

MINUTES

MURFREESBORO CITY SCHOOL BOARD

Tuesday, April 24, 2012
6:30 p.m.—Council Chambers

ATTENDANCE

Board: Chair Mary Wade, Butch Campbell, Nancy Duggin, Nancy Phillips, Collier Smith, and Council Liaison Ron Washington. Absent: Susan Andrews and Nancy Rainier.

Staff: Director Linda Gilbert, Gary Anderson, Caresa Brooks, Tammy Grizzard, Karen Hawkins, Michelle Hummel, Greg Lyles, Ralph Ringstaff, Priscilla Van Tries, and Lisa Trail.

Others: Staff Attorney Kelley Baker and others.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Wade called the Board to meeting to order at approximately 6:35 p.m. followed by the Pledge of Allegiance and a moment of silence.

RECOGNITION OF RETIRING BOARD MEMBERS:

~Dr. Susan Andrews

Mrs. Phillips thanked Dr. Andrews for the sixteen years that she served on the Board, for her dedication to the education of the city's children, and for the professionalism she exhibited as business was conducted. She worked hard never taking payment for her services. Her heart was with the teachers and with the students.

~Mrs. Nancy Duggin

Mrs. Wade stated that Mrs. Duggin has been an advocate for all children and has done an exemplary job serving as the Board's Vice Chair. Mr. Campbell thanked Mrs. Duggin for her service on the Board, for looking out for the students and schools for the past four years, and for her knowledge, guidance, and expertise she brought from her extensive experience to help the Board during the decision-making process.

Mrs. Phillips thanked Mrs. Duggin for her service and dedication. She had previously suggested that Mrs. Duggin be recommended to serve in a position that would allow her knowledge and perspective to influence the education of our students at the state level. She read a letter from the Board to Governor Bill Haslam requesting that he consider Mrs. Duggin to serve on committees or in any capacity by which she could share her knowledge from teaching, as a Board member, and in her ventures that took her

state-wide gaining information and input from school systems across the state. Chair Wade presented Mrs. Duggin with a token of appreciation from the Board and school system. Mrs. Duggin received a standing ovation. Mrs. Duggin thanked the citizens for the opportunity to serve on the School Board. She asked that all continue to pay attention to legislation as there has been much activity in the legislature that will affect our school systems.

RESOLUTION IN RECOGNITION OF HARRY GILL,
SUPERINTENDENT OF RUTHERFORD COUNTY SCHOOLS

Dr. Gilbert thanked Superintendent Harry Gill for the contributions he made during his tenure not only as Superintendent of Rutherford County Schools but also as an educator and administrator in the school system. She especially thanked him for the collaborative relationship he has had with her as they worked together to promote the county's two school systems. Dr. Gilbert then read a resolution from the City School Board. Mr. Gill addressed the Board thanking all for their efforts to provide the county school system with a high caliber of students to continue their education in grades 7-12 and for their work with PLCs. He also thanked Dr. Gilbert for the positive relationship she has had working with him and with RCS staff. Mr. Gill received a standing ovation.

II. APPROVAL OF AGENDA

On motion by Mrs. Duggin and second by Mrs. Smith, the agenda was approved as presented by acclamation.

III. COMMUNICATIONS

- Congratulations to Re-Elected Board members Butch Campbell and Nancy Phillips and Newly elected Board members Dr. Andy Brown and Jared Barrett.
- Teacher Appreciation Week—May 7-11, 2012; National Teacher Day—May 8, 2012
- Retiring employees will be honored at a dinner with the School Board on Thursday, May 17, 6 p.m., at Doubletree by Hilton.
- Murph was honored with an invitation from the First Lady to participate in the Governor's "Egg Roll" held on April 4th to entertain the children, and then was invited to tour the Governor's Mansion.
- Congratulations to the following teachers named to serve as Math Core Coaches: Karen Cook and Rebecca Few.
- Fifty-eight MCS students have been selected to participate in the 2012 4th-6th Grade Duke University Talent Identification Program.
- A special thanks to the Rutherford County Soil Conservation District for awarding a \$500 CROP Grant to Community Initiatives to sponsor a community garden on space donated by Key Memorial United Methodist Church, 802 E. State Street.

- Thanks to MidSouth Bank for their \$250 donation to John Pittard Elementary that will be used for supplementary fourth grade social studies materials.
- Congratulations to Black Fox Elementary named the “City School of the Year” at the recent Read to Succeed Volunteer Luncheon.

IV. CONSENT ITEMS (Tab 1)

On motion by Mr. Campbell and second by Mrs. Smith, the following consent agenda items were approved by acclamation:

A. Minutes of the regularly scheduled board meeting of March 27, 2012, and the Special Board Meetings of April 10, 2012 and April 18, 2012

B. School Fees

C. The 2012-2013 Family Resource Center Advisory Council

D. Board Policies – Second Reading

IS 9—Field Trips (*Revised—Complete Rewrite*)

SS 9—Child Nutrition Management (*Revised*)

IS 20—TCAP Security (*Revised—Complete Rewrite*)

PER 5—Equal Opportunity Employment (*Revised*)

PER 6—Staff Rights and Responsibilities (*Revised*)

PER 8—Credit for Teaching Experience (*Revised*)

PER 23—Employee Names and Addresses (*Revised*)

PER 24—Substitute Teachers (*Revised*)

PER 27—Tennessee Consolidated Retirement System (*Revised*)

PER 32—Drug-Free Workplace (*Revised*)

PER 35—Discrimination/Harassment of Employees (*Revised*)

PER 41—Non-Renewal of Non-Tenured Employees (*Revised*)

E. Approval of Officer and Foundation Trustees

V. ACTION ITEMS

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

PER 39—Suspension/Dismissal of Tenured Teachers (*Revision*)

Mrs. Baker explained that the revisions to PER 39 are to insert the statutory definitions for the basis for terminating a tenured teacher, that are specific and include incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Additionally, the policy was revised to set out the steps in state statute relative to going through the termination procedure for tenured teachers. Some statutory references will

need to be revised. On motion by Mrs. Duggin and second by Mr. Campbell, PER 39 was approved on first reading as presented by acclamation.

STU 5—Assignment of Students to Schools and Classes (*Revision*)

Mrs. Baker pointed out that the revisions to STU 5 state that students on zone waivers cannot be sent back to their zoned school without the approval of the Director of Schools or the Director's designee. It was also clarified that principals have the authority and responsibility for assigning students to the individual classrooms. On motion by Mrs. Phillips and second by Mrs. Smith, STU 5 was approved on first reading as presented by acclamation.

B. Approval of the FY'13 General Purpose, Cafeteria and ESP Budgets

Chair Wade stated that the Board and administration have met several times to discuss the budget, always keeping in mind how best to provide opportunities to assure students are successful. As a result of those budget review sessions, the administration has provided the Board with the proposed FY'13 budget. She stated that under Tennessee Code Annotated, the Board Chair and Director of Schools are charged to present a budget to the Board. She stated that as Board Chair, she moved that the proposed FY'13 budget be approved as presented with the addition of a 2 ½% across-the-board raise. She asked for a second with discussion to follow. Mrs. Phillips seconded the motion.

Mrs. Duggin stated the Board had excellent, healthy discussions about the budget. She explained that it is important for the public and teachers to realize that when the State mandates a 2.5% raise, they fund a portion of the raise based on the average teacher's salary but the local system must pick up a significant portion of the cost of the raise.

Mrs. Smith stated that the budget was a very detailed and painfully meticulous budget. The Board went through the budget line by line and page by page. She stated that the taxpayers can appreciate the thought that went behind the development of the budget, and that the students and teachers will do well by the budget. Mrs. Phillips stated that in addition the Board will continue planning as there are mandates that will affect the school system's future budget, such as students being required to take TCAPs online, the building of a new school, and the purchase of additional buses. Mrs. Smith and Mrs. Phillips thanked Mr. Anderson, Dr. Gilbert, Mrs. Bell and all staff involved in the budget process.

On roll call: Campbell—yes; Duggin—yes; Phillips—yes; Smith—yes; Wade—yes.
The motion carried.

VI. REPORTS/INFORMATION

A. Personnel Update (Tab 3)

B. Monthly Revenue and Expenditure Report (Tab 4)

Mr. Anderson stated the system's financial situation has improved with a positive fund balance at the 75% benchmark of the fiscal year. Sales tax revenue is up \$142,000 and property tax revenue is up \$597,000 over this time last year. The system is also doing well on the expenditure side at 73.1%.

C. Attendance Report (Tab 5)

Mr. Anderson reported that the system enrollment is 204 students over this time last year and is 140 students over budgeted enrollment. Special education enrollment is 167 students, an increase of one student from last month's report. Teacher:pupil ratio is 18.1 for grades K-3 and 20.66 for grades 4-6. He also noted that attendance is 96%, which is consistent with last month and with this time last year.

Dr. Gilbert thanked Mr. Anderson, Mrs. Bell, the principals, and all involved in the budget process and thanked the Board for their support and dedication to the school system. She also added her sincere appreciation for Dr. Andrews' and Mrs. Duggin's contributions during their service on the Board.

VII. OTHER BUSINESS

Mrs. Smith asked all to tell any students they meet to do well on TCAP and that it is a great opportunity to "show off." She also noted that students, parents, teachers, etc., are all involved in the process.

Mr. Campbell shared that during an honors classroom visit at which he was supervising a teacher, he witnessed the practice test process and how difficult the material is. He also stated that he had recently visited the Mobile Health Unit and noted what an asset it is in providing needed medical attention to our students. He thanked Dr. Gilbert for her role in making the Mobile Health Unit possible.

Mrs. Duggin stated that the Math Core Coaches, Karen Cook and Rebecca Few, had attended a very rigorous training session, and it is quite an honor for MCS to have two teachers selected to serve in this capacity. They will not only serve MCS teachers, but teachers across the state.

Mrs. Wade reminded the Board of their May 5th retreat.

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VIII. ADJOURNMENT

There being no further business, Chair Wade adjourned the Board meeting at approximately 7:08 p.m.

Director of Schools

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