name	Location	Position/Experience
Cheatham	Brandy	ES (Wilson)	4 th / BS-0
Johnson	Kristy	ES (Keith)	5 th /MS+30/3yrs.
Rollins	Kelli	ES (McKnight)	K/ BS-0
Espey	Abbey	BR (Avent)	PE/BS-0
McMillan	Sarah	BR (Gonzalez)	K/ BS-0
Graham	Adrienne	BR (Johnson)	Art/BS-0

Resignations Certified

Last Name	First Name	Location
Rooks	Scott	MNE

Resignations Classified

Last Name	First Name	Location
Price	Sherry	MNP

Classified Personnel Hired

Last Name	First Name	Location	Position
McLean	Marcella	BR	Pre-K MDA repl Parker

COMPARISON OF BUDGET TOTALS
July 1, 2012 Thru March 31, 2013

TOTAL INCOME	7/1/12 - 3/31/13	\$	42,749,271
TOTAL EXPENSES	7/1/12 - 3/31/13		<u>37,361,569</u>
NET INCOME	3/31/13	\$	<u><u>5,387,702</u></u>

YEAR-TO-DATE REVENUE COMPARISON

MARCH 2013

PAGE 1

BUDGET CLASS.	2011-12 BUDGET	2011-12 YTD REV.	2011-12 OVR/(UNDR) BUDGET	2011-12 %	2012-13 BUDGET	2012-13 YTD REV.	2012-13 OVR/(UNDR) BUDGET	2012-13 %
40110-Current Prop. Tax	\$10,240,500.00	\$9,419,373	(821,127)	92.0%	\$10,775,000.00	\$9,495,934.11	\$ (1,279,066)	88.1%
40210-Local Option Sales Tax	6,654,800	4,085,364	(2,569,436)	61.4%	6,798,775	4,354,132	(2,444,643)	64.0%
40000-41110-Other County Rev	1,517,700	907,061	(610,639)	59.8%	1,459,000	926,977	(532,023)	63.5%
44000-Other Local Revenue	307,600	302,226	(5,374)	98.3%	351,750	200,317	(151,433)	56.9%
46511-Basic Educ. Program	28,075,000	22,809,500	(5,265,500)	81.2%	29,838,000	23,938,600	(5,899,400)	80.2%
46512-BEP ARRA	-	-	-	N/A	-	-	-	N/A
46530-Energy Efficient Sch	-	151,251	151,251	N/A	-	-	-	N/A
46615-Ext. Contract-ARRA	-	72,829	72,829	N/A	-	-	-	N/A
46990-Other State Funds	455,450	243,916	(211,534)	53.6%	392,241	200,312	(191,929)	51.1%
46592-CONNECT TEN ARRA	-	-	-	N/A	-	-	-	N/A
46595-Family Resource ARRA	25,000	7,403	(17,597)	29.6%	-	-	-	N/A
46595-SSMS ARRA	-	18,372	18,372	N/A	-	-	-	N/A
47000- Federal Funds	31,403	35,545	4,142	113.2%	35,000	25,421	(9,579)	72.6%
49810-Approp./City Gen. Fund	4,810,103	3,607,577	(1,202,526)	75.0%	4,810,103	3,607,578	(1,202,525)	75.0%
49820-Operating Transfers	-	-	-	N/A	-	-	-	N/A
TOTALS	\$ 52,117,556	\$ 41,660,417	\$ (10,457,139)	79.9%	\$ 54,459,869	\$ 42,749,271	\$ (11,710,598)	78.5%

YEAR-TO-DATE EXPENDITURE COMPARISON

MARCH 2013

PAGE 1

BUDGET CLASS.	2011-12 BUDGET	2011-12 YTD EXP.	2011-12 OVR/(UNDR) BUDGET	2011-12 %	2012-13 BUDGET	2012-13 YTD EXP.	2012-13 OVR/(UNDR) BUDGET	2012-13 %
71100-Reg. Instruction	\$31,132,877.00	\$22,749,318.18	\$ (8,383,559)	73.1%	\$32,360,786.00	\$ 21,983,364.22	\$ (10,377,422)	67.9%
71200-Sp. Ed. Instr.	3,359,032	2,364,404	(994,628)	70.4%	3,839,162	2,406,677	(1,432,485)	62.7%
72110-Attendance	82,517	63,348	(19,169)	76.8%	85,545	46,118	(39,427)	53.9%
72120-Health Services	417,785	306,474	(111,311)	73.4%	532,459	316,908	(215,551)	59.5%
72130-Guidance	1,111,999	701,126	(410,873)	63.1%	1,183,009	817,904	(365,105)	69.1%
72210-Reg. Instr. Spprt.	1,342,616	931,028	(411,588)	69.3%	1,332,868	988,099	(344,769)	74.1%
72220-Sp. Ed. Support	756,621	344,633	(411,988)	45.5%	473,963	361,226	(112,737)	76.2%
72310-Bd. Of Educ.	1,059,460	945,472	(113,988)	89.2%	1,168,340	672,009	(496,331)	57.5%
72320-Office of Supt.	291,185	215,494	(75,691)	74.0%	301,320	224,329	(76,991)	74.4%
72410-Office of Prin.	2,552,738	1,982,114	(570,624)	77.6%	2,974,650	2,103,389	(871,261)	70.7%
72510-Fiscal Services	510,649	344,866	(165,783)	67.5%	509,164	383,288	(125,876)	75.3%
72520-Personnel Services	291,833	171,283	(120,550)	58.7%	270,032	213,233	(56,799)	79.0%
72610-Oper. Of Plant	4,659,099	3,012,461	(1,646,638)	64.7%	4,623,471	2,978,013	(1,645,458)	64.4%
72620-Maint. Of Plant	1,313,993	954,497	(359,496)	72.6%	1,333,274	978,336	(354,938)	73.4%
72710-Pupil Transp.	1,573,325	1,017,333	(555,992)	64.7%	1,601,930	1,324,250	(277,680)	82.7%
72810-Other Support	622,671	781,557	158,886	125.5%	689,883	570,420	(119,463)	82.7%
73300-Community Servic	274,032	225,636	(48,396)	82.3%	458,411	268,580	(189,831)	58.6%
73400-Early Childhood Educ	676,364	346,750	(329,614)	51.3%	721,729	456,119	(265,610)	63.2%
76100-Reg. Cap. Outlay	500,000	939,593	439,593	187.9%	370,000	203,117	(166,883)	54.9%
99100-Operating Transfers	-	-	-	N/A	-	66,190	66,190	N/A
TOTALS	\$52,528,796.00	\$38,397,387.18	\$ (14,131,409)	73.1%	\$54,829,996.00	\$ 37,361,569.22	\$ (17,468,427)	68.1%

