

MINUTES  
MURFREESBORO CITY SCHOOL BOARD  
Tuesday, October 23, 2012  
6:00 p.m.—Council Chambers

ATTENDANCE

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

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

Others: Staff Attorney Kelley Baker, Principals Joe Thompson and Regina Payne, and others.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Wade called the meeting to order at approximately 6:00 p.m. Black Fox sixth grade students Will Priddy and Amy Martinez led the Pledge of Allegiance followed by a moment of silence.

II. APPROVAL OF AGENDA

On motion by Mrs. Phillips and second by Mr. Barrett, the agenda was approved as presented by acclamation.

III. COMMUNICATIONS

- November 11-17 is American Education Week. Theme—*Great Public Schools: A Basic Right and Our Responsibility*
- The “Excellence in Education Celebration” honoring Dr. Susan Andrews will be held on February 1, 2013, at Stones River Country Club.
- Thanks to the City Schools Foundation that recently awarded \$57,000 in grants to MCS teachers.
- Congratulations to John Pittard Elementary School who are recipients of a \$1,133 Tennessee Arts Commission Student Ticket Subsidy that will allow the second grade to attend a play in Cannon County. And, congratulations to Cason Lane Academy who are also recipients of this grant in the amount of \$615.
- Thanks to Second Harvest Food Bank for providing backpack meals for 100 more children.
- Congratulations to MTSU’s Women in STEM (WISTEM) Center that has been selected to be a SciGirls CONNECT Partner by Twin Cities Public Television.
- The local Colonel Hardy Murfree DAR Chapter will present Hobgood with a tree for students to plant to replace one lost during a storm.

- The Board of Regents will be visiting Hobgood this week to look at their partnership with MTSU that puts future teachers in the classroom prior to their student teaching year.
- Congratulations to Mitchell-Neilson Schools Principal Robin Newell and Interventionists Tammie Kee, Kendra Eller, Sheila Sharp, and Craig Nelius who will be presenting at the 2012 Tennessee Reading Association Conference. Their presentation is titled: *SWARM: Intervention and Enrichment to Raise Test Scores*.
- Congratulations to The Discovery School Robotics Team that took fourth place in competition with middle and high school students.

#### IV. CONSENT ITEMS (Tab 1)

On motion by Dr. Brown and second by Mr. Barrett, the following consent agenda items were approved by acclamation:

- A. Minutes of the September 15, 2012 Board Retreat, September 25, 2012 Board Meeting and the October 9, 2012 Special Called Board Policy Review Meeting
- B. School Fees
- C. Board Policies—Second Reading
  - SS 7—Student Transportation Services (*Revision*)
  - SS 10—Mail, Email, and Delivery Services (*Revision*)

#### V. ACTION ITEMS

- A. Approval of New School Design

Mr. Anderson stated that the Board has been provided information regarding a one-story school design and a two-story school design and cost differences. Several Board members traveled to Clovercroft Elementary in Williamson County to tour a two-story elementary school. Mrs. Rainier stated that upon entering the school, one could see all of the way to the end of the building and it was very bright and very homey. She suggested that the Board consider amending their previous decision for the new school to be built for 800 students, and instead build the new school for 1,000 students. Mr. Anderson explained that the Board can increase the capacity of the school from 800 to 1,000 by bidding that as an “add alternate.” After bids come in, the Board can choose to accept the add alternate or to not accept the add alternate.

Mr. Barrett stated that when he visited Clovercroft, he liked the organization of how the school was laid out and that teachers felt it was homey, too. Mrs. Wade also stated that the elevator was in a very appropriate location, as was the gymnasium, cafeteria, and band room. Mrs. Rainier added that she liked the fact that there was a lane dedicated for buses only. All cars were routed for pickup at the back of the building. She stated that

the core area was well thought out, especially for after school programs/visitors. Mrs. Wade added that the cubbies and class restrooms were very well planned.

Mrs. Phillips stated that she had asked questions relative to the safety of elementary students using stairwells, windows on the second floor, and adequate corridor space as well as others. Her questions had been answered satisfactorily. Mr. Anderson pointed out that there is a cost savings due to less expense and maintenance of the roof, operation/utility costs are less, and site preparation would be less. Site permitting, geothermal would also be a part of the design. It was clarified that K-2 classrooms must be on the first floor of the building. Dr. Gilbert added that stairwells have a rail in the middle that helps with safety.

Mr. Charlie Johnson, Johnson and Bailey Architects, pointed out that the second floor contains concrete so it is virtually impossible for fire to penetrate to the second floor. Stairwells are located so that students have quick access to exit the building in the event of a catastrophe, fire, etc. Competitive bidding is more cost efficient. Mr. Barrett stated that he had asked about safety, and the administrator had responded that he was not aware of a second floor being a risk to students on stairwells due to the design, and he has also found that one elevator was sufficient as it is used in emergency situations or for students who cannot use the stairwells.

Mr. Johnson recommended that a generator be included in the new school's design to serve as back-up during an emergency. The use of a generator rather than battery packs for emergency lighting, etc. would be a cost savings to the district. Each wing of the building has a fire stair at the end, and there are eight classrooms in each wing. The center main corridor has two monumental stairs that are open, not fire stairs but can be used as an exit, for a total of six stairwells. The distance from any classroom from a stairwell is the width of two classrooms. Teachers can monitor the stairs which have a rail in the middle with each side being one way. He noted that carpeting stairs makes it quieter and eliminates a trip hazard due to treads that could become loose.

He explained with the add alternate that the cost of adding classrooms is generally \$60-70 per square foot versus the overall cost of \$110 square foot which includes the more expensive cafeteria, kitchen, gym and boiler room areas. Offices, teacher workrooms, and adult bathrooms are located on the first and second floors. Placement of administrator offices is a district decision. There are only two large toilet areas in the entire building with two toilets in each classroom, which is a money saving feature. A recommendation by Clovercroft administrators was to include additional adult bathrooms.

Mrs. Rainier moved to amend their previous decision to increase the capacity of the new school from 800 to 1,000 students as an add alternate to the bid. Dr. Gilbert stated that she prefers smaller schools, but realizes in reality that it is important to build to accommodate the students. Mrs. Phillips seconded the motion. Mr. Anderson stated that this area has the highest potential growth. In response to Dr. Brown's question, Mr. Anderson stated that increasing the student capacity might help with growth on that west

side of town, but the district will have to also deal with growth on the north side of town, such as with John Pittard Elementary, which would not be affected by the new school's increased capacity. He would predict that the next school on the north side of town would be needed within another four years. Dr. Gilbert noted that development around Interstate 840 will also impact growth. Mrs. Rainier stated that there are approximately 667+ lots approved in the I-840 area for a potential increase of about 700 students already. On roll call: Barrett—yes; Brown—yes; Phillips—yes; Rainier—yes; Smith—yes; Wade—yes. The motion carried.

Mr. Barrett moved to approve the two-story design for the new school; Mrs. Smith seconded the motion. On roll call: Barrett—yes; Brown—yes; Phillips—yes; Rainier—yes; Smith—yes; Wade—yes. The motion carried.

B. Approval of 2011-12 End-of-Year Budget Amendments (Tab 2)

Mr. Anderson explained that the adjustments to the General Purpose (\$270,378), to the Federal Budget (\$594,366), and to the Food Service Budget (\$272,270) are housekeeping to bring the revenue and expenditure budgets into compliance as the district received additional monies. Mrs. Phillips moved to approve amendments to the General Purpose budget as presented; Mr. Barrett seconded the motion. The motion carried by acclamation. Dr. Brown moved to approve amendments to the Federal budget as presented; Mr. Barrett seconded the motion. The motion carried by acclamation. Dr. Brown moved to approve amendments to the Food Service budget as presented; Mr. Barrett seconded the motion. The motion carried by acclamation.

C. Approval of Professional Services Agreement for Insurance Consultant

Mrs. Baker explained that the contract presented to the Board is to acquire the services of an insurance consultant to develop a proposal to publicly advertise for insurance proposals on life insurance, dental, and vision coverage for the City Schools employees and to review such proposals and make a recommendation to the Board. This is the same process taken by the City. The cost of the services of the consultant would be paid by the company to whom the bid is awarded. Dr. Brown asked that under "Breach", the "seventy-two hour" reference be changed to "three business days." Mrs. Rainier moved to approve acquiring the services of a consultant to take bids on life insurance, dental and vision coverage for the City Schools employees; Mr. Barrett seconded the motion. The motion carried by acclamation.

C. Approval of Board Policies—First Reading (Tab 3)

BO 45—Social Media Use and Internet Posting (*New Policy*)

Mrs. Baker stated that BO 45 sets forth the guidelines for the employees' use of social media on behalf of the school district. Mrs. Phillips noted that the Board has worked on this policy during several meetings and care was taken to assure that employees and

students are protected. Mrs. Phillips moved to approve BO 45 on first reading as presented; Mrs. Smith seconded the motion. The motion carried by acclamation.

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

Mrs. Baker stated that PER 46 defines how the use of social media can impact an employee's job as they must be cognizant of confidentiality and professional conduct. Mrs. Smith suggested that the policy be revised in lines 45-49 to allow employees and students to communicate with each other using electronic media with the permission of parents and administrators. And, if there is an emergency situation, that the faculty member be able to communicate with the student but must copy the principal. In essence, students can communicate with their teachers via electronic mail if they have the approval of parents and administrators. Dr. Gilbert stated that principals would have to be copied. Mrs. Baker explained that if a faculty member wishes to use social media to communicate with students, they have to follow the procedures set forth in BO 45. She stated that she could insert a revision to the policy reflecting Mrs. Smith's request for discussion at the next policy session. Mrs. Phillips stated more discussion is needed regarding this proposed revision. Mrs. Rainier stated that this would take us back to where we were before so would also like more discussion. Mr. Barrett moved to table PER 46 for more discussion at the next policy review meeting; Mrs. Phillips seconded the motion. The motion carried by acclamation.

BO 20—Director's Evaluation (*Revision*)

Mrs. Baker explained that the revisions as indicated are a result of changes in state statutes. Dr. Brown moved to approve BO 20 on first reading as presented; Mrs. Phillips seconded the motion. The motion carried by acclamation.

BO 46—Charter Schools (*New Policy*)

Mrs. Baker stated that BO 46 is recommended by TSBA and is based on state statutes regarding the Board's responsibilities to review and approve charter school applications. In response to Mrs. Rainier, Mrs. Baker stated that an application to Murfreesboro City Schools would have to follow the district's same grade structure, Pre-K through sixth grade formula. Dr. Brown moved to approve BO 46 on first reading as presented; Mrs. Rainier seconded the motion. The motion carried by acclamation.

PER 17—Evaluation of Staff (*Revision*)

Mrs. Baker pointed out that the revisions to PER 17 are to add non-licensed personnel for evaluations. Mrs. Rainier moved to approve PER 17 on first reading as presented; Mr. Barrett seconded the motion. The motion carried by acclamation.

STU 60--School Attendance Zones (*New Policy*)

Mrs. Baker stated that STU 60 is a new policy to memorialize the authority of the Board to establish school attendance zones. Mrs. Phillips moved to approve STU 60 on first reading as presented; Mr. Barrett seconded the motion. The motion carried by acclamation.

VI. REPORTS/INFORMATION

A. Collaborative Conferencing Process (Tab 4)

Mr. Ringstaff explained that during October, teachers can petition to have an election to participate in collaborative conferencing, and then must have 15% of the professional employees vote to participate. An equal number of teachers and local board members were appointed to a committee that met on October 15 and established October 23 and 24 as dates for the professional employees to be polled. He pointed out the two questions on the ballot. If the district has 15% of the teachers vote to participate in collaborative conferencing, then 7-11 management members and 7-11 teachers are selected to participate, and they will attend training sessions between January and July. Then negotiations would take place to develop a "memorandum of agreement" over such issues as wages, benefits, insurance, payroll deductions, etc. Mrs. Rainier stated that the dates of October 23 and 24 are during parent/teacher conferences, which caused teachers some concern. Mr. Ringstaff explained that teachers did pick these dates. Dr. Gilbert stated that there was a short turn-around time for this to take place, but it was clarified that everyone would be provided the opportunity to vote.

B. Personnel Update (Tab 5)

C. Monthly Revenue and Expenditure Report (Tab 6)

Mr. Anderson reported that the district has a negative balance of \$2,648,996; however, this time last year the negative balance was \$4,396,000. This is normal for this time of year so the district is in good shape for the first 25% of the fiscal year. Sales tax revenue is up \$17,000 and county revenue up \$49,000. The district is at 14.5% of revenue, same as last year. Expenditures are at 19.5%, but the district has not received the workmen's compensation bill, which is substantial. However, the district is in good financial shape at this time.

D. Attendance Report (Tab 7)

Mr. Anderson reported that the district is up 3.3% over last year at this time, which is 83 students more than projected. The district's total enrollment is 7,268 students. The pupil/teacher ratios are: K-3—19.02; grades 4-6—20.88, which are very good ratios and should assure that the district will receive growth monies in January and in May.

VII. OTHER BUSINESS

Mr. Barrett stated that the City School Board and Rutherford County School Board will meet with legislators at 6:30 p.m. on Thursday, October 25, at the County School Board's central office.

The Board wished Mr. Campbell a quick recovery.

VIII. ADJOURNMENT

There being no further business, Chair Wade adjourned the board meeting at approximately 7:15 p.m.

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Director of Schools

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