

AGENDA  
Murfreesboro City School Board  
6 p.m., Tuesday, June 24, 2014  
Council Chambers

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

- Pledge of Allegiance
- Moment of Silence

II. APPROVAL OF AGENDA

III. COMMUNICATIONS

- Enhanced Snack Program (ESP)
- Community Outreach Updates
  - a. Club MARVEL
  - b. G.E.M.S.
  - c. Camp Prism
- 2014-2015 MCS Dates
  - a. July 14, 2014 – Principals Return
  - b. July 21, 2014 – Assistant Principals/Principals Retreat
  - c. July 29, 2014 – Teachers Return
  - d. August 6, 2014 – Students First Day Back (Half Day)
  - e. August 7, 2014 – Full Day for Students

IV. CONSENT ITEMS (Tab 1)

A. Minutes:

- a. March 21, 2014 Board Retreat
- b. April 9, 2014 Budget Meeting
- c. April 21, 2014 Budget Meeting
- d. April 28, 2014 Budget Meeting
- e. May 13, 2014 Meeting
- f. June 10, 2014 Policy Meeting

B. Approval of School Fees

C. Annual Agenda

D. 2014-2015 School Board Meeting Schedule

V. ACTION ITEMS

A. Approval of Board Policies (*First Reading*)

- SS 12 – Student Fees and Fines (*Review*)
- STU 17 – Name on Pupil Records (*Review*)

- B. Approval of Surety Bond for Finance Director
  - C. Approval of Tenure Recommendations
  - D. Approval of Supply Fee Limit
  - E. MCS and RCS Joint School Board Meeting
  - F. Approval of Budget Amendments:
- VI. REPORTS/INFORMATION
- A. Budget Review
  - B. 2014-2015 Teacher Locations List
  - C. Construction Update
  - D. Personnel Update
  - D. Monthly Revenue and Expenditure Report
  - E. Attendance Year-End Report
- VII. OTHER BUSINESS
- VIII. ADJOURNMENT

MINUTES  
Murfreesboro City School Board  
Special Called Retreat  
12 P.M. Friday, March 21, 2014  
Central Administration Office

ATTENDANCE:

Chair Mary Wade, Vice Chair Butch Campbell, Jared Barrett, Andy Brown, Nancy Phillips, Nancy Rainier, and Collier Smith.

Chair Wade called the meeting to order at approximately 12 o'clock noon, asking the Board members to make their comments but to keep them succinct as possible.

Transitioning to 2014-2015: Ms. Rainier opened the meeting with questions about selling the laptops and where will that money go. Dr. Gilbert said it would probably return to technology or to the general fund. Ms. Rainier stated that Bellwood needs to be painted and needs furniture. She added that establishing two new libraries would be expensive. Discussion was held about allowing parents to come into the schools to tour them before registering children and accommodating parents in general. Mr. Campbell said that he has never denied a parent from coming into a school. Ms. Smith said we should be marketing the schools because parents have a choice of where to send their kids to school. She suggested putting out a mailer and Dr. Brown said putting it on the website would be cheaper than a mail-out.

Ms. Smith asked if we would sell the old computer desks. Dr. Gilbert said she would love to have a place to put the entire surplus so teachers could come in and pick what they need then sell the remainder. Ms. Smith suggested that when the doors open at The Discovery School there needs to be something in print for the parents who contributed \$60,000 to see what is happening at the playground.

Ms. Phillips brought up the issue of the tennis courts at Bellwood and offering that to families for recreation. Ms. Smith said it would need to be a sport court, not just a tennis court. Ms. Baker said that Mary States has raised the tennis courts as a safety issue because of how they are not being maintained. Dr. Brown stated that if the tennis courts are a Parks and Recreation issue, they need to repair all of them, unless they cannot be repaired, then remove. Ms. Baker said that, after school hours, the courts can be used for Parks and Recreation and there is a system in place.

Ms. Phillips asked about placement of the current pre-K administration. Dr. Gilbert said that at this time, she is going to say it is her plan to place them into administrative positions, probably in Assistant Principal positions. Mr. Campbell asked if we need to look on a serious note about a pre-K supervisor. Ms. Phillips asked Dr. Gilbert if she is

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planning on maintaining Ms. Schmidt. Dr. Gilbert said, if so, it would be on a contract basis.

Dr. Gilbert said additional English as a Second Language (ESL) teachers are needed and that they will be looking at dual endorsement. With what we are hearing now from the state, what we call Tier 1 students that are ESL are going to have an ESL teacher doing Tier 1 instruction or a dual-endorsed teacher. We may go ahead and contract ESL teachers at the Job Fair. Ms. Phillips asked how much money per classroom are we saving by eliminating pre-K classrooms. Dr. Gilbert said \$100,000 per classroom.

Dr. Gilbert stated the legislature has not yet made a decision on buses but that we are looking at the possibility of purchasing two regular education buses. Ms. Rainier asked how the specs were written for the bid. Ms. Baker agreed to check the procedure that was used.

1:48 p.m. – Break

1:58 p.m. – Returned

Dr. Gilbert named the schools that will have pre-K and said the principals at these schools know how to work with pre-K guidelines since they already have CDC, noting that Pre-K teachers are pretty strong coming out of MTSU. Mr. Campbell stated that a good leader hires good staff, which means the principal may not know everything there is to know, but they have got somebody on their staff that does.

A discussion followed about Central Office positions with questions about responsibilities and salaries. Mr. Campbell asked about the Junior Chef program, and what it actually involves in the school. Dr. Gilbert said that happens during ESP and that Food Service conducts the program.

Discussion was held about doing a survey of the teachers using Survey Monkey. Dr. Brown said to ask the teachers three things that are right and three things that are wrong with the system, and what would they do differently. If it is done as a Survey Monkey, it will be totally anonymous, and teachers would not have to fear making honest comments.

Ms. Rainier asked what administrative positions are left that need to be filled. Dr. Gilbert said she would like to have a full time assistant principal in every school. Ms. Rainier asked if Skyward follows the child. Dr. Gilbert responded that it does. Ms. Baker said that custody orders can be scanned to Skyward and be seen on the computer.

Dr. Brown directed to Dr. Gilbert that he wants her to understand that she is president and CEO of a large corporation and that even though some of the conversations may have been unpleasant, he does not want her to leave this meeting thinking the Board was beating up on her. Dr. Brown also expressed that the District has made tremendous progress and will continue making progress.

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Ms. Phillips said she would like to have a list of activities happening at schools rather than going to different websites for each school.

Ms. Rainier said she has been confused about Ms. Davis-Louis' position and the need for it. Dr. Gilbert said she is responsible for PARCC, TCAP, and for writing assessments. Dr. Gilbert said she wants Ms. Davis-Louis to work with the disaggregation of data to help pinpoint any issue the child may be having; however, testing has consumed her time thus far.

Ms. Rainier asked if there is any way to eliminate some of the testing. Dr. Gilbert explained some of the testing. Aimsweb is used for intervention. Discovery Ed. is Think Link. Aimsweb benchmarks, online writing assessment and ELDA – no choice on those. The State chose us for the PAARC testing. Behavior Benchmark is really useful, and only taken at certain times.

Regarding committees, Chair Wade said she is not assigning anybody to a committee, but that will be the job of the next board chair. Ms. Phillips said she sees the value in rotating but that someone who has been on a committee a long time may not want to rotate off. Ms. Smith agreed that there is some value to being on a committee a long time and building relationships but at the same time people who serve on the same committee too long may get tired of it. Ms. Phillips said it is State law and Board policy that there must be Community Advisory Council, and that it is time to reestablish this committee.

Chair Wade listed the committees and asked the Board to let Dr. Gilbert and Ms. Price know if there is one on which they would like to serve:

Pre-K Advisory  
Sick Leave Bank  
Community Advisory  
ESP Advisory  
Workforce Development through Chamber  
Foundation  
Cable Board

Chair Wade said the School Board has a budget for retreats and conferences but everyone needs to attend professional development. She said the State meeting is good, and it would be nice to send a representative. Mr. Campbell suggested eliminating the legislators breakfast since we pay for them to come and they do not show up. Ms. Rainier said this is the last year for the Southern Regional so there will only be the National after this year. Chair Wade told them to decide as a Board, but to look at the Boardmanship award and work on that. This is telling the public that you are going to be a good Board person. Ms. Phillips said this is really the Board's professional development and it is money well spent.

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Board Director/Communications: Ms. Phillips stated that the Board would like to get information in a little timelier manner but that she appreciates the updates Dr. Gilbert sends. Dr. Gilbert asked if they like the weekly updates. Ms. Smith said yes, and they would like to get the ones that she sends to the teachers. Chair Wade expressed the importance of communication.

Professional Development: Ms. Rainier said she has gotten a lot of feedback from some teachers regarding professional development. We know we get one personal, one professional, and one that could go either way. She said her understanding is that a lot of teachers are doing a lot of in-service training, but when they get a sub they have to use one of their days. Dr. Gilbert said they do have to use a professional day. Ms. Rainier asked about those that do not have a classroom base, who do not need a sub. Dr. Gilbert responded that anyone who is going to be away from their normal assignment should have to use a professional day first but that, after that, they have other days that are legitimate such as TDL.

Ms. Phillips asked for clarification on the personal day. Ms. Baker said the personal day is at their discretion but that Dr. Gilbert can reject the use of a personal day if more than 10% of teachers request the same day, if requested during prior established student exam period, if preceding or following holiday, for professional development, and during parent/teacher conferences. It does not say that teachers have discretion on when they can use professional development.

Differentiated Pay, T.C.A. § 49-3-306: Dr. Gilbert's recommendation is that we give a signing bonus to ELL, identifying it as hard to fill position. Anything you do, you are going to have to sustain. Ms. Baker noted that by State law, we have to adopt a differentiated pay plan, and thought we had done that through the budget.

Legislative updates: Dr. Gilbert said Bill Ketron was sponsor of AIMS bill but that he was compromising on that a little bit. Mr. Barrett said he meets with other legislators, outside of our District, because ours are not listening to us. Dr. Gilbert said she thinks meeting with them is more effective than having them at a public forum.

Calendar: Dr. Gilbert said that with the days set aside for snow days, the last two days could be set aside for professional development. Mr. Barrett said that if we are going to do that we need to get in front of it and let parents know. Ms. Baker asked if this was something from the State. Dr. Gilbert said yes, from Huffman.

Meeting adjourned: 5:25 p.m.

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Director of Schools

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MINUTES  
Murfreesboro City School Board  
Special Called Budget Meeting  
11:30 a.m., Wednesday, April 9, 2014  
Central Administration Office

ATTENDANCE:

Board: Chair Mary Wade, Nancy Phillips, Butch Campbell, Andy Brown, Collier Smith, Jared Barrett, and Nancy Rainier

City Attorney: Kelley Baker

Council Liaison: Ron Washington

Staff: Dr. Linda Gilbert, Gary Anderson, and Beth Prater

I. CALL TO ORDER

Chair Wade called the meeting to order at noon.

II. BY '15 BUDGET REVIEW

Dr. Gilbert opened with a salary report. Dr. Gilbert stated the two percent raise that was going to be given by the governor for teachers would not have covered the step raises, and the move to differentiated pay is too volatile. Mr. Anderson added that also two percent (2%) to the state is not two percent (2%) to the District.

An additional special education (SPED) pre-K teacher has been requested but that is on hold to see how many students are actually enrolled. In addition, she is not recommending the purchase of social studies textbooks. Ms. Phillips said she was concerned about not adopting social studies textbooks because of the impact that might have on test scores. Dr. Gilbert explained that social study test scores have been fine and the principals and teachers have indicated that they can do with the purchase of social studies textbooks at this time.

Dr. Gilbert said the responsibilities are there to justify a full time assistant principal at each school. She would like to have someone help Lea Bartch with the gifted program but the money is not there. Dr. Gilbert said one central office person would be moving back to the classroom, one other district person will be moving, and one extended school program (ESP) person will be moving to the classroom. Dr. Gilbert said she has spoken to City Manager Rob Lyons and let him know that the District would probably come to him for help with schools. The library books at Bellwood will be dispensed to teachers' classrooms.

Mr. Anderson said there is a five percent (5%) increase in health insurance and the governor did not pass that down to districts. While Mr. Anderson expects career ladder to be diminished, Dr. Gilbert said that superintendents have not heard anything about the career ladder at all. MCS uses career ladder for after school tutoring.

Ms. Phillips clarified that with step increases, some teachers get way more than one percent (1%) while some who have been here 15 years may not get anything. She would like to see what the one percent (1%) step raises would be on steps between the 15 and 20 mark and non-licensed personnel. Ms. Rainier said it was very discouraging knowing when you hit 15 years, you get nothing for the next five years; and if credit for degrees were gone, she believes some teachers would leave the system.

Ms. Smith asked how principal salaries are determined. Mr. Anderson directed the Board to the section that shows how salaries are calculated. Mr. Anderson stated that for teachers, you are on a 15-step chart plus two other increments. The second page of the report is the support staff people who max out at seven years. If support staff gets extra degrees they do not always get compensation for that. The last grouping is principals and they are on a different schedule altogether. Ms. Smith asked if the experience listed for principals is teaching experience or principal experience. Mr. Anderson responded that it is principal experience.

Chair Wade asked if job functions have changed or been evaluated. Dr. Gilbert explained that functions change or evolve. Each person has their own specialty but they adjust to what is needed. Ms. Phillips asked if the salary ranges are adjusted for inflation. Mr. Anderson replied that they are. Ms. Rainier asked if all the positions listed are filled. Dr. Gilbert responded that they are not. Ms. Smith stated she does not think the Communication Coordinator salary is consistent with what other salaries and roles are.

Mr. Anderson said the other thing that is a big hit to the budget is the \$2.6 million to fund the operating budget this coming year that is being taken out of the fund balance. All revenues are estimates at this point and we will keep refining the budget as we get more accurate estimates of projected revenues. City revenues are projected at the same amount we have received for the last 11 years. There is a five percent (5%) annualized increase in health insurance premiums but we intend to offset that by a different format of individual coverage. An increased pupil/teacher ratio in grades 4-6 will help us with the overall number of teachers, but we are opening two brand new schools. We need updated software to meet technology plans. The education system ratio is 75 students to every Education Assistant (EA) but is being raised to 80:1. We do use some Title funds in that area as well. SPED had the biggest increase in personnel.

Mr. Anderson said that under Health Services, two nurses have been added. When we hire subs from nursing services, it costs over \$50 an hour; however, field trips require a nurse. Per State law, we have two registered nurses to supervise LPN's. Mr. Anderson said that a guidance person has been added for the new school.

Mr. Anderson said that if we totally contract our custodial services, it would save money for the District. He further reported that the natural gas budget increased due to a bad winter, and \$25,000 has been added to the budget for maintenance and repairs. Several part-time drivers have moved to full-time to get benefits. Community Service is transferring one person to transportation, and there is a new tech in Technology. Early Childhood eliminated the cost of operating special pre-K building, which is a significant reduction. School lunches have to go up a quarter as mandated by USDA.

Dr. Brown asked why funding from the City is not going up since everything else is. Mr. Anderson said that they have put extra money this year into capital. Dr. Gilbert said the City was

aware and somewhat surprised at our ability to balance the budget while essentially opening three new schools. Dr. Brown expressed concern over the fund balance and Mr. Anderson said the State's requirement is that three percent (3%) of expenditures have to be reserved. Dr. Gilbert said the next cut would be music teachers, art, and physical education. Ms. Phillips said she would hate to lose those arts enrichments.

Dr. Brown said that nurses average \$27/28 hour and he would look into other supply sources to help with what we are currently paying--\$55 an hour. Dr. Gilbert said the District is adding resource classrooms previously mentioned and that if you look at the SPED budget (P. 15), we are adding one and one-half teachers to speech language. Joe Marlin is working hard with resource teachers. He is not looking at total inclusion but you will see an increase of quality in the resource classes. One of the reasons we are adding resource positions is to get the pupil/teacher (P/T) ratio in line. We are seeing more students in SPED, and our resource teachers need really strong professional development. Dr. Brown said he believes we are on the right path with looking at special education and expressed that he is glad Joe Marlin is here.

Ms. Phillips said the City contribution has not increased in 11 years. She believes that an ongoing review of our needs should occur instead of just approaching them in times of emergency. Dr. Gilbert said she has not really looked at the EA's but there are a few that probably will not be rehired per principals.

Mr. Anderson said that everyone except Mitchell-Neilson Primary has a custodial person, and that, when outsourced, it would be in the contract that GCA has to hire the current MCS custodians.

Ms. Phillips stated her concern about the fund balance getting this low, and that if we had been planning and adding to our technology budget, this \$400,000 would not have hit so hard. She said technology always has to be updated, and we have to do a better job planning for the future economics of our system.

Mr. Campbell asked about insurance. Mr. Anderson said we are going to a limited PPO plus gap insurance and the District is covering that for the individual employee—instead of different amounts being paid by the district for individual coverage. Mr. Campbell said, for clarification, that we have had three plans and an employee could take any of those they wanted to. We are paying for the individual plan but if they want family coverage they pay the difference.

Mr. Barrett said he agrees that the City should be paying more. Mr. Barrett said that it is going to be a huge expense going forward. Mr. Barrett asked if there are buyouts for early retirement, and Dr. Brown said he would have concerns about getting rid of experienced teachers. Mr. Barrett asked about the possibility of getting volunteers to help with the school moves, but Mr. Anderson said there are liability issues.

Ms. Phillips said there are two positions previously funded by Race To The Top but are now funded by regular instruction. Dr. Gilbert said those are Caresa Brooks and Sheri Arnette. April Hall also handles data so we charged part of her salary to Race To The Top.

Ms. Smith said in regards to conversation with City Council, we should just ask for more each year and that 11 years is long enough to be getting \$4.8 million; we should go to a new level for

example \$5.5 million. Ms. Smith said she would like to have assistant principals across the board but understands we do not have that yet. Dr. Gilbert explained that right now we have assistant principals in the budget as well as music twice a week, art once a week, P.E. twice a week.

Dr. Brown asked Mr. Anderson to go through the capital expenses. Mr. Anderson explained that principals turn in critical items when developing the capital outlay budget. We are giving Discovery the equivalent of a smart board in each classroom; they have opted to upgrade and they are going to pay the difference. Ms. Smith confirmed with Mr. Anderson that the smart board costs \$104,000. Mr. Anderson said that is not just the smart board that costs; it is the Elmo, projector, and all the things that go with it. The next item in capital outlay is John Pittard's VoIP phone system which is what we want the whole system to go to. When we get a new tech, we purchase a used van; site development is playground mulch--we have to redo the playground mulch every year. Window replacements--thermal panes are breaking down so we are looking to replace those. The library at Discovery will have to be redone, and Overall Creek will have to have a library. The District has requested two new buses and the security system that goes in the buses since we will have more students.

Mr. Barrett asked how much it would cost to make all assistant principals full time. Mr. Anderson responded that each assistant principal is about \$60,000. Dr. Gilbert said with some of our schools there are special circumstances such as Bradley with only a half-time assistant principal, but there is a greater need during testing. Mr. Barrett asked about getting library books donated.

Mr. Campbell noted there is nothing about tennis courts in capital outlay. Dr. Gilbert said that the Murfreesboro Parks and Recreation Department is responsible for the tennis courts. She said Reeves Rogers and Mitchell-Neilson are probably beyond repair but are looking at under \$30,000 for all other repairs.

Ms. Rainier said there are two buses in capital outlay and discussion was had about this in retreat asking if those are being purchased from contracts awarded by another school district or were new bids taken. Mr. Anderson said they are purchased from contracts awarded by another school district.

Mr. Anderson said the Bellwood playground equipment is certified ages 5-12. Mr. Anderson said Discovery students are going to have more equipment where they are going than they have now, and Dr. Clark has looked at the playground equipment and is okay with not changing the playground. Ms. Smith said not purchasing new equipment is going to be a problem with Discovery parents. Mr. Anderson said they will have new furniture and new paint, adding the focus was going to be on academics first. Ms. Smith said that was not the conversation that was had with parents.

Chair Wade asked what the administrative technician position does. Mr. Anderson said she handles everything in Skyward including report cards, human resource functions, transportation, and is a very key support person. Mr. Anderson said that position is critical to the District.

Chair Wade stated that one day we are going to have to look at salaries. Mr. Campbell asked Mr. Anderson to tell how a principal's salary is determined. Principals who work 11 months make

more than some of our coordinators working 12 months. Mr. Anderson directed the Board to the last page of the Salary Chart, the salary schedule section.

Ms. Phillips said she wants to thank Mary for having the courage to take up the topic that is the elephant in the room that nobody wants to talk about. Ms. Phillips recommended having a consultant come in and evaluate salaries and asked how the City does it. Ms. Rainier said she would hate to lower salaries but she thinks some are really high in comparison to Dr. Gilbert, adding that teachers think we are top heavy. Dr. Gilbert said the responsibility that the principal has is really worth that extra salary. Dr. Gilbert said she could not replace the district instruction staff. They have a great team and are a model for administration. Dr. Gilbert said she understands these salaries look high but when you look at what they are asked to do, the salaries are not too high. She also noted that teachers are on 10 months, principals on 11, and district staff on 12; when you compare the salaries of principals and district staff to the salaries of some of our teachers, she does not think they are out of line.

Mr. Campbell suggested that since the Board will reconvene on Monday, they go through the budget page by page adding that today's discussion was great. Dr. Gilbert said she would like to get with Gary and come back and be able to say here is what we want to ask the City Council for.

Ms. Phillips asked about the pupil/teacher ratio, and Dr. Gilbert said she is very sensitive to pupil/teacher ratio. Dr. Brown said that it is not just a science but there is some art to the placement of teachers to student numbers and needs.

Mr. Anderson reported that the District is looking at outsourcing the custodial services. The service would then hire the District's existing custodians. Custodians would still have benefits including a matching 401(k), which would replace the state retirement plan and that some of the custodians would be able to retire from the City and be hired by the company.

Chair Wade asked Board members to review the budget notebook and send as many questions as possible in advance in case more paperwork needs to be gathered for the next budget session.

### III. ADJOURNMENT

The Budget Session adjourned at 3:08 p.m.

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Director of Schools

MINUTES  
Murfreesboro City School Board  
Special Called Budget Meeting  
3 p.m., Monday, April 21, 2014  
Central Administration Office

ATTENDANCE:

Board: Chair Mary Wade, Nancy Phillips, Butch Campbell, Andy Brown, Collier Smith, Jared Barrett, and Nancy Rainier

City Attorney: Kelley Baker

Staff: Dr. Linda Gilbert, Gary Anderson, and Beth Prater

I. CALL TO ORDER

Chair Wade called the meeting to order at 3:00 p.m.

II. BY '15 BUDGET REVIEW

Mr. Anderson began by saying he had tried to answer by email all the questions that had been sent to him. The Board began going through the budget, line by line.

Mr. Campbell noted that to balance the budget for 2013-14, we used approximately \$1.6 million from the Fund Balance and to balance the budget for 2014-15 school year, we would have to use \$2.16 million from the Fund Balance. This would leave only a few hundred thousand above what is required to have in Fund Balance by the state.

Mr. Campbell, Ms. Phillips, Ms. Smith, Ms. Wade, and Ms. Rainier asked about the plan to have GCA take over all custodians. All expressed concerns about their retirement, insurance, etc. Per Mr. Anderson, when Metro changed to GCA, they kept their current custodians. Currently, we hire the day custodians and use GCA for the night shift. Mr. Anderson gave a list of employees and wages to everyone in attendance. The cost for custodians and equipment for just Overall Creek would be \$144,000 but GCA will provide the service for \$99,071 if they handle the day and night services. The across-the-board savings to the district would be about \$150,000 to go to GCA.

Ms. Phillips asked about the cost of a one percent (1%) across-the-board raise and also the cost of a one percent (1%) raise for those below \$60,000 annually. Mr. Anderson responded that the cost would be \$333,815 for all licensed personnel (including benefits). He explained that the cost of a one percent (1%) raise for licensed personnel with 15+ years experience would be \$95,893. For non-licensed personnel, the cost of a one percent (1%) raise would be \$92,377 (including benefits). For teacher step increases only, the cost to the district would be \$538,028.42.

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Ms. Phillips also asked how many employees make \$60,000 or above annually and what the cost would be for a one percent (1%) across-the-board raise, before step increases, for everyone below \$60,000 annually. There are 100 employees who make over \$60,000: 63 teachers, 11 principals, 10 assistant principals, 15 district employees, and Linda Gilbert. For licensed staff, the cost would be \$266,783, for non-licensed, \$78,417, with a total of \$345,200. In addition, a question was asked about the cost for the assistant principal position. The cost is \$82,222 including insurance and benefits.

Ms. Smith felt we were technology staff heavy and asked about the possibility of out-sourcing some of the services. A question was asked about the stipends paid to some of the technology staff. Mr. Anderson explained that those were paid by ESP and Food Service for work done for those departments. Ms. Smith asked of the ten people in technology, how many were in the schools. Mr. Anderson explained that the tech folks covered approximately two schools each; tech will also pick up VOIP responsibilities as well as Overall Creek and Discovery (which as Bellwood, who had minimal technology needs). Ms. Rainier said she felt the instructional technology personnel were very effective.

Ms. Rainier asked about the need for an Assistant Supervisor of Maintenance. Mr. Anderson explained this is not a new position; we have had the position for three years. Among other responsibilities, he manages our Energy Efficiency Bids and supports Larry Willeford. The maintenance department has ten people, two are carpenters, and we added two painters, in full-time positions, last year.

Ms. Rainier asked about Maintenance of Plant, line 599, Other Charges. Mr. Anderson responded that the \$15,000 included office supplies and contingency if something breaks down. The question was asked if all buses have aides and how effective they are. Mr. Anderson noted that bus aides can become bus drivers. Ms. Baker mentioned that bus assistants also help manage the students on the bus and remove that responsibility from the driver so the driver can focus on operating the bus.

Ms. Rainier noted that in Pupil Transportation, line 314 has been taken out. Mr. Anderson explained that we would be asking schools to raise their own money for LBL. She also asked about lines 338 and 142. Mr. Anderson said that the reason 338 is there, even with our two mechanics, is in case a diesel motor goes out. Ms. Phillips said that she doesn't think all schools have the capability to raise funds, and she does not want a child not to be able to attend LBL if they cannot afford it.

Ms. Smith asked about the job responsibilities for Lisa Trail, Leslie Eatherly, and Greg Lyles. Dr. Gilbert responded that Ms. Trail acts as a liaison between the schools and media, takes care of Teacher Appreciation Day, press releases, the Foundation, etc. She also works with Coordinated School Health and Greg Lyles. Per Dr. Gilbert, Ms. Eatherly covers things that Ms. Trail cannot. Ms. Phillips asked if we could cover Ms. Trail's salary through Coordinated School Health or a grant. Ms. Smith noted that the Foundation should only be a tenth of Ms. Trail's job description. Dr. Gilbert expressed that the community has a lot of respect for Mr. Lyles as well as his being involved at the state level. Mr. Lyles handles homebound, the backpack program,

community gardening, and home school. He is reaching people that were not partners before, and has a great relationship with Dr. Sidney McPhee and MTSU.

Ms. Rainier noted that Amanda Parks and ESP put pictures on Twitter all the time. Ms. Phillips felt that our story is not being told for the schools. It was asked who did Ms. Eatherly's job before she came. Dr. Gilbert stated that Daphna Hayes did this job. Mr. Barrett said that he does see things on Twitter for our schools. Ms. Phillips reiterated that we must tell our story better and work more openly with the community.

Dr. Brown asked what Community Service line 599 is used for. Dr. Gilbert explained that it was for trips to MTSU, new school open house, awards, etc. Ms. Rainier expressed that Greg Lyles, Candy Clifford are doing a good job. Dr. Gilbert explained that Ms. Trail's job also includes handling when something happens at a school; she is there. If a child brings something to school they should not have, when a child hurts another child, if a police report is filed—she handles anything that is media related.

Board members discussed basketball and cheerleading costs (73300-189). According to Mr. Anderson, now, the schools will reimburse the district for \$36,000. Each coach is paid \$1,000 for boys and girls basketball. Each assistant coach is paid \$500 and cheerleading coach is also paid \$500. Mr. Campbell asked if all coaches are employees of MCS. Mr. Ringstaff explained that all are considered employees of the district, but not all are certified staff. Mr. Anderson stated that there are no expenses to MCS. Mr. Campbell asked why there are additional decreases in line 189. Mr. Anderson answered the reason for this is that one employee will be moved from her current position into the Maintenance clerical position.

Chair Wade asked about page 31, line 399 under contracted services. Dr. Gilbert said that was for early childhood consultant Cheryl Schmidt. She will work with every school to ensure rules and regulations are met. Dr. Gilbert explained that there is not a full-time position needed to coordinate Pre-K.

Capital outlay: Mr. Barrett noted that the law regarding buses has been changed. Capital outlay includes one new bus and a new phone system for John Pittard. Mr. Barrett talked to Dr. Gilbert and we do not need to delay the new phone system at John Pittard. They are having serious problems with the phone system there. Ms. Rainier concurred that we need to fix this.

A question was asked about the Siegel playground. Mr. Anderson has sent a copy to Ms. Baker for bid for playground. We will hire an outside contractor for the playground. Ms. Rainier requested that playground repairs not be done in April or May. Mr. Anderson indicated that contracting out the door replacements at MNE & MNP was considered, but the price was too much. We will replace the doors in the summer.

Ms. Smith asked about Discovery School classroom furniture. Mr. Anderson responded that we could move some from Discovery to Bellwood building, but there is \$100,000 in the budget for all new furniture.

Mr. Campbell asked if we have an answer about the tennis courts. Dr. Gilbert responded that Ms. Trail has met with Parks and Recreation Department and acquired a price. Board members will contact the City about repairs.

Mr. Barrett recommended that we rent a skid loader instead of buying it. He also asked if we could get donations for \$125,000 in books. Dr. Brown asked about the possibility of needing the \$250,000 to match e-Rate funds. Mr. Anderson believes that we will have a better chance this year of receiving the funds.

Chair Wade asked about Staffing Standards, and Mr. Anderson suggested that we go line by line. Mr. Anderson explained that we will lose funding for an Assistant Principal position if we are under 1,000 students in any school. The four locally funded Pre-K classrooms were dropped due to budget concerns.

Ms. Rainier asked where the nine teaching positions were being eliminated. Dr. Gilbert said some people were moving, some will be non-renewed, and we will have some retirees.

Dr. Gilbert said she would like to offer Pre-K services for our employees; however, if we have a certified teacher, it would be difficult to break even. She has talked with Joe Marlin about having typically developing peers with the CDC Pre-K students; however, to do an effective job it would take more planning time than was had this year.

The Board reviewed all special area personnel. Mr. Anderson explained that there are enough music, physical education, and art teachers for music two times per week, physical education two times per week, and art one time per week.

Ms. Phillips stated that we have looked at budget again and again, and is concerned that we are drawing down our Fund Balance. We cannot sustain this budget next year. What this says is an increase of 1.5% and we drew down on our Fund Balance. She asked for Fund Balances over the years from Mr. Anderson. Mr. Anderson stated that \$96,000 for the bus we do not buy could go in the Fund Balance. If we are good stewards of our money, we should be okay.

Mr. Barrett said that we need to cut this year or next year. Mr. Barrett asked if we could get more money locally. Mr. Anderson said that at the state level, the sales tax is lower, the business tax collection is lower, and so we are losing revenue.

Board members began suggesting cuts that might be possible. Ms. Rainier asked about insurance. The change to insurance will start in January 2015 and according to Ralph Ringstaff, our insurance will increase two and one-half percent (2½ %) in January. Mr. Ringstaff said that we would save some money changing our Standard and Partnership PPO. The cost is \$565-585 per month. The new limited PPO has higher co-pays and deductible and out-of-pocket rates were lower; however the gap insurance will help provide additional payments for medical needs. Changing the insurance will save us \$700,000.

Mr. Ringstaff explained the differences between the insurance rates for the various plans. Mr. Ringstaff said there were 894 employees on our plan, with 90 people having employee and children; employee and spouse is 38 people; and 80 people have family coverage.

Ms. Phillips asked if there would be any penalty for pre-existing conditions. Ms. Rainier asked how the district would distribute information about the plan, noting that some teachers know about the change already.

Ms. Phillips asked about Individuals with Disabilities Education Act (IDEA) and Coordinated School Health (CSH). Ms. Phillips asked Dr. Gilbert if she recommend approving this budget. Next year, we will make cuts and we could make some cuts this year, so it is not so bad next year. Dr. Gilbert responded that she does recommend the budget; the positions there are needed to make sure our students are getting the personnel they need for success.

Dr. Brown stated that he sees the budget at \$1 million to fund a new school and is concerned about taking the Fund Balance that low. I support a fair market evaluation study to help next year salaries are not out of range. Three areas of possible cuts are: Step Increase, Custodial and EA's. The playground at Bellwood should be equivalent to DSRR. Phone bill charges are \$112,000 and we need to look for a change in this. We need to make some cuts this year, and we will have to make additional cuts next year.

Mr. Campbell suggested that if we are not going to give everyone a raise, we need to leave the step increase. At the end of the day a classroom teacher is responsible for students, and they are afraid that they may lose their jobs because of test scores. Across the board step increases range from 2.01 and 1.79 of a raise. Ms. Phillips felt that it was important that everybody gets one or one percent (1%) with no step increase. Ms. Rainier suggested lowering sub pay to \$70.00 per day. There was also a discussion about lowering the substitute hours, travel expenses, and maintenance costs of buses.

It was noted that the Discovery parents had invested \$50,000 for playground equipment. Dr. Brown suggested that we leave \$100,000 in budget for now for Discovery. Ms. Rainier also suggested to leave in the \$100,000 and let Discovery decide where to spend it.

Chair Wade asked about the remodeling at Bellwood. Mr. Campbell noted that we need to invest in smart boards and playground equipment for Discovery. Ms. Smith suggested not adding a new technology person. She also suggested that Race To The Top positions take a salary reduction. Ms. Rainier suggested keeping salary schedules and a possible bonus instead of one percent (1%) increase. Other suggestions related to cell phone services and e-rate funds.

Ms. Smith asked about sub nurses. Dr. Brown will contact MMC about sub nurses. However, there would not be a guarantee that their nurses could be here when we need them. Ms. Smith asked about \$7,500 for drug and medical supplies. Mr. Anderson said that they included corporate sized medical kits and hepatitis shots. Ms. Smith will check on getting those donated by Reeves-Sain.

Dr. Brown moved to remove one bus and the skid loader from the budget for a savings of \$102,300. Mr. Barrett seconded the motion. The motion carried.

Mr. Barrett asked if we have to have so many books to open a school. Yes, but there are guidelines that we must follow. Ms. Rainier noted successful donations from the book fair. The more books they sell the more they can get reduced price or free books. Dr. Brown suggested that we contact our corporate sponsors for books.

Suggestions for cuts were written on the board. Dr. Brown suggested that we take the easier ones first.

Substitute Pay - Ralph Ringstaff addressed the suggestion to lower pay for substitutes. We are paying \$75.00/day now. Change to \$75.00/day for four-year degree, \$72.00/day for two-year degree, \$68.00 day/high school diploma. This would be a 3-tier pay schedule. Most of our subs do have a college degree. How much will that save yearly? Mr. Ringstaff stated such a change would save approximately \$30,000 yearly. Suggestion to pay high school subs at \$68.00/day and all others \$70.00/day. Dr. Brown suggested that we pay advanced degree subs at \$70.00/day. Motion from Dr. Brown to pay substitutes \$65/\$68/\$70 and this sub pay will have savings of \$30,000 year. Mr. Campbell seconded the motion. Motion passed.

Travel –Mr. Anderson stated that we have paid \$13,404.00 so far this year for travel, not including teachers. Dr. Brown made a motion to cut mileage from .55 ½ to .45 per mile for inside district travel and decrease the outside district travel budget by 10%. Budget for travel out of city decrease by 10%. Mr. Barrett seconded the motion. Mr. Anderson stated that the approximate savings would be \$4,000.00. The motion passed.

Mileage:	4 yes 3 no
Mr. Barrett	Y
Ms. Smith	Y
Ms. Rainier	N
Dr. Brown	N
Mr. Campbell	Y
Chair Wade	Y
Ms. Phillips	N

Step Increases - Mr. Campbell stated that he was in favor of step increases; however the one percent (1%) is not built in and we need to try to give classified employees a one percent (1%) raise. Mr. Barrett noted that he was in favor of the step increase but not in favor of the one percent (1%) raise. Ms. Rainier said she was in favor of step increases. Ms. Smith said teachers expect the step increase and suggested a \$500 bonus for Teachers in the gap years (15-20 years of service).

Ms. Rainier remarked that the City of Murfreesboro has not increased its funding for Murfreesboro City Schools for a number of years. The public expects more and more but they do not want to pay more taxes. Could we make someone more aware at the City of

Murfreesboro? Teachers do expect a step increase. Mr. Campbell noted that others departments will ask for more money from the City. Mr. Campbell made a motion that we give certified people and classified non-licensed a one percent (1%) raise. Also, gap teachers would not get an increase. Leave it as is for right now. No second motion so motion failed.

Ms. Rainier moved to maintain the step increase; give a one percent (1%) raise to the classified (non-licensed) employees and give a \$500 bonus for the teachers in the gap area between years 15 and 20 on the salary schedule. Mr. Campbell seconded the motion. Motion failed.

Mr. Barrett made a motion to give the step increases as is currently set forth in the budget. Ms. Smith seconded the motion. The motion passed.

Mr. Campbell made a motion to give all non-licensed employees a 1% raise. This motion died for lack of a second.

Custodial Changes. Mr. Barrett made a motion to keep the custodial changes as reflected in the budget. Seconded motion by Ms. Smith, as is in the budget. The motion carried.

Barrett	Y
Smith	Y
Rainier	Y
Brown	Y
Campbell	N
Wade	N
Phillips	N

Substitute Pay to reduce hours. Ms. Smith made a motion to reduce the substitute line item to \$400,000. Seconded by Mr. Barrett. The motion carried.

Barrett	Y
Smith	Y
Rainier	Y
Brown	Y
Campbell	Y
Wade	Y
Phillips	Y

Ms. Rainier made a motion to have an Assistant Principal in every school. Ms. Smith seconded motion by Ms. Rainier. Ms. Phillips thought it was a great idea but thought we should wait another year due to budget concerns. The motion carried.

Barrett	Y
Smith	Y
Rainier	Y
Brown	Y

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

Campbell Y  
Wade Y  
Phillips N

Communications. Dr. Brown made a motion to remove the second person from the Communications Department and let one person handle the Communication Department. This motion was seconded by Ms. Phillips. Mr. Campbell asked if this individual could be moved to another position or be put at a secretarial salary or placed at the new school. The motion carried.

Barrett Y  
Smith Y  
Rainier Y  
Brown Y  
Campbell Y  
Wade Y  
Phillips Y

Ms. Smith stated that after having a conversation in the schools, the Race To The Top positions are important. They all credited these people for improvement in our District. Dr. Brown made a motion to absorb the salaries of these two individuals into the budget of the Instruction Department. Mr. Barrett seconded the motion. The motion carried.

Discussion of the additional technology position began with Ms. Smith stating she felt they should not hire another person. A motion was made by Ms. Smith and seconded by Ms. Rainier not to hire a new position in the technology department. The motion carried.

Insurance: Ralph Ringstaff indicated that it is the will of the Board about insurance. Ms. Rainier stated that this is saving the system money at the others expense. Ms. Phillips stated that she was concerned about the impact on the lower paid employees. We will feel the effects of the insurance plan. The change in the insurance results in a savings of \$700,000 yearly and we have to save money.

Mr. Barrett made a motion to leave the insurance plan as it is proposed in the budget and Ms. Phillips seconded the motion. The motion carried.

Barrett Y  
Smith Y  
Rainier N  
Brown Abstain (Due to conflict of interest)  
Campbell N  
Wade Y  
Phillips Y

Educational Assistants: Some may be non-renewed. Special Education Department is up six people so some educational assistants may be absorbed there. Dr. Brown made the motion to

keep Educational Assistants as presented in the budget. Ms. Smith seconded motion. The motion carried.

Barrett	Y
Smith	Y
Rainier	Y
Brown	Y
Campbell	Y
Wade	Y
Phillips	Y

Dr. Brown indicated that the Board had now reached a savings of \$362,000. Also the phone service could be a savings. Ms. Phillips suggested an outsider to do a salary study.

Mr. Anderson will get new budget pages adjusted from what was done tonight and give to the Board. Mr. Campbell asked if there was any way that Mr. Anderson could get the revisions to the Board before April 28. Mr. Anderson will highlight what was changed before it is delivered to the Board.

Discussion ensued about non-licensed employees' not receiving a raise. Ms. Rainier made a motion to give licensed employees one-half percent increase and one percent (1%) increase to non-licensed employees at a cost of \$259,284.50. Motion failed for lack of a second.

Ms. Phillips made a motion to give a one percent (1%) raise to non-certified employees and Mr. Campbell seconded the motion. The motion failed.

Barrett	N
Smith	N
Rainier	N
Brown	N
Campbell	Y
Wade	N
Phillips	Y

Ms. Smith made a motion to give non-licensed employees a one-half percent raise at a cost of \$46,188.50. Ms. Phillips seconded the motion. The motion failed.

Barrett	N
Smith	Y
Rainier	N
Brown	N
Campbell	N
Wade	N
Phillips	Y

There are 142 Teachers in the Gap meaning between fifteen years and twenty years of service. Mr. Campbell made a motion to give non-licensed employees a one percent (1%) raise and teachers in the Gap a one percent (1%) raise. The motion was seconded by Ms. Rainier. The motion failed.

Barrett	N
Smith	N
Rainier	Y
Brown	N
Campbell	Y
Wade	Y
Phillips	N

Ms. Phillips made a motion to request more funding from the City Council and this motion was seconded by Mr. Barrett. Barrett, Smith, Rainier, Brown, Campbell, Wade, Phillips (no opposed). The motion passed. Mr. Anderson noted that it has been 11 years since they have increased our funding.

The next meeting will be on Monday April 28 at 3:00 p.m.

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Director of Schools

MINUTES  
Murfreesboro City School Board  
Special Called Budget Meeting  
3 p.m., Monday, April 28, 2104  
Central Administration Office

ATTENDANCE:

Board: Chair Mary Wade, Butch Campbell, Andy Brown, Nancy Rainier, Collier Smith, Nancy Phillips, Jared Barrett

Newly Elected Board Member Phil King

Staff: Director Dr. Linda Gilbert, Gary Anderson, and Beth Prater

Others: Staff Attorney Kelley Baker

I. CALL TO ORDER

Chair Wade called the meeting to order at 3 p.m.

II. BY '15 BUDGET REVIEW

Ms. Rainier asked if the current custodians will be able to keep their jobs with GCA Services Group, Inc. (GCA) once the custodial services are outsourced to GCA. Mr. Anderson explained that, by outsourcing the service, the present \$50,000 budget will be reduced to \$35,000, and that GCA is supposed to keep the custodians that are currently employed as day custodians by Murfreesboro City Schools. He said that some custodians may actually be able to retire from the City then be employed by GCA. GCA will provide all of the cleaning supplies with the exception of toilet paper.

Chair Wade asked where (on the budget) the meeting would begin today and Ms. Rainier responded with questions about insurance. Mr. Ringstaff explained that MCS would continue to pay 100% for the limited PPO plan and GAP insurance for individual coverage. He explained that if an employee goes to limited PPO plus gap, there would be no cost to the employee. Mr. Ringstaff said that it would take some education for the staff to understand this but that he has already begun speaking to employees at the schools and will continue until all of them have been reached. Mr. Campbell asked if employees have a choice as to which insurance to take, and Mr. Ringstaff said yes, but another option might cost them a premium up to \$150 per month. He said they going to give employees an explanation now but bombard them in August and September so they will be prepared for open enrollment in October. They are going to make the most educated decision possible.

Ms. Smith asked for an explanation of the 653 TDL and 467 Professional Development days that we have gotten subs for. Mr. Ringstaff stated there were 4,220 sick days we have had subs for and about 450 personal days. Ms. Rainier asked how many teachers we have. Mr. Ringstaff

responded with 600 certified teachers. Mr. Campbell said that is almost \$327,000 that has been paid for subs this year. Mr. Ringstaff added that a sub is required if a SPED EA is absent also.

Dr. Gilbert said she is going to ask the City for additional funds. Ms. Rainier asked Ms. Baker if the City is giving raises this year, but Ms. Baker said she did not know. Dr. Brown said he feels very hypocritical because teachers are so important but he is voting against a pay increase because the budget is not sustainable. He moved the Board approve the budget as proposed with revisions. Ms. Phillips seconded. Discussion continued about pay raises for teachers, step-raises, and raises for non-certified employees. Mr. Ringstaff said that, when teachers are hired, they are given information about step increases and advised the Board that if they choose not to do an increase he recommends changing the language of the step on the website. Chair Wade asked the Board to vote on Dr. Brown's motion to accept the budget as presented.

Mr. Barrett: Y

Dr. Brown: Y

Mr. Campbell: I am voting no because we do not have pay increases for our classified employees, all of them.

Ms. Phillips: With reluctance and concern, aye.

Ms. Rainier: N. Nothing for teachers in the gap and classified.

Ms. Smith: N. I would like to know more about what it would cost to do step increases for classified.

Chair Wade: N

Break: 5:00 p.m.

Ms. Smith proposed the Board accept the budget as-is, with step increases and Ms. Phillips seconded the motion. Dr. Gilbert said she would like to fund Jolene in SPED out of IDEA. That would allow a secretary to be shared between CSH, Outreach, and Communications, but it would not change the budget. In addition, she said she had talked with Ms. Offutt and if the Board could restore \$10,000 of the amount for library books, which would bring Overall Creek and Reeves-Rogers up to the standards needed to begin the year. Ms. Smith moved to accept the changes as proposed in the packet, add step changes for classified personnel, and make a monetary change in the secretarial position line. Ms. Phillips seconded.

Mr. Barrett: N

Dr. Brown: Aye

Mr. Campbell: N

Ms. Phillips: Aye with reluctance and concern.

Ms. Rainier: N

Ms. Smith: Y

Chair Wade: Y

The budget passed with four “yes” and three “no” votes.

Chair Wade: Thank you again. I have enjoyed my stay with the Board. Thank you for sending me out in style.

I. ADJOURNMENT

The Budget Session adjourned at 6:38 p.m.

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Director of Schools

## MINUTES

Murfreesboro City School Board  
Tuesday, May 13, 2014  
6:00 p.m.—Council Chambers

### ORDER OF BUSINESS

#### I. INSTALLATION OF NEW BOARD MEMBERS

Vice Chair Butch Campbell presented Judge Ben Hall McFarlin to swear-in the recently elected School Board members: Nancy Rainier, Collier Smith, and Phil King.

Judge McFarlin asked the members to stand and raise their right hands. The members repeated the oath, and Judge McFarlin congratulated them. Vice Chair Butch Campbell welcomed the members.

#### II. ELECTION OF BOARD CHAIR

Ms. Baker explained that Ms. Wade's term as Board Chair would have ended October 31, 2014, but that since she resigned the Board must now vote for a new Chair. Dr. Brown nominated Vice Chair Campbell for the Chair position. The roll call vote was unanimous in favor of Chair Campbell. Nominations were taken for the position of Vice Chair. Ms. Smith nominated Ms. Phillips. Dr. Brown nominated Ms. Rainier. After a roll call vote, Ms. Rainier became Vice Chair with five of the seven votes.

#### III. CALL TO ORDER BY BOARD CHAIR

- Pledge of Allegiance
- Moment of Silence

#### IV. APPROVAL OF AGENDA

Mr. Barrett moved to approve the agenda. Dr. Brown seconded the motion. The motion carried.

#### V. COMMUNICATIONS

Dr. Gilbert thanked Judge McFarlin for giving the oath to the recently elected Board members, and then made the following announcements.

- There will be a *Leader in Me* overview session on Wednesday, May 14 at 4 p.m. in the gymnasium of Mitchell-Neilson Elementary School. The session will kick off the *Leader in Me* program and is open to the public.
- Mitchell-Neilson Career Day is May 15 from 9 a.m. until 11 a.m.

- The MCS Retirement Dinner will be Thursday, May 15 at 6 p.m. at the Doubletree Hotel. Please RSVP to Lisa Trail at 893-2313. Following is the list of retirees.
  - Cheryl Baxter, Cason Lane Academy
  - Donley Bragg, Erma Siegel Elementary
  - Kenneth Cancilla, Central Office
  - Daphna Hayes, Central Office
  - Linda Jarrell, Mitchell-Neilson Elementary
  - Nancy Lawson, Erma Siegel Elementary
  - Julia McClanahan, Northfield Elementary
  - Melinda McFarlin, Bradley Academy
  - Connie Middleton, Central Office
  - Brenda Nanney, Black Fox Elementary
  - Anedra Newman, Erma Siegel Elementary
  - Diana Primm, Central Office
  - Linda Ridley, Central Office
  - Cheryl Sexton, Bradley Academy
  - Jana Summar, Erma Siegel Elementary
  - Helen Willis, Transportation
  
- Recently, Mitchell-Neilson Librarian Shannon Minner, along with Linebaugh Librarian Rita Shacklett, presented information about the MCS-Linebaugh partnership at the Tennessee Librarians' Association Conference. Dr. Gilbert introduced Ms. Shannon who gave a brief explanation of how the partnership works.
  
- Principal Laurie Offutt announced Reeves-Rogers Elementary School's logo, mascot, and school colors. Principal Offutt presented the Mustangs with the mascot's name Thunder explaining that since the elementary school is across the street from MTSU's Lightning mascot. The school colors are red and silver.
  
- Congratulations to the Try Boro 100% Classroom Challenge Winner – Ms. Tyisha Brooks' classroom from Scales Elementary. Her classroom won \$250 towards health/physical activity supplies for the classroom as well as an iPad for the classroom. Dr. Gilbert thanked Meri-Leigh Smith with the Coordinated School Health Department for coordinating this event.
  
- Congratulations to the 2014 Murfreesboro City Schools Art Competition winners. (See handout for individual winners).
  
- Congratulations to the MCS Schools who were Science Olympiad winners. Dr. Gilbert said Dr. Pat Patterson of MTSU initiated the program. She thanked teachers for preparing students for the science Olympiad and Principal Roseann Barton for hosting. Only the top six schools received awards, and Murfreesboro City Schools captured four of those awards:
  - The Discovery School – second place

- Northfield Elementary – third place
  - Black Fox Elementary – fifth place
  - Scales Elementary – sixth place
- Mitchell-Neilson School thanks the realtors of Bob Parks’ Northfield Boulevard office (especially Sunnette Peay) for paying for the TCAP celebrations. The agency donated \$400, which will be used to fund the High Fliers field trip to the Murfreesboro Airport, a visit from the Kona Ice truck, and popsicle parties.
  - Mitchell-Neilson School thanks Stones River Church of Christ for their generous donation of \$200 towards their field trip fund.
  - MCS announced its sponsorship of the Summer Food Service Program (SFSP), which is administered by the Tennessee Department of Human Services under an agreement with the U.S. Department of Agriculture (USDA). Free meals will be available to children 18 years of age and under without regard to race, color, national origin, sex, age, or handicap. (See handout for site locations, dates, and times). Dr. Gilbert read the list of sites for SFSP, and thanked the churches and Parks and Recreation for their partnerships.

Mr. Anderson said the SFSP pushes for availability to the community, and that Sandy Scheele always wants to feed every child she can find. He said the program will be using a retired school bus which will go into the community, kids will come on board and eat, then the bus will move to another area. There will be a ribbon cutting ceremony adding that this is a great move utilizing the bus since it cannot be used for transportation.

- The Soccer Jamboree will take place May 16 at Richard Siegel Park concluding the soccer program, which is the combined efforts of Coordinated School Health, and the Extended School Program (ESP).
- Congratulations to Black Fox Principal Joe Thompson. The Education Consumer Foundation as a leader in Value-Added Achievement recognized Mr. Thompson. Black Fox was named one of Tennessee’s top performing schools, ranking 18 out of 765 schools.

Principal Thompson addressed the Board from the podium saying that he was very excited and grateful when Black Fox got the call saying they were going to be recognized. He thanked the Director of Schools and the Board for giving such great support. Principal Thompson said the teachers deserve the credit for the work they do every day. He added that MCS have proven that no matter where our children come from they can be successful.

## VI. CONSENT ITEMS (Tab 1)

### A. Minutes of the April 22, 2014 Board Meeting

### B. Approval of School Fees

Dr. Brown moved to approve the school fees and Mr. Barrett seconded. All approved.

## VII. ACTION ITEMS

### A. Appointment of Board Member as Sick Bank Trustee

Ms. Baker explained that the Board needs to fill the vacancy left by Mary Wade when she retired. Ms. Phillips moved that Dr. Brown take the position, and Mr. Barrett seconded. The Board approved.

### B. Approval of Board Policies (Second Reading)

#### PER 2 – Unemployment Compensation (Review)

Ms. Baker explained the existing policy has no changes. Ms. Rainier moved to approve the policy on second reading, and Mr. Barrett seconded the motion. All approved.

#### STU 1 – Emergency Closings (Proposed Revision)

Ms. Baker explained the only revisions to the existing policy involve adding media sources. Mr. Barrett moved to approve the policy and Ms. Smith seconded the motion, which carried.

#### STU 2 – School Year/School Calendar (Proposed Revision)

Ms. Baker stated this policy passed on first reading after changing the language from “180 days of classroom instruction” to “180 days of instruction” recognizing that not all instruction comes from within the confines of classroom walls. Dr. Brown moved to approve the policy. Mr. Barrett seconded the motion. The motion carried by acclamation.

#### STU 6 – School Day (Proposed Revision)

Ms. Baker said that STU 6 passed on first reading. Ms. Smith moved to approve, and Mr. Barrett seconded. The motion carried.

#### STU 8 – Admission of Suspended or Expelled Students (Review)

Ms. Baker presented STU 8 as a review of current policy with no changes, adding that it was approved on first reading and is based strictly on State law. Ms. Phillips moved to approve the policy; Ms. Rainier seconded the motion. The motion was approved.

#### STU 12 – Student Accident Reports (Proposed Revision)

STU 12, explained Ms. Baker, was approved on first reading. She said the changes are to clarify that any accident involving students on MCS property is to be reported to the Director or Director’s Designee, and that it adds a sentence stating that a copy of the report be forwarded to the City’s risk manager because MCS is part of City’s self-insured fund. After brief discussion, Ms. Rainier moved to approve the policy with changes, and Mr. Barrett seconded the motion. The motion carried.

STU 15 – Student Records Inspection & Correction Procedure (Proposed Revisions)

Ms. Baker said STU 15 was approved on first reading. The revisions include spelling out the FERPA acronym on line 34 of the policy, and that on line 75, it be specified that panel hearing appeals consist of three staff members who do not have a direct interest in the outcome of the hearing. Dr. Brown moved to approve the policy, and Ms. Smith seconded. The motion carried.

C. Approval of Differentiated Pay Plan

After reading the policy aloud, Ms. Baker explained that the Differentiated Pay Plan is required under State law and that the Board of Education sets out the guidelines. She said that under this plan, MCS will pay a signing bonus of up to \$2,000, and that each year a determination is made by the Director which areas need a signing bonus. After discussion, Ms. Rainier moved to approve the plan, and Mr. Barrett seconded. The motion carried.

VIII. REPORTS/INFORMATION

A. Attendance Report

Mr. Anderson reported 97% attendance pushing the District up to almost a one percent (1%) increase over last year. PTR numbers are still at 19.22 for k-3, with a 19.47 overall district average. Dr. Brown requested the format of the report be changed to add the final pupil/teacher ratio for comparison. Mr. Anderson said he would be glad to do that.

IX. OTHER BUSINESS

School Board Member Collier Smith made a brief oral presentation about her trip to Washington, D.C. with the Discovery Center.

X. ADJOURNMENT

Mr. Barrett moved to adjourn and Dr. Brown seconded. The motion carried by acclamation.

The meeting was adjourned at approximately 7:25 p.m.

MINUTES  
Murfreesboro City School Board  
Special Called Policy Meeting  
6 p.m., Tuesday, June 10, 2014  
Council Chambers

ORDER OF BUSINESS

ATTENDANCE:

Board Members: Chair Butch Campbell, Vice Chair Nancy Rainier, Collier Smith, Phil King, Nancy Phillips, Andy Brown, Jared Barrett, Ron Washington

City Attorney: Kelley Baker

Staff: Dr. Linda Gilbert, Gary Anderson, Sheri Arnette, Lisa Trail, Sandy Scheele

I. CALL TO ORDER BY BOARD CHAIR

Dr. Brown moved to approve the agenda. Ms. Smith seconded. The motion carried.

II. BOARD POLICY REVIEW

***For Discussion:***

SS 12 – Student Fees and Fines (*Review*)

Ms. Baker said all of the policies on this agenda are based on State statutes and are required to put MCS in compliance with State and Federal laws.

After some discussion about the language in the policy, the Board approved policy SS 12 to be placed on the next agenda for first reading.

STU 14 – Student Records Annual Notification of Rights (*Review*)

Ms. Baker said that STU 14 is the policy that deals with the federal statute regarding Family Education Rights and Privacy Act (FERPA). Ms. Baker said because the current recommended model notice is much more detailed than MCS' current policy, she plans to revise the language to meet the more detailed language of the FERPA requirements.

Dr. Gilbert raised the issue of what information should be included in the student directories. After discussion by the Board, Mr. Barrett said that more discussion is needed on this policy. Ms. Baker said she will take the directory information issues to the schools to see what information they think is needed and what is not needed. Due to the time of year and school not being in session, she said it may be later before she brings the policy back to the Board.

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

### STU 16 – Students Records Use of Records (*Review*)

Ms. Baker explained that this policy is based on FERPA and it sets forth times that information can be released without parental consent. Ms. Baker said she will check the policy against federal regulations but she does not think there have been any changes. There was some discussion on giving out student information and parent authorization forms.

### STU 17 – Name on Pupil Records (*Review*)

Ms. Baker said STU 17 is based on T.C.A. §49-6-5106, which mandates that the name on a child's birth certificate or a court order is the name that is required to be used on the student's school records.

## III. 2013-2014 SCHOOL DEBT SERVICE FUND BUDGET AMENDMENT

Mr. Anderson explained that the next three items on the agenda are budget amendments requested by the City. Since MCS is an entity under the City of Murfreesboro, the City has requested that MCS use the same language in their budget as the City does. There would actually be no change of money in or out. It is solely for the purpose of our documents aligning with their documents.

Ms. Rainier moved to accept the change; Dr. Brown seconded. The motion carried.

## IV. 2014-2015 PROPOSED SCHOOL DEBT SERVICE FUND BUDGET

Mr. Anderson said this is one of the three items requested be changed by the City reiterating that there is no money in or out and the purpose is to make sure we are aligned with the City, and speaking the same language for the purpose of audits.

Mr. Barrett moved to accept the changes. Ms. Smith seconded, and the motion carried.

## V. 2014-2015 BUDGET AMENDMENT

This is the third item requested by the City, reported Mr. Anderson and it relates directly to the School Board budget document. The City has requested us to report expenditures for computers and energy by using certain codes and separating those from our budget and putting them on a separate page.

Dr. Brown moved to approve the change, and Mr. Barrett seconded. The motion carried.

## VI. GRANT APPLICATION APPROVAL

Dr. Gilbert explained this item refers to Murfreesboro Police Department's application for a grant that will help the department expand what they do with MCS. She said there is nothing for

the Board to approve but wanted to make them aware that we will be signing a Memorandum of Understanding (MOU) if the department gets the grant.

#### VII. HOBGOOD ROOF REPLACEMENT APPROVAL

Mr. Anderson said that a survey was done and this structure that was not supposed to fail but it did. He said we are asking the Board to approve the base bid of \$55,847 so we can fix the part of the roof that is leaking now. He added that it would have to be paid out of the fund balance because it is not in any budget at this time.

Following some discussion Mr. Barrett moved to approve the base bid from Porter Roofing. Dr. Brown seconded, and the motion carried.

#### VIII. COMMUNITY ELIGIBILITY

Mr. Anderson explained to the Board that the federal government passed an initiative in 2010 that has been piloted in 11 different states and provides free meals to all students whose districts participate in the program. Mr. Anderson said that we have asked our food service department to see if this is a possibility for MCS. This means our students would get breakfast and lunch at no charge to them. Because of the way our free and reduced population is reported through TANF, MCS would qualify to participate in this program. Monetarily, Mr. Anderson continued, we would probably break even but it will provide for every child in our system. He stated we are bringing it to the Board because it is something we would like to do, as a district, for our children. Ms. Scheele, Director of Food and Nutrition, explained that qualifications have already been met and all we would have to do is check the yes box on the USDA forms that we already use indicating we do want to participate. Eligibility will be locked in for four years; however, our option to continue the program will be on an annual basis. Chair Campbell asked what would be the negative side if we do not apply for it. Ms. Scheele said students would not get the free meals and lunch prices will increase annually. Ms. Scheele said that no Board action is needed.

#### IX. WAIVER OF TCAP SCORES ON STUDENT REPORT CARD

Dr. Gilbert explained that the waiver of TCAP scores on the student report card was necessary because the State said the TCAP scores were going to be as late by as much as six weeks, yet State law requires TCAP scores be included in grades 3-12 report cards. Dr. Gilbert said there may be students who would need their final grades to include those scores to meet the requirements of an academically based school. We would hand calculate grades to accommodate those students. The Board does need to vote to waive the TCAP scores on the report cards so that we are in compliance with the State laws. After discussion, Ms. Smith moved to approve the waiver and to also provide students and/or schools needing TCAP scores as an admission requirement, a calculation of the final grade with TCAP included for those. Ms. Phillips seconded, and the motion carried.

X. REVIEW OF JUNE 24, 2014 DRAFT AGENDA

Mr. Barrett requested that discussion of a joint school board meeting between the County and City systems be added as an item to the agenda. Ms. Rainier said she would like to have a Board Retreat before school starts. Chair Campbell told Board members to coordinate calendars for a date.

XI. ADJOURNMENT

The meeting adjourned at approximately 8:04 p.m.

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Director of Schools

**LOCAL FIELD TRIPS FOR BOARD CONSIDERATION AND APPROVAL  
JUNE 2014**

<i>SCHOOL</i>	<i>GRADE/GROUP</i>	<i>INSTRUCTIONAL VALUE OF THE ACTIVITY</i>	<i>COST PER</i>	<i>STUDENTS</i>	<i>DATE OF</i>	<i>HOW</i>	<i>DESTINATION</i>
	<i>PARTICIPATING</i>		<i>STUDENT</i>	<i>PARTICIPATING</i>	<i>TRIP</i>	<i>FUNDED</i>	
HG	4th-6th	Will shop for food for camp celebration, introduction to tennis and visit PAWS	0	25	6/3/14	registration/sponsorships	Farmers Market, Old Fort Park, PAWS
HG	4TH-6TH	Students will be introduced to the concept of merchandizing and supply & demand	0	25	6/4/14	registration/sponsorships	Stones River Mall

**ANNUAL AGENDA**  
2014-2015  
MURFREESBORO CITY SCHOOLS BOARD OF EDUCATION

The following items appear on your agenda **each month:**

- Approval of Minutes
- Approval of School Fees
- Approval of Board Policies
- Attendance Report
- Personnel Update
- Monthly Revenue/Expenditure Report

The following items appear on your agenda **as needed or when available:**

- Board Self-Assessment (in the Spring of Odd years; i.e. 2013, 2015, etc.)
- Residential Development/Zoning
- Budget Adjustments/Amendments
- Construction Update
- Five-Year Plan for New Construction, Zoning, and Related Issues Update
- Strategic Plan
- State Testing Results
- Sick Leave Bank Appointments
- BEP Mini-Grant Awards
- Recommendations for Tenure

The following items appear on your agenda **within the month listed:**

**JULY (TBD)**

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**AUGUST**

- ❖ Recommendations
  - Extended School Advisory Board
  - Approval of Coordinator of School Health as the individual who is responsible for coordination of all training/communications on HIV/AIDS and OSHA's Bloodborne Pathogens Standard
  - If changes, approval of the Extended Contract Plan for Administrators
  - Approval of Extended Contract Proposal

- ❖ Reports
    - Enrollment Update
    - Selection of Document for Director’s Evaluation
- 

## **SEPTEMBER**

- ❖ Recommendations
    - Election of Board Chair and Vice Chair (Attends TSBA’s October “New Board Chair Orientation” session; assumes office at November Board meeting.)
    - Approval of Textbook Adoption Committee Members
    - Certification of Compliance with T.C.A. §49-3-310(4)(1)—Textbooks
    - Report of School System/School Compliance—Tennessee Statutes/Rules, Regs, and Min. Standards
    - Approve Contract with Fiscal Auditor (when needed)
    - Selection of Facilitator and Document for Evaluation of Director of Schools
  - ❖ Reports
- 

## **OCTOBER**

- ❖ Recommendations
    - Teacher Waivers or Permits (if any)
  - ❖ Reports
- 

## **NOVEMBER**

- ❖ Recommendations
  - ❖ Reports
    - Audit Report
    - Board Chair and Vice Chair assume duties of their office
    - TSBA Leadership Conference and Convention
    - American Education Week
    - Inclement Weather/School Closing Procedure
- 

## **DECEMBER (TBD)**

---

## **JANUARY**

- ❖ Recommendations
    - Certified Sick Leave Bank Trustees Annual Meeting
  - ❖ Reports
    - Budget Calendar
    - Tennessee School Board Week
    - Proposed School Year Calendars
- 

## **FEBRUARY**

- ❖ Recommendations
    - Approval of New School Year Calendar
    - Approval of Apply to United Way
  - ❖ Reports
    - System Teachers of the Year and MEA Distinguished Teachers of the Year
- 

## **MARCH**

- ❖ Recommendations
    - Textbook Adoption Committee Recommendation
    - In-service Education Steering Committee
  - ❖ Reports
    - Budget Discussion (or special meeting—date to be determined)
- 

## **APRIL**

- ❖ Recommendations
    - Approval of Advisory Board/Family Resource Center
    - Approval of General Fund, Federal, and ESP Budgets/Cafeteria Budgets
    - NCLB (No Child Left Behind) Project Proposal (approval to apply) (Due May 1) (includes Safe and Drug Free Schools Grant)
  - ❖ Reports
    - Announce date and time of Retirement Dinner
    - Budget Discussion (or special meeting)
    - Announce May Teacher Appreciation Day/Week
-

## MAY

- ❖ Recommendations
    - Budget Revisions (if needed)
    - Teacher Non-Renewals (if any)
  
  - ❖ Reports
    - Instructional/Program Updates (as needed)
    - Staff Development Report
    - Update on Out-of-City Enrollment
    - Upcoming Year's Board Meeting Dates
    - Review Board Policies that Pertain to Enrollment
- 

## JUNE

- ❖ Recommendations
  - Sick Leave Bank/Recommendation for Trustees (if needed) to take effect August 1
  - Approval of Surety Bond for Finance Director
  - Pre-K Advisory Council
  - Contract Between United Way of Rutherford County/Cannon County and MCS
  - Approval of Agreement with Mid-Cumberland Head Start
  - Approval of Positions to Serve on Disciplinary Hearing Authority
  
- ❖ Reports
  - Tentative Assignment Lists

**MURFREESBORO CITY SCHOOL BOARD  
2014-2015 MEETING SCHEDULE**

All **regularly scheduled** Murfreesboro City School Board meetings will be held on the **fourth Tuesday** of each month beginning at **6:00 p.m.** **Special meetings** marked with an asterisk, will be held the **second Tuesday** of each month. Meetings will be held in **Council Chambers at City Hall, 111 West Vine Street**, Murfreesboro, Tennessee. If circumstances require a change in time, venue, or an additional special meeting, an advertisement with specific information will be placed with the media.

<b>August 12*</b> Special Called—Policy Work Session	<b>February 10*</b> Special Called—Policy Work Session
<b>August 26</b> Regular Board Meeting	<b>February 24</b> Regular Board Meeting
<b>September 9*</b> Reschedule due to Superintendents Conference	<b>March 10*</b> Special Called—Policy Work Session
<b>September 23</b> Regular Board Meeting	<b>March 24</b> Regular Board Meeting
<b>October 14*</b> Special Called—Policy Work Session	<b>April 14*</b> Special Called—Policy Work Session
<b>October 28</b> Regular Board Meeting	<b>April 28</b> Regular Board Meeting
<b>November 11*</b> Special Called—Policy Work Session	<b>May 12*</b> Special Called—Policy Work Session
<b>November 25**</b> FYI: This is Wed. before T'sgiving break Regular Board Meeting	<b>May 26</b> Regular Board Meeting
<b>December*</b> TBD	<b>June 9*</b> Special Called—Policy Work Session
<b>January 13*</b> Special Called—Policy Work Session	<b>June 23</b> Regular Board Meeting
<b>January 27</b> Regular Board Meeting	

**MURFREESBORO CITY SCHOOL BOARD POLICY**

<b>Descriptor Term:</b>  <b>STUDENT FEES AND FINES</b>	<b>Descriptor No:</b>  <b>SS 12</b>	<b>Date Adopted:</b>  <b>7/10</b>
<b>Reviewed/Revision Adopted:</b>		

**I. FEES**

School fees are defined as follows:<sup>1,4,5</sup>

1. Fees for activities that occur during regular school hours, including field trips, any portion of which fall within the school day; or for activities outside regular school hours if required for credit or grade;
2. Fees for activities and supplies required to participate in all courses offered for credit or grade, including interscholastic athletics and marching band if taken for credit in accordance with local board policies;
3. Fees or tuition applicable to courses taken for credit or grade during the summer by a student; except that non-resident students regularly enrolled in another school system may be required to pay fees or tuition for such summer courses;
4. Fees for a copy of the student’s records; and
5. Refundable security deposits collected by a school for use of school property for courses offered for credit or grade, including interscholastic athletics and band if taken for credit in accordance with local board policies.

School fees are not:<sup>1,4,5</sup>

1. Fines imposed on all students for late-returned library books; or reasonable charges for lost or destroyed textbooks, library books, workbooks or any other property of the school;
2. Debts incurred pursuant to Tennessee Department of Education Rule 0520-01-03.03(15), Withholding of Student Grades for Debts Owed to the School;
3. Refundable security deposits collected by a school for use of school property for participation in extracurricular activities;
4. Costs for extracurricular activities occurring outside the regular school day including sports, optional trips, clubs or social events; (including but not limited to interscholastic athletics, Science Olympiad, jump rope teams, chorus, band, and Extended School Program fees); and
5. Non-resident tuition charged of all students attending a school system other than the one serving their place of residence.

34 No fee will be charged any student as a condition of attending school,<sup>2</sup> but students shall be  
35 responsible for supplying their own normal school supplies, as set forth on the school supply list  
36 which may include but not be limited to, pencil, paper, glue, and crayons.

37  
38 School fees shall be waived for students who are eligible to receive free or reduced-price school  
39 lunches.<sup>1</sup> The application of determining eligibility for free or reduced-price lunches or a form  
40 supplied by the State Department of Education shall be used to verify student eligibility for fee  
41 waivers.

42  
43 At the beginning of the school year, each principal shall be responsible for providing to all  
44 students and their parents or guardians written notice of the required student fees and the process  
45 for fee waiver for students who receive free or reduced-price meals. The parent or guardian of  
46 an eligible student must sign the appropriate application for free or reduced-price meals and the  
47 waiver of school fees, but may pay for all or a portion of the school fees. Written notice of  
48 approval or denial of request for fee waivers shall be provided to all parents or guardians. Any  
49 denial shall contain specific grounds for denial and an opportunity for the parent or guardian to  
50 meet with appropriate school personnel.

51  
52 Prior to the start of each school year, the Board, upon the recommendation of the principals and  
53 Director of Schools, shall approve all known student fees for the upcoming school year.  
54 Additional fees may be approved during the year as needed.

55  
56 The Director of Schools shall be responsible for maintaining copies of all correspondence  
57 relating to this program.

58  
59 No employee may charge a student for any service rendered on the school premises. Tutoring  
60 one's own student for pay is prohibited.

## 61 62 **II. FINES**

63  
64 The principal shall be responsible for notifying students of any unpaid fines prior to the end of  
65 the school year.

66  
67 Students who destroy, damage, or lose school property, including but not limited to buildings,  
68 school buses, books, equipment, computers, band instruments, and records, will be responsible  
69 for the actual cost of replacing or repairing such materials, equipment, computers, and band  
70 instruments.<sup>3</sup>

71  
72 The report card of a student who is responsible for vandalism or theft who has otherwise incurred  
73 a debt to a school may be held until the student or the student's parent/guardian has paid for the  
74 damages. Any and all efforts may be taken to collect a debt owed to MCS. After such fines are  
75 paid, the report card will be released to the parent and student.

76  
77 Failure to remit the cost of replacing or repairing such materials or to make satisfactory  
78 arrangements with the administration for payment may result in the matter being referred to the  
79 Board for final disposition. If the student and/or the parent disputes the debt, the amount of the  
80 debt, or the application of sanctions, the Board will afford the student and/or the student's parent  
81 the opportunity to appear and be heard.<sup>5</sup>

83 Textbooks are available free to students as a loan. Parents are fully responsible for the proper  
84 care, preservation, return, or replacement of textbooks issued to the student(s). The condition of  
85 each book and book number shall be recorded by the teacher issuing it.

86  
87 The life of the book is considered to be six (6) years. Charges for lost or severely damaged  
88 books will be the replacement cost of the book. For normal wear, there will be no charge.

89  
90 Fines may be assessed for overdue, damaged, or lost library books. In no event will the fine  
91 exceed the current cost of replacing the book.

92  
93 According to State Department of Education interpretation, an individual with a disability should  
94 not be denied a copy of the individual's educational record, including but not limited to grade  
95 cards, diplomas, certificates of progress, transcripts, Individual Educational Plans, progress  
96 reports and other records in the student's file, notwithstanding the fact the student might owe for  
97 a lost notebook.

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124 Legal References:

- 125  
126 1. T.C.A. §49-2-114  
127 2. T.C.A. §49-6-3001(a); T.C.A. §49-2-110(c)  
128 3. T.C.A. §37-10-101 through T.C.A. §37-10-102  
129 4. TRR/MS 0520-01-03-.03(13)  
130 5. TRR/MS 0520-01-03-.03(14)  
131 6. Attorney General Opinion 03-027

**MURFREESBORO CITY SCHOOL BOARD POLICY**

<b>Descriptor Term:</b>  <b>NAME ON PUPIL RECORDS</b>	<b>Descriptor No:</b>  <b>STU 17</b>	<b>Date Adopted:</b>  <b>4/79</b>
	<b>Reviewed/Revision Adopted:</b>  <b>7/01</b>	

1 The name used on the records of a pupil initially entering the Murfreesboro City School System  
2 must be that shown on the birth certificate unless that name has been legally changed as  
3 prescribed by law. If the parent insists on using a name other than that shown on the birth  
4 certificate, both names shall be placed on the cumulative record.  
5

6 If the parent does not have, or cannot obtain a birth certificate, then the name used on the records  
7 of such student will be as shown on documents which are acceptable to the system as proof of  
8 date of birth.  
9

10 The name used on the records of a pupil entering the Murfreesboro City Schools from another  
11 school system must be the name shown on the records of that school unless the name has been  
12 legally changed.  
13

14  
15 Legal Reference:  
16 T.C.A. §49-6-5106

**MEMO TO: BOARD MEMBERS,  
LINDA GILBERT, MELANIE PRICE, KELLEY BAKER**

**FROM: GARY ANDERSON**

**DATE: JUNE 24, 2014**

**SUBJECT: FISCAL YEAR END 2014 BUDGET AMENDMENTS**

At the end of each fiscal year we present you with Budget Amendments that need to be approved by the Board for the annual financial report and to fulfill our State requirements. As was the case last year, these amendments need to be finalized on or before the last day of the fiscal year which is June 30<sup>th</sup>.

Previously, we have provided you with this "housekeeping" amendment after the completion of our audit based on actual figures. This year, we will be using estimates to satisfy this requirement and meet the deadline.

Therefore, we recommend that the board approve the budget amendments we are presenting so that we can forward them on to City Hall for their official financial records.

If you have any questions about this issue, please feel free to contact me. Thank you!

**MEMO TO: BOARD MEMBERS,  
LINDA GILBERT, MELANIE PRICE, KELLEY BAKER**  
**FROM: GARY ANDERSON**  
**DATE: JUNE 24, 2014**  
**SUBJECT: FISCAL YEAR END 2014 BUDGET AMENDMENTS BY CATEGORY**

Background information on the proposed 2013-2014 budget amendments:

**REVENUE ADJUSTMENTS:**

**Current Property Tax**

Property tax collections came in higher than originally estimated. This allowed us to increase our revenue budget in this area.

**Local Option Sales Tax**

Sales Tax collections are also trending higher than originally estimated. This allowed us to increase our revenue budget in this area.

**EXPENDITURE ADJUSTMENTS:**

**Special Education Instruction**

We are making this Amendment due to the reallocation of some personnel being reported thru the General Purpose accounts rather than the Federal IDEA account. Increase in Substitute Teachers, Special Education Attorney, and in the Contracted Service Line for the provision of day treatment services for students with severe behavioral disorders.

**Student Support Services - Health**

Amendment is to incorporate the funds for the additional sub nurses due to long term illnesses in the department that required subs.

**Support Services – Special Education**

Amendment is mostly due to a school psychologists position being reported thru the General Purpose Account rather than the Federal IDEA account.

**Support Services – Transportation**

Amendment is to incorporate the cost of the purchase of two new buses previously approved by the board and paid out of fund balance and the cost of seven part time employees converting to full time status thus picking up the benefit cost.

**Community Services**

Amendment is to incorporate some minor adjustments to the original budget estimates for some grant matching requirements. Much of this expense is covered by additional grant funds.

Due to the City not requiring our funds for the technology purchase this fiscal year, these amendments have little impact on the overall fund balance for the end of 2013-2014.

If you have any questions about this background information, please feel free to contact me. Thank you!

**EXHIBIT A**

	Prior 2013-2014	Final 2013-2014	Amendment Increase (Decrease)
<b>CITY SCHOOLS GENERAL PURPOSE FUND:</b>			
<b>REVENUES</b>			
Local Taxes	\$18,988,812	\$19,458,812	\$470,000
Cash (Fund Balance)	2,045,108	2,374,695	329,587
			<u>\$799,587</u>
<b>EXPENDITURES</b>			
Special Education Program	\$4,102,766	\$4,533,929	\$431,163
Health Services	484,820	525,580	40,760
Special Education Support	524,784	591,609	66,825
Transportation	1,897,158	2,130,955	233,797
Community Services	482,040	509,082	27,042
			<u>\$799,587</u>

Budget Overview

(751)2015 - Consolidated - Rev 0 - Title I-A

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Show Unbudgeted Categories

Page 1 of 2

Account Number	71100 - Regular Instructional Education	72130 - Support Services/Other Student Support	72210 - Regular Instructional Program Support Services	99100 - Indirect Cost	Total
<b>116 - Teachers</b>	723,595.00				723,595.00
<b>163 - Educational Assistants</b>	91,725.00		0.00		91,725.00
<b>189 - Other Salaries &amp; Wages</b>	0.00	0.00	6,135.00		6,135.00
<b>195 - Certified Substitute Teachers</b>	11,280.00		0.00		11,280.00
<b>201 - Social Security</b>	50,549.00	0.00	380.00		50,929.00

<b>204 - State Retirement</b>	76,578.00	0.00	555.00		77,133.00
<b>206 - Life Insurance</b>	2,800.00	0.00	0.00		2,800.00
<b>207 - Medical Insurance</b>	109,244.00	0.00	561.00		109,805.00
<b>208 - Dental Insurance</b>	3,420.00	0.00	17.00		3,437.00
<b>212 - Employer Medicare</b>	11,793.00	0.00	89.00		11,882.00
<b>299 - Other Fringe Benefits</b>	3,000.00	0.00	0.00		3,000.00
<b>399 - Other Contracted Services</b>	10,000.00	0.00	0.00		10,000.00
<b>429 - Instructional Supplies &amp; Materials</b>	364,900.00				364,900.00
<b>499 - Other Supplies &amp; Materials</b>	0.00	5,000.00	0.00		5,000.00
<b>504 - Indirect Cost</b>				18,412.00	18,412.00
<b>524 - In-Service/Staff Development</b>		0.00	149,236.00		149,236.00
<b>599 - Other Charges</b>	0.00	18,851.00	0.00		18,851.00
<b>Total</b>	<b>1,458,884.00</b>	<b>23,851.00</b>	<b>156,973.00</b>	<b>18,412.00</b>	<b>1,658,120.00</b>
				<b>Adjusted Allocation</b>	<b>1,658,120.00</b>
				<b>Remaining</b>	<b>0.00</b>

Budget Overview

**(751)2015 - Consolidated - Rev 0 - Consolidated Admin Pool**

**Indirect Cost**

Total Contributing to Indirect Cost

1,172,296

Indirect Cost Rate

1.0%

Maximum Allowed for Indirect Cost

11,722.96

Show Unbudgeted Categories

Account Number	72210 - Regular Instructional Program Support Services	Total
<b>Line Item Number</b>		
<b>105 - Supervisor/Director</b>	63,822.00	63,822.00
<b>201 - Social Security</b>	3,932.00	3,932.00
<b>204 - State Retirement</b>	5,733.00	5,733.00
<b>207 - Medical Insurance</b>	2,728.00	2,728.00
<b>208 - Dental Insurance</b>	161.00	161.00
<b>212 - Employer Medicare</b>	920.00	920.00
<b>Total</b>	77,296.00	77,296.00
	<b>Adjusted Allocation</b>	77,296.00
	<b>Remaining</b>	0.00

Budget Overview

**(751)2015 - Consolidated - Rev 0 - Title II-A**

**Indirect Cost**

Total Contributing to Indirect Cost

1,000,000.00

Indirect Cost Rate

10.00%

Maximum Allowed for Indirect Cost

110,000.00

Show Unbudgeted Categories

Account Number	72210 - Regular Instructional Program Support Services	Total
<b>Line Item Number</b>		
<b>189 - Other Salaries &amp; Wages</b>	132,178.00	132,178.00
<b>201 - Social Security</b>	8,195.00	8,195.00
<b>204 - State Retirement</b>	11,989.00	11,989.00
<b>206 - Life Insurance</b>	525.00	525.00
<b>207 - Medical Insurance</b>	13,856.00	13,856.00
<b>208 - Dental Insurance</b>	385.00	385.00
<b>212 - Employer Medicare</b>	1,917.00	1,917.00
<b>355 - Travel</b>	800.00	800.00
<b>524 - In-Service/Staff Development</b>	52,490.00	52,490.00

**Total**

222,335.00

222,335.00

**Adjusted Allocation**

222,335.00

**Remaining**

0.00

Budget Overview

(751)2015 - Consolidated - Rev 0 - Title III-ELL

**Indirect Cost**

Total Contributing to Indirect Cost

65,554.00

Indirect Cost Rate

7.71%

Maximum Allowed for Indirect Cost

5,047.00

Show Unbudgeted Categories

Account Number	72210 - Regular Instructional Program Support Services	Total
<b>Line Item Number</b>		
<b>189 - Other Salaries &amp; Wages</b>	54,607.00	54,607.00
<b>201 - Social Security</b>	3,556.00	3,556.00
<b>204 - State Retirement</b>	4,256.00	4,256.00
<b>206 - Life Insurance</b>	100.00	100.00
<b>212 - Employer Medicare</b>	785.00	785.00
<b>299 - Other Fringe Benefits</b>	1,500.00	1,500.00
<b>355 - Travel</b>	750.00	750.00
<b>Total</b>	65,554.00	65,554.00
	<b>Adjusted Allocation</b>	65,554.00

Budget Overview

(751)2015 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost

Total Contributing to Indirect Cost

1,578,000.00

Indirect Cost Rate

7.0%

Maximum Allowed for Indirect Cost

1,108,000.00

Show Unbudgeted Categories

Account Number	71200 - Special Education Program	72220 - Special Education Program Staff	99100 - Other Uses	Total
Line Item Number				
116 - Teachers	219,987.00			219,987.00
124 - Psychological Personnel		55,482.00		55,482.00
161 - Secretary(s)		27,000.00		27,000.00
163 - Educational Assistants	366,532.00			366,532.00
171 - Speech Pathologist	79,199.00	0.00		79,199.00
189 - Other Salaries & Wages	0.00	251,470.00		251,470.00

<b>195 - Certified Substitute Teachers</b>	12,870.00		12,870.00
<b>201 - Social Security</b>	42,074.00	20,705.00	62,779.00
<b>204 - State Retirement</b>	71,654.00	35,177.00	106,831.00
<b>206 - Life Insurance</b>	1,865.00	750.00	2,615.00
<b>207 - Medical Insurance</b>	127,562.00	26,500.00	154,062.00
<b>208 - Dental Insurance</b>	4,221.00	553.00	4,774.00
<b>212 - Employer Medicare</b>	9,843.00	4,842.00	14,685.00
<b>299 - Other Fringe Benefits</b>	7,500.00	4,500.00	12,000.00
<b>312 - Contracts with Private Agencies</b>	5,000.00		5,000.00
<b>399 - Other Contracted Services</b>	0.00	10,000.00	10,000.00
<b>429 - Instructional Supplies &amp; Materials</b>	2,532.00		2,532.00
<b>499 - Other Supplies &amp; Materials</b>	2,469.00	0.00	2,469.00
<b>504 - Indirect Cost</b>			18,413.00
<b>524 - In-Service/Staff Development</b>		5,000.00	5,000.00

<b>590 - Transfers Out</b>			17,567.00	17,567.00
<b>Total</b>	953,308.00	441,979.00	35,980.00	1,431,267.00
			<b>Adjusted Allocation</b>	1,431,267.00
			<b>Remaining</b>	0.00

Budget Overview

(751)2015 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost

Total Contributing to Indirect Cost

2,000,000.00

Indirect Cost Rate

12.5%

Maximum Allowed for Indirect Cost

250,000.00

Show Unbudgeted Categories

Account Number	71200 - Special Education Program	Total
Line Item Number		
163 - Educational Assistants	19,965.00	19,965.00
201 - Social Security	1,238.00	1,238.00
204 - State Retirement	2,430.00	2,430.00
206 - Life Insurance	53.00	53.00
208 - Dental Insurance	201.00	201.00
212 - Employer Medicare	289.00	289.00
399 - Other Contracted Services	829.00	829.00
499 - Other Supplies & Materials	345.00	345.00
<b>Total</b>	<b>25,350.00</b>	<b>25,350.00</b>

Budget Overview

**(751)2015 - Voluntary Pre-K - Rev 0 - Voluntary Pre-K**

**Indirect Cost**

Total Contributing to Indirect Cost

\$ 1,015,000.00

Indirect Cost Rate

1.70%

Maximum Allowed for Indirect Cost

\$ 172,550.00

Show Unbudgeted Categories

Page 1 of 2

Account Number	73400 - Early Childhood Education	Total
<b>Line Item Number</b>		
<b>116 - Teachers</b>	608,024.00	608,024.00
<b>163 - Educational Assistants</b>	220,850.00	220,850.00
<b>201 - Social Security</b>	40,679.00	40,679.00
<b>204 - State Retirement</b>	81,754.00	81,754.00
<b>206 - Life Insurance</b>	2,300.00	2,300.00
<b>207 - Medical Insurance</b>	114,501.00	114,501.00
<b>208 - Dental Insurance</b>	4,020.00	4,020.00
<b>212 - Employer Medicare</b>	12,019.00	12,019.00
<b>299 - Other Fringe Benefits</b>	1,500.00	1,500.00

**Total**

1,085,647.00

1,085,647.00

**Adjusted Allocation**

1,085,647.00

**Remaining**

0.00

Budget Overview

**(751)2015 - Extended Learning - 21st CCLC / LEAPS - Rev 0 - Lottery for Education: Afterschool Programs**

**Indirect Cost**

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Show Unbudgeted Categories

Page 1 of 2

Account Number	73300 - Community Services	Total
<b>Line Item Number</b>		
<b>105 - Supervisor / Director</b>	30,000.00	30,000.00
<b>189 - Other Salaries &amp; Wages</b>	552,849.69	552,849.69
<b>201 - Social Security</b>	35,000.00	35,000.00
<b>204 - State Retirement</b>	3,639.00	3,639.00
<b>212 - Employer Medicare</b>	8,511.31	8,511.31
<b>355 - Travel</b>	5,000.00	5,000.00
<b>499 - Other Supplies &amp; Materials</b>	12,000.00	12,000.00
<b>524 - In-Service / Staff Development</b>	10,000.00	10,000.00
<b>599 - Other Charges</b>	3,000.00	3,000.00

**Total**

660,000.00

660,000.00

**Adjusted Allocation**

0.00

**Remaining**

-660,000.00

Budget Overview

**(751)2015 - Extended Learning - 21st CCLC / LEAPS - Rev 0 - 21st Century Community Learning Centers**

**Indirect Cost**

Total Contributing to Indirect Cost 6,000,000.00

Indirect Cost Rate 7%

Maximum Allowed for Indirect Cost 420,000.00

Show Unbudgeted Categories

Page 1 of 2

Account Number	73300 - Community Services	Total
<b>Line Item Number</b>		
<b>105 - Supervisor / Director</b>	30,000.00	30,000.00
<b>189 - Other Salaries &amp; Wages</b>	552,849.69	552,849.69
<b>201 - Social Security</b>	35,000.00	35,000.00
<b>204 - State Retirement</b>	3,639.00	3,639.00
<b>212 - Employer Medicare</b>	8,511.31	8,511.31
<b>355 - Travel</b>	5,000.00	5,000.00
<b>499 - Other Supplies &amp; Materials</b>	12,000.00	12,000.00
<b>524 - In-Service / Staff Development</b>	10,000.00	10,000.00
<b>599 - Other Charges</b>	3,000.00	3,000.00

<b>Total</b>	660,000.00	660,000.00
	<b>Adjusted Allocation</b>	0.00
	<b>Remaining</b>	-660,000.00

Murfreesboro City Schools			
Coordinated School Health			
2015-01 FINAL			
	Teachers		
	Clerical Personnel		
	Ed Assistants		
962-72120-00189-000-000	Other Salaries & Wages	71,000	
	Substitute Teachers		
962-72120-00201-000-000	Social Security	4,402	
962-72120-00204-000-000	Retirement	8,612	
962-72120-00206-000-000	Life Insurance	200	
962-72120-00207-000-000	Medical Insurance	14,354	
962-72120-00208-000-000	Dental Insurance	402	
	Unemployment		
962-72120-00212-000-000	Medicare	1,030	
	Other Fringe Benefits		
962-72120-00348-000-000	Postal Charges		
962-72120-00355-000-000	Travel		
962-72120-00399-000-000	Other Contracted Services (Dietician)		
	Instr Mats. & Supplies		
962-72120-00499-000-000	Other Supplies/Materials		
	Inservice/Staff Dev		
962-72120-00599-000-000	Other Charges/Staff Dev (Printing/Publications)		
	Regular Inst Equipment		
	Eval & Testing		
145 R 46590	Total	100,000	

# Black Fox Elementary

<b>Black Fox Elementary</b>			
<b>Kindergarten</b>	<b>Fourth Grade</b>	<b>Special Areas</b>	<b>Transfer from Black Fox</b>
Andrea Bargatze	Zenobia Craig	Mike Vaughn, Physical Education	Krista Brown (RR)
Hope Crews	Martha Appleton	Jessica Davenport, Physical Education	Mary Kinney (OC)
Caren Evans	Kim Nelson	Kim Garrett, Artist/Art Educator	Kandy Powers (ESP)
Lori Johnson	Sharron Hawks	Sanita Smith, Media Specialist	Kathy Cairo (HG)
Christy Willis Robinson	Andrew McKnight	Amy Swanson, Music	
Lauren Ruth		Dennis Van Dyke, Music	<b>Resignation/Retirement/Term</b>
	<b>Fifth Grade</b>	Ben Bjork, Band	Tim Duncan
<b>First Grade</b>	Audrey Black		Jane Fain
Pam DePeder	Shaunta Rischer	<b>Support Staff</b>	
Laurie Lyles	Erin Nunley	Todd Beard, ESL	
Carrie Newberg		Jennifer Clunie, Resource Teacher	
Tammy Pirtle	<b>Sixth Grade</b>	Kristen Collins, Speech-Language Therapist	
Dee Ann Stephens	Kenesha Harper	Anna Dent, Resource Teacher	
	Meredith Patrum	Kelley Heflin, School Psychologist	
<b>Second Grade</b>	Jon Simmons	Karen Loyd, Academic Interventionist	
Helen McKnight	Sarah Todd	Lynn Smith, Academic Interventionist	
Rhonda Melson		Tammy Stout, Professional School Counselor	
Katie Peek	<b>Pre-K</b>	Lane Suppa, Academic Interventionist	
Ben Bryant	Jan Gillum	Lisa Wright, ESL	
Cyndy Stone-Allen	Jenny Dudley		
Kris Williams			
		<b>Administration</b>	
<b>Third Grade</b>		Joe Thompson, Principal	
Karen Hartley		Beverly Johnson, Assistant Principal	
Kim Margetjak		Joyce Lawrence, Bookkeeper	
Tina Puckett			
Jessica Codispoti			
Kimberly Gambill			
Becky Smith			













## Mitchell-Neilson Schools

Mitchell-Neilson Schools			
<b>Kindergarten</b>	<b>Fourth Grade</b>	<b>Special Areas</b>	<b>Transfers from MN</b>
Brittany Hardy	Kati Davis	Brenda Dale, Music Education	Kelly Jones (BR)
Donna Hill	Jennifer Harris	Kelley Kleppinger, Music Education	Christy Honey (OC)
Casey Sims	Kristy Lewis	Greg Lawson, Band	Tracey Trout (OC)
Shareen Staples	Anita Morton	Latasha McFarland, Media Specialist	Catrynia Gannon (BR)
SaraBeth Templeton	Alison Murphy	Sayward Ratliff, Art Education	Shannon Minner (RR)
		Lynn Tate, Physical Education	Jennifer DeFere (OC)
<b>First Grade</b>	<b>Fifth Grade</b>	Brennan King, Physical Education	Riki Webb (RR)
Robin Bailey	Eva Chaney		
Delores Brown	Dionne McCullough	<b>Support Staff</b>	<b>Transfers to MN</b>
Amanda Masteller		Kendra Eller, Academic Interventionist	SaraBeth Templeton (BW)
Paula Polk	<b>Sixth Grade</b>	Tammie Kee, Academic Interventionist	Marva Hollingsworth (BW)
Rachel Prater	Matt Clarady	Sheila Sharp, Academic Interventionist	Jennifer Capps
	Jennie Lovvorn	Carey Horton, ESL	Sara Peralta (SC)
<b>Second Grade</b>	Gayle Porterfield	Sarah Peralta, ESL	Bethany Sloan (BW)
Denise Crumbaugh		Mack Couch, SPED Resource	
Peggy Currier	<b>Pre-K</b>	Carissa Crismon, SPED Resouce	<b>Resignation/Retirement/Term</b>
Alina Kongthalath	Erica Calhoun	Ashley Herod, SPED Resource	Brandy Dotson
Georgia McDougall	Bethany Sloan	Tina Martin, SPED	Casey Smotherman
Holly Kyle		Jennifer Burks, School Counselor	Kristin Collie
		Mary Beth Baker, School Psychologist	Linda Jarrell
<b>Third Grade</b>		LaToya Beard, Social Worker	
Dominique Boykins		Marva Hollingsworth, Speech/Lang Therapist	<b>Leave of Absence</b>
Tammy Case		Jennifer Capps, Behavior	Julianne Pass (one year)
Jessie Holland		Rebecca Few, Math Coach	
		<b>Administration</b>	
		Robin Newell, Principal	
		Karen Lamb, Assistant Principal-P	
		Terrrance Haynes, Assist. Principal-E	
		Sherry Givens, Bookkeeper	



## Scales Elementary

Scales Elementary			
Kindergarten	Fourth Grade	Special Area	Transfers to Scales
Holly Troglen	John Harding	Richard Alexander, Physical Education	Teresa Rotella (NF)
Marianne Faulk	Amber East	Liz Rueby, Physical Education	Lasheeka Wallace (BW)
Krista Hoekstra	Melanie Loupe	Amber Greene, Media Specialist	Julie Caster (BW)
Kristin Messick	Jay Priestly	Ken Vanek, Art	Teresa Lambert (HG)
Amber Robeson	Allison Stovall	Ryan Stewart, Music	Stacy Poston (BW)
Andrea Brock-Pierce		Tony Hartman, Band, Music, & Steel de Boro Facilitator	Allison Stovall (CLA)
	Fifth Grade		Transfers from Scales
First Grade	Kimberly Christopher	Support Staff	Buffy Brasier (OC)
Teresa Lambert	Lisa Bowe	Erin Lebo, SPED CDC	Amber Koenig (RR)
Jessica Bloom	Cheryl Whitfield	Jeanette Woods, SPED Resource	Amy Fulmer (OC)
Lindsay Cole	Lynn Lawson	Karissa Huffmire, SPED Resource	Ben White (OC)
Jessica Dozier	Steve Nagy	Lynn Reynolds, SPED CDC	Carla Jackson (RR)
Amber Kelly		Charlotte Scott Moore, SPED Resource	Cherry Ross (OC)
Cherry Crum	Sixth Grade	Jessica Hixon, SPED CDC	Cynthia Martin (OC)
	Meredith Davis	Rachel DeLoach, Speech	Hannelore Dickerson (OC)
Second Grade	Craig Offutt	Jess Grayham, Psychologist	Jessica Burns (OC)
Megan Brewer	Quentin Mastin	Andrea Bell, Social Worker	Joy Shepherd (OC)
Tyisha Brooks	Sondra Smith	Tonya Hobbs, Social Worker	Julia Barrett (OC)
Heather Steele		Rachel Holt, Academic Interventionist	Mala Womack (OC)
Trisha Lunte		Lilliana Humphries, ESL	Mallory Rundell (OC)
Megan Schmitt	SPED Pre-K	Julie Dibble, Guidance	Marla Rose (OC)
Beverly Soapes	Lasheeka Wallace		Rachel Everett (OC)
	Julie Caster		Shelley Gurda (OC)
Third Grade	Stacy Poston	Administration	Kyle Green (OC)
Laura Garcia		Maria Johnson, Principal	Tiffany Strevel (OC)
Xan Lasko		Kevin Templeton, Assistant Principal	Angela Huff (OC)
Todd Womack		Cynthia Hamilton, Bookkeeper	Luke Hill (OC)
Teresa Rotella			
			Resignation/Retirement/Term
			Rachel Nadeau-Foote
			Brittany Leneave
			JP Orman







**MURFREESBORO CITY SCHOOLS**  
**DISTRICT-WIDE CONSTRUCTION, RENOVATION AND MAJOR MAINTENANCE PROJECTS UPDATE**  
**June 24, 2014**

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**

Project is complete except for new additional parking on campus at the Jupiter loop due to shortage of parking spaces at some times during the day. Work is to begin this week and should be completed well before school starting.

**OVERALL CREEK ELEMENTARY SCHOOL**

Project continues to move forward. Completion of project is going to be very tight. Estimated completion date is July 31, 2014. Furniture move in date is July 15, 2014. (Please see new pictures)

**CENTRAL OFFICE ROOF (Insurance item)**

The Central Office roof construction to replace the Kalwall sky panels entrance roof with a standing metal seam roof is nearing completion. Completion is scheduled for the next couple of weeks.

**FOUNDATION WORK AT REEVES-ROGERS**

Reached substantial completion and conducting punch list items. Project should be completed by 6/30/14.

**EXTERIOR DOORS AT MNE AND MNP**

Doors are in shipment. Installation work will be done in-house by our maintenance department rather than bidding out the installation work to save money for the district. Work will be done as time allows this summer finishing up this fall.

**PLAYGROUND RUBBER RESURFACE AT ERMA SIEGEL**

Contract has been signed. Estimated start date on this work is July 21<sup>st</sup>. Work to be done before school begins.

**MAINTENANCE DEPARTMENT MAJOR PROJECTS**

**BELLWOOD ELECTRICITY TRANSFORMER REPLACEMENT AND RELOCATION**

Murfreesboro Electric Department will be replacing the transformer at Bellwood and changing its location on campus. Work was originally scheduled to be done over Spring Break and now is to be done over Summer Break. Still waiting on a completion date for this work from Murfreesboro Electric.

### **BELLWOOD PARKING LOT STRIPING**

Re-striping of parking lot for ingress, egress and appropriate parking spaces for student drop off and pick up has been approved by the City. Work to be done over the summer. Waiting on Electric Department to finish their transformer replacement before starting work.

### **BELLWOOD PAINTING PROJECT**

Halls and door frames were painted over Spring Break. Touch-up in all classrooms and a total repaint of the dining room is currently in process.

### **REEVES-ROGERS PROJECTS**

Halls and door frames are now complete. Touch-up on all classrooms and a total repaint of the dining room is also completed. Removal of dining room in-wall tables complete replacing with shelving. Pre-K playground structure has been ordered. New Front Awning has been ordered featuring the Mustang.

### **MITCHELL-NEILSON**

Halls and Trim to be painted before school starts.

### **BRADLEY GYM FLOOR**

Gym floor was repainted and refinished.

### **HOBGOOD ROOF REPLACEMENT**

The oldest section of Hobgood roof is now starting to deteriorate and needs replacement. Board approved contract and now progressing towards actual construction this summer.

### **MOVE UPDATE**

- All Pre-K classrooms have been relocated to their new school locations.
- All major classroom moves have been completed from DSRR to DSBW.
- All 2<sup>nd</sup> grade classrooms have been relocated from MNP across the street
- All excess furniture has been moved to our warehouse
- New furniture ordered for Discovery School to replace the Pre-K furniture moved out
- Evaluating different playground structures for Discovery School
- Lockers moved to DSBW
- Restrooms refitted with full size facilities and full size doors at Discovery School
- Cleaning Process continues at all schools with major floor work scheduled to be done 7/18/14
- Ordering new signs for Discovery School and Reeves-Rogers
- Instruction Boards being installed during July.
- Individual in-school classroom assignment changes are moving as needed.



aerial  
innovations  
OF TN & KY





aerial  
innovations  
OF TN & KY





aerial  
innovations  
OF TN & KY

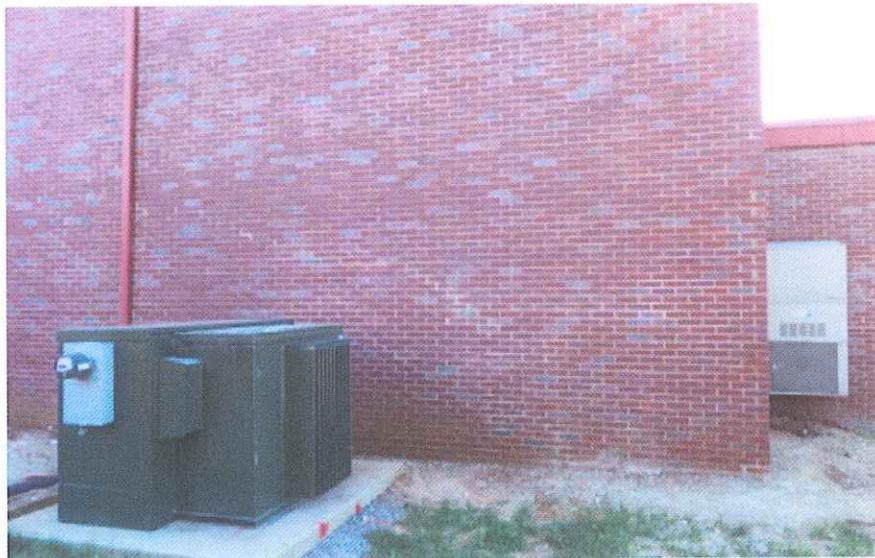




aerial  
innovations  
OF TN & KY







## Murfreesboro City Schools

New Hires, Leave of Absence, Retirements and Resignations

6/18/14

### *Licensed Personnel Hired*

Last Name	First Name	Location	Position/ Experience

### *Licensed Personnel Leave of Absence*

Last Name	First Name	Location	Position/ Experience
Arnold	Barbara	Erma Siegel	1st Grade
Pass	Julianne	MNS	SPED Teacher

### *Interim Licensed Personnel*

Last Name	First Name	Location	Position/Experience

### *Certified Retirements*

Last Name	First Name	Location	Position/Experience
Jarrell	Linda	MNS	3rd Grade
Lasseter	Deborah	Bradley	2nd Grade
McFarlin	Melinda	Bradley	Kindergarten
Summar	Jana	Erma Siegel	Academic Interventionist

### *Certified Resignations/Terminations*

Last Name	First Name	Location	Position/Experience
Abney	Dorothy	Bradley	5th Grade
Casada	Emmaleigh	Hobgood	Kindergarten
Collie	Kristin	MNS	5th Grade
Coop	Tammy	Cason Lane	Media Specialist
Daniel	Kara	Northfield	1st Grade
Dees	Kellie	John Pittard	ESL
Dotson	Brandy	MNS	Speech Language Specialist
Duncan	Tim	Black Fox	4th Grade
Fain	Jane	Black Fox	5th Grade
Gadson	Monica	John Pittard	5th Grade
Heath	Laura	John Pittard	Academic Interventionist
Leneave	Brittany	Scales	3rd Grade
Nadeau-Foote	Rachel	Scales	1st Grade

### *Certified Resignations/Terminations*

Last Name	First Name	Location	Position/Experience
Orman	JP	Scales	6th Grade
Ray	Holly	Discovery School	5th Grade
Richardson	Kimberly	Discovery School	1st Grade
Rolen	Rebecca	Discovery School	Speech and Hearing
Sanders	Leslie	Northfield	4th Grade
Smotherman	Casey	MNS	Kindergarten
Therber	Kim	Bradley	3rd Grade
Woods	Susan	Bradley	ESL

*Classified Resignations/Retirements/Terminations*

Last Name	First Name	Location	Position/Experience
Collins	Kerry	Black Fox	Educational Assistant
Espinoza	Dimas	Hobgood	Educational Assistant
James	Jennifer	John Pittard	Educational Assistant
Nolan	Jerlya	Bellwood	Educational Assistant
Rush	Karen	Erma Siegel	CDC Educational Assistant

*Classified Personnel Hired*

Last Name	First Name	Location	Position/Experience

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2013 Thru April 30, 2014**

<b>TOTAL INCOME</b>	<b>7/1/13 - 4/30/14</b>	<b>\$</b>	<b>55,108,488</b>
<b>TOTAL EXPENSES</b>	<b>7/1/13 - 4/30/14</b>		<b>49,507,383</b>
			<hr/>
<b>NET INCOME</b>	<b>4/30/14</b>	<b>\$</b>	<b>5,601,105</b>
			<hr/> <hr/>

**YEAR-TO-DATE EXPENDITURE COMPARISON**

<b>BUDGET CLASS.</b>	<b>2012-13 BUDGET</b>	<b>2012-13 YTD EXP.</b>	<b>2012-13 OVR/(UNDR) BUDGET</b>	<b>2012-13% %</b>	<b>2013-14 BUDGET</b>	<b>2013-14 YTD EXP.</b>	<b>2013-14 OVR/(UNDR) BUDGET</b>	<b>2013-14% %</b>
<b>71100-Reg. Instruction</b>	\$32,360,786.00	\$24,782,839.17	\$ (7,577,947)	76.6%	\$33,887,321.00	\$25,495,218.36	\$ (8,392,103)	75.2%
<b>71200-Sp. Ed. Instr.</b>	3,839,162	\$2,698,264.00	(1,140,898)	70.3%	4,102,766	\$3,428,662.00	(674,104)	83.6%
<b>72110-Attendance</b>	85,545	\$51,415.00	(34,130)	60.1%	80,857	\$62,222.00	(18,635)	77.0%
<b>72120-Health Services</b>	532,459	\$353,332.00	(179,127)	66.4%	484,820	\$406,133.00	(78,687)	83.8%
<b>72130-Guidance</b>	1,183,009	\$928,480.00	(254,529)	78.5%	1,187,695	\$913,477.00	(274,218)	76.9%
<b>72210-Reg. Instr. Spprt.</b>	1,332,868	\$1,118,327.00	(214,541)	83.9%	1,508,496	\$1,145,337.00	(363,159)	75.9%
<b>72220-Sp. Ed. Support</b>	473,963	\$397,588.00	(76,375)	83.9%	524,784	\$460,911.00	(63,873)	87.8%
<b>72310-Bd. Of Educ.</b>	1,168,340	\$711,812.00	(456,528)	60.9%	1,127,706	\$732,797.00	(394,909)	65.0%
<b>72320-Office of Supt.</b>	301,320	\$247,343.00	(53,977)	82.1%	305,228	\$251,207.00	(54,021)	82.3%
<b>72410-Office of Prin.</b>	2,974,650	\$2,358,955.00	(615,695)	79.3%	3,120,473	\$2,419,545.00	(700,928)	77.5%
<b>72510-Fiscal Services</b>	509,164	\$422,029.00	(87,135)	82.9%	531,538	\$432,413.00	(99,125)	81.4%
<b>72520-Personnel Services</b>	270,032	\$233,599.00	(36,433)	86.5%	270,634	\$232,433.00	(38,201)	85.9%
<b>72610-Oper. Of Plant</b>	4,623,471	\$3,315,134.00	(1,308,337)	71.7%	4,418,919	\$3,484,206.00	(934,713)	78.8%
<b>72620-Maint. Of Plant</b>	1,333,274	\$1,071,003.00	(262,271)	80.3%	1,554,942	\$1,182,498.00	(372,444)	76.0%
<b>72710-Pupil Transp.</b>	1,601,930	\$1,511,334.00	(90,596)	94.3%	1,897,158	\$1,771,279.00	(125,879)	93.4%
<b>72810-Other Support</b>	689,883	\$634,595.00	(55,288)	92.0%	725,646	\$5,681,522.00	4,955,876	783.0%
<b>73300-Community Servic</b>	458,411	\$307,891.00	(150,520)	67.2%	482,040	\$406,800.00	(75,240)	84.4%
<b>73400-Early Childhood Educ</b>	721,729	\$514,444.00	(207,285)	71.3%	859,000	\$557,931.00	(301,069)	65.0%
<b>76100-Reg. Cap. Outlay</b>	370,000	\$236,254.00	(133,746)	63.9%	996,700	\$442,792.00	(553,908)	44.4%
<b>99100-Operating Transfers</b>	-	\$82,619.00	82,619	N/A	-	\$0.00	-	N/A
<b>TOTALS</b>	<b>\$54,829,996.00</b>	<b>\$41,977,257.17</b>	<b>\$ (12,852,739)</b>	<b>76.6%</b>	<b>\$58,066,723.00</b>	<b>\$ 49,507,383.36</b>	<b>\$ (8,559,340)</b>	<b>85.3%</b>

\*72810-Includes \$5,081,170.96 for new technology purchases to be split with City of Murfreesboro

## YEAR-TO-DATE REVENUE COMPARISON

APRIL 2014

PAGE 1

BUDGET CLASS.	2012-13 BUDGET	2012-13 YTD REV.	2012-13 OVR/(UNDR) BUDGET	2012-13% %	2013-14 BUDGET	2013-14 YTD REV.	2013-14 OVR/(UNDR) BUDGET	2013-14% %
40110-Current Prop. Tax	\$10,775,000.00	\$9,765,563	(1,009,437)	90.6%	\$10,250,000.00	10,334,304.05	\$ 84,304	100.8%
40210-Local Option Sales Tax	6,798,775	4,675,053	(2,123,722)	68.8%	7,280,812	5,683,485	(1,597,327)	78.1%
40000-41110-Other County Rev	1,459,000	819,855	(639,145)	56.2%	1,502,000	935,996	(566,004)	62.3%
44000-Other Local Revenue	351,750	214,039	(137,711)	60.8%	351,750	5,383,672	5,031,922	1530.5%
46511-Basic Educ. Program	29,838,000	26,944,800	(2,893,200)	90.3%	31,152,552	28,145,900	(3,006,652)	90.3%
46512-BEP ARRA	-	-	-	N/A	-	-	-	N/A
46530-Energy Efficient Sch	-	-	-	N/A	-	48,369	-	N/A
46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
46990-Other State Funds	392,241	357,869	(34,372)	91.2%	681,398	498,318	(183,080)	73.1%
46592-CONNECT TEN ARRA	-	-	-	N/A	-	-	-	N/A
46595-Family Resource ARRA	-	-	-	N/A	-	-	-	N/A
46595-SSMS ARRA	-	-	-	N/A	-	-	-	N/A
47000- Federal Funds	35,000	25,421	(9,579)	72.6%	35,000	70,025	35,025	200.1%
49810-Approp./City Gen. Fund	4,810,103	4,008,420	(801,683)	83.3%	4,810,103	4,008,419	(801,684)	83.3%
49820-Operating Transfers	-	-	-	N/A	-	-	-	N/A
<b>TOTALS</b>	<b>\$ 54,459,869</b>	<b>\$ 46,811,020</b>	<b>\$ (7,648,849)</b>	<b>86.0%</b>	<b>\$ 56,063,615</b>	<b>\$ 55,108,488</b>	<b>\$ (955,127)</b>	<b>98.3%</b>

\*44000-Includes City Payment of \$5,027,275 for new technology purchases

**COMPARISON OF BUDGET TOTALS**  
**July 1, 2013 Thru May 31, 2014**

<b>TOTAL INCOME</b>	<b>7/1/13 - 5/31/14</b>	<b>\$</b>	<b>56,119,461</b>
<b>TOTAL EXPENSES</b>	<b>7/1/13 - 5/31/14</b>		<b>54,406,366</b>
			<hr/>
<b>NET INCOME</b>	<b>5/31/14</b>	<b>\$</b>	<b>1,713,095</b>
			<hr/> <hr/>

**YEAR-TO-DATE EXPENDITURE COMPARISON**

MAY 2014

PAGE 1

<b>BUDGET CLASS.</b>	<b>2012-13 BUDGET</b>	<b>2012-13 YTD EXP.</b>	<b>2012-13 OVR/(UNDR) BUDGET</b>	<b>2012-13% %</b>	<b>2013-14 BUDGET</b>	<b>2013-14 YTD EXP.</b>	<b>2013-14 OVR/(UNDR) BUDGET</b>	<b>2013-14% %</b>
<b>71100-Reg. Instruction</b>	\$32,360,786.00	\$27,555,100.45	\$ (4,805,686)	85.1%	\$33,887,321.00	\$28,207,057.00	\$ (5,680,264)	83.2%
<b>71200-Sp. Ed. Instr.</b>	3,839,162	\$2,992,863.00	(846,299)	78.0%	4,102,766	\$3,820,911.00	(281,855)	93.1%
<b>72110-Attendance</b>	85,545	\$56,197.00	(29,348)	65.7%	80,857	\$67,524.00	(13,333)	83.5%
<b>72120-Health Services</b>	532,459	\$397,605.00	(134,854)	74.7%	484,820	\$450,164.00	(34,656)	92.9%
<b>72130-Guidance</b>	1,183,009	\$1,022,792.00	(160,217)	86.5%	1,187,695	\$998,225.00	(189,470)	84.0%
<b>72210-Reg. Instr. Spprt.</b>	1,332,868	\$1,219,809.00	(113,059)	91.5%	1,508,496	\$1,286,924.00	(221,572)	85.3%
<b>72220-Sp. Ed. Support</b>	473,963	\$438,961.00	(35,002)	92.6%	524,784	\$516,335.00	(8,449)	98.4%
<b>72310-Bd. Of Educ.</b>	1,168,340	\$916,803.00	(251,537)	78.5%	1,127,706	\$777,656.00	(350,050)	69.0%
<b>72320-Office of Supt.</b>	301,320	\$274,562.00	(26,758)	91.1%	305,228	\$276,101.00	(29,127)	90.5%
<b>72410-Office of Prin.</b>	2,974,650	\$2,616,422.00	(358,228)	88.0%	3,120,473	\$2,681,167.00	(439,306)	85.9%
<b>72510-Fiscal Services</b>	509,164	\$462,377.00	(46,787)	90.8%	531,538	\$472,737.00	(58,801)	88.9%
<b>72520-Personnel Services</b>	270,032	\$253,385.00	(16,647)	93.8%	270,634	\$253,713.00	(16,921)	93.7%
<b>72610-Oper. Of Plant</b>	4,623,471	\$3,690,900.00	(932,571)	79.8%	4,418,919	\$3,825,353.00	(593,566)	86.6%
<b>72620-Maint. Of Plant</b>	1,333,274	\$1,199,272.00	(134,002)	89.9%	1,554,942	\$1,327,231.00	(227,711)	85.4%
<b>72710-Pupil Transp.</b>	1,601,930	\$1,720,778.00	118,848	107.4%	1,897,158	\$1,993,127.00	95,969	105.1%
<b>72810-Other Support</b>	689,883	\$685,128.00	(4,755)	99.3%	725,646	\$5,741,496.00	5,015,850	791.2%
<b>73300-Community Servic</b>	458,411	\$359,098.00	(99,313)	78.3%	482,040	\$458,545.00	(23,495)	95.1%
<b>73400-Early Childhood Educ</b>	721,729	\$569,107.00	(152,622)	78.9%	859,000	\$620,568.00	(238,432)	72.2%
<b>76100-Reg. Cap. Outlay</b>	370,000	\$251,197.00	(118,803)	67.9%	996,700	\$450,813.00	(545,887)	45.2%
<b>99100-Operating Transfers</b>	-	\$99,048.00	99,048	N/A	-	\$180,719.00	180,719	N/A
<b>TOTALS</b>	<b>\$54,829,996.00</b>	<b>\$46,781,404.45</b>	<b>\$ (8,048,592)</b>	<b>85.3%</b>	<b>\$58,066,723.00</b>	<b>\$ 54,406,366.00</b>	<b>\$ (3,660,357)</b>	<b>93.7%</b>

\*72810-Includes \$5,083,600.71 for new technology purchases to be split with City of Murfreesboro

## YEAR-TO-DATE REVENUE COMPARISON

MAY 2014

PAGE 1

BUDGET CLASS.	2012-13 BUDGET	2012-13 YTD REV.	2012-13 OVR/(UNDR) BUDGET	2012-13% %	2013-14 BUDGET	2013-14 YTD REV.	2013-14 OVR/(UNDR) BUDGET	2013-14% %
40110-Current Prop. Tax	\$10,775,000.00	\$9,853,831	(921,169)	91.5%	\$10,250,000.00	10,409,635.00	\$ 159,635	101.6%
40210-Local Option Sales Tax	6,798,775	5,325,274	(1,473,501)	78.3%	7,280,812	6,332,527	(948,285)	87.0%
40000-41110-Other County Rev	1,459,000	1,204,198	(254,802)	82.5%	1,502,000	1,020,464	(481,536)	67.9%
44000-Other Local Revenue	351,750	292,908	(58,842)	83.3%	351,750	5,464,119	5,112,369	1553.4%
46511-Basic Educ. Program	29,838,000	26,944,800	(2,893,200)	90.3%	31,152,552	28,145,900	(3,006,652)	90.3%
46512-BEP ARRA	-	-	-	N/A	-	-	-	N/A
46530-Energy Efficient Sch	-	-	-	N/A	-	50,869	-	N/A
46615-Ext. Contract-ARRA	-	-	-	N/A	-	-	-	N/A
46990-Other State Funds	392,241	383,569	(8,672)	97.8%	681,398	617,503	(63,895)	90.6%
46592-CONNECT TEN ARRA	-	-	-	N/A	-	-	-	N/A
46595-Family Resource ARRA	-	-	-	N/A	-	-	-	N/A
46595-SSMS ARRA	-	-	-	N/A	-	-	-	N/A
47000- Federal Funds	35,000	25,421	(9,579)	72.6%	35,000	70,025	35,025	200.1%
49810-Approp./City Gen. Fund	4,810,103	4,409,262	(400,841)	91.7%	4,810,103	4,008,419	(801,684)	83.3%
49820-Operating Transfers	-	-	-	N/A	-	-	-	N/A
<b>TOTALS</b>	<b>\$ 54,459,869</b>	<b>\$ 48,439,263</b>	<b>\$ (6,020,606)</b>	<b>88.9%</b>	<b>\$ 56,063,615</b>	<b>\$ 56,119,461</b>	<b>\$ 55,846</b>	<b>100.1%</b>

\*44000-Includes City Payment of \$5,027,275 for new technology purchases

MCS PTR FOR 2013-2014 - End of 8th Full Month (3/27 - 5/01)

SCHOOL	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total Pupils	Total Teachers	PTR	4th Grade			5th Grade			6th Grade			Total Pupils	Total Teachers	4-6 PTR Ratio	Total Students			
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR				P	#	PTR	P	#	PTR	P	#	PTR				P	#	PTR	Current Year
<b>DISCOVERY</b>	Registered	60	3	20.00	58	3	19.33	60	3	20.00	79	4	19.75	257	13	19.75	64	3	21.33	74	4	18.50	27	1	27.00	165	8	20.63	422	437	430
													0													0			425		
<b>BLACK FOX</b>	Registered	135	7	19.29	126	7	18.00	123	6	20.50	134	6	22.33	518	26	19.92	107	5	21.40	101	5	20.20	87	4	21.75	295	14	21.07	813	826	780
													0													0			810		
<b>BRADLEY</b>	Registered	68	4	17.00	67	4	16.75	58	3	19.33	57	3	19.00	250	14	17.86	60	3	20.00	57	3	19.00	41	2	20.50	158	8	19.75	408	377	382
													0													0			390		
<b>CASON LANE</b>	Registered	144	7	20.57	138	7	19.71	159	8	19.88	122	7	17.43	563	29	19.41	115	6	19.17	116	6	19.33	60	3	20.00	291	15	19.40	854	947	902
													0													0			935		
<b>ERMA SIEGEL</b>	Registered	81	4	20.25	116	6	19.33	108	6	18.00	131	6	21.83	436	22	19.82	124	6	20.67	115	5	23.00	25	1	25.00	264	12	22.00	700	760	738
													0													0			757		