

MINUTES

Murfreesboro City School Board
5:30 p.m., Monday, April 8, 2015
MCS Administrative Offices

ATTENDANCE

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

Staff: Christa Campbell, Jenny Ortiz, Shavon Davis-Louis, Lea Bartch, Ava Jordan, Karen Hawkins, Caresa Dodson, Greg Lyles, Lisa Trail, Natalie Hopkins, Maria Johnson, Joe Marlin, Kim Frank, Robin Newell, Ralph Ringstaff, Pam Holden, Beth Prater, Gary Anderson, Linda Gilbert, Sandy Scheele, Scott Campbell, Josh Cooper, Kristina Maddux, Laurie Offutt, Ben White, Amber East, Kevin Jones, Blake Woodlee, Travis Simmons, Mary Beth Baker

72810 Support Service - Technology

Mr. Barrett asked why there was a big drop on line 709. Mr. Anderson replied that new equipment was purchased last year that did not need to be purchased again.

73300 Non-Instructional Service – Community Service

Ms. Rainier said she thought coaches came out of ESP money. Mr. Anderson said they used to but switched a few years ago to the general fund. Mr. Campbell asked how much we pay coaches. Mr. Ringstaff said \$1,000. Ms. Smith asked if assistant coaches are staff members at schools. Mr. Ringstaff said preferably, but not always. They are employed by the system and have to go through background checks. Mr. Campbell asked if an assistant coach is not employee of the school system do we still pay them \$500. Mr. Ringstaff said they become a part of our system as a non-faculty coach. Mr. Campbell asked if all non-faculty coaches across the state are paid. Mr. Ringstaff replied that some are volunteers. Mr. Campbell asked if they could become non-faculty volunteers. Mr. Ringstaff responded that they could.

Ms. Rainier asked why the travel budget on this department is so much larger than the rest. Mr. Anderson replied that this department has people who travel from school to school, adding that five people receive mileage out of this line. Mr. Campbell asked which five people. Mr. Anderson replied Ms. Trail, Ms. Brisco Mr. Lyles, Ms. Clifford, and Ms. Jones. Ms. Rainier asked what the 2.5 positions are. Mr. Anderson said that is Ms. Clifford, and Mr. Lyles. Ms. Rainier asked if they are funded from grant money. Mr. Anderson said \$12,000 is funded by the CDB grant.

Mr. Barrett said, regarding lines 399 and 599, he saw increases and wanted to hear about those. Mr. Anderson said the Sharp School was \$12,000 of it, and the videographer is \$8000 of that. Ms. Trail said this is a contract position due to more people requesting videos. Ms. Smith asked who is requesting videos. Ms. Trail said that more schools are requesting them especially as a recruitment tool. Ms. Smith asked how it is being used for recruitment. Ms. Trail explained that

for the first time, MCS is using online recruitment for the job fair. She added that it would also be used for student recruitment at the schools. Ms. Phillips asked what venues Ms. Trail perceives the videos going to. Ms. Trail said they would be used on MCS' website and will be pushed out through Twitter and posted on Vimeo. Dr. Gilbert said that these mediums have to be used to compete.

Mr. Barrett asked about line 599. Mr. Anderson explained this line was for things like the art reception, teacher retirement, parade, service awards, celebrations, African American culture, branding for the schools, teacher of the year, etc. Dr. Gilbert added the more we can celebrate successes the better we are. Ms. Phillips asked if the gifts come out of line items for teacher of the year from the Board. Ms. Trail said things like American Education Week, Teacher Appreciation, and Christmas gifts, come from the Board. Dr. Gilbert noted that these other celebrations come from the community side. Ms. Trail said the Board line provides retirement gifts also.

73400 Non-Instructional Service - Early Childhood Education

Mr. Campbell said this is for consultant for full year. Dr. Gilbert said that is correct, for the preschool program. Mr. Barrett asked if this is the one that was just renewed. Dr. Gilbert said that it was, and this will get us through the year.

76100 Capital Outlay

Mr. Anderson explained that Murfreesboro Police Department has made recommendations regarding the security for Central Office. They suggested we increase security measures. Another item is for the maintenance department -- a skid loader. He said it was in the budget last year, but we ended up leasing it and spent almost as much as if we had bought it. Mr. Anderson said that we buy used vehicles because being within the city; we do not have to worry as much about the mileage. He said the HVAC unit at the shop needs an upgrade. Carpet needs to be replaced across the district, and we will do as much as we can for \$50,000. He said we are looking to replace carpet with tile, and we need to put this in the budget every year until all carpet is replaced, adding that some carpet is 15 years old or older. Under site development, mulch has to be done every year for the playgrounds, and that is one reason we need skid loader. Ms. Rainier asked how far would \$12,000 go. Mr. Anderson said that would mulch the whole district. He said that Reeves-Rogers needs graphics on the floor replaced, and needs library furniture. He added that they were kind enough to use old furniture. Mr. Anderson said the tennis courts are in horrible shape, cracked with grass growing through. He said we would like to replace them with multi-use play surface by adding basketball goals, portable soccer goals, hockey goals, and tennis nets to make it a true multi-play area. Dr. Gilbert stated that Mr. Lyles has contacted Concrete Service Management and they may help us with that. Ms. Smith asked what the plans are for the fence. Mr. Anderson said the plan is to repaint it. He asked if there is something else we need to do with that. Ms. Smith said it should be taken down. Mr. Anderson said he would have to get with the principal on that.

Ms. Phillips asked if conversations took place with the City about the tennis courts. Dr. Gilbert said that courts were replaced at Bellwood, Cason Lane, and Erma Siegel. Mr. Anderson said that some money was from the City but some were funds that were left over. Dr. Gilbert said we are still interested in Mitchell-Neilson and Reeves-Rogers. Mr. Anderson said that Ms. Offutt

was wonderful to go to the warehouse and dig out furniture that was 20 and 30 years old, but we would like to replace that. At John Pittard, the ball field has a drop-off behind the school, and a fence is needed there for safety. At Overall Creek, Mr. Anderson said, when the school was built all of the promo boards were not purchased for every classroom. We are anticipating adding six classrooms and will need boards for those. He said Discovery floor needs refinished and graphics redone to reflect the current school name. At Northfield, Mr. Anderson said there is a need for kindergarten classroom furniture.

Mr. Anderson said we are in need of three regular education buses and one special education bus. Ms. Rainier asked if we talked about getting three last year. Mr. Anderson said we did, and we bought three buses last year. He said three more are needed because routes are being added. Ms. Rainier asked about the impact on bus rooms. Mr. Anderson said we need to add routes to try to eliminate the need for bus rooms again.

Mr. Anderson said, regarding technology, that as much as we grow, we are going to have to buy technology every year. Mr. S. Campbell stated this is a virtual environment, and this is one large physical server, and we can add a virtual server. He said that every time you add a library, you add a server. Ms. Rainier asked if this would have the capacity to hold us for a while. Mr. S. Campbell said that it would. Mr. Anderson said that we are looking at doing VoIP [phones] system-wide but the initial cost is very high. He said there are more student and teacher laptops; need cabinets for classrooms to put laptops in the cabinets to charge. Mr. Barrett asked if he means laptops or iPads. Mr. Anderson responded, both. Ms. Smith asked if Mr. S. Campbell could report on how these are being maintained. Mr. S. Campbell said we are having trouble with abuse or misuse. He said it is not intentional, but due to not knowing how to handle the equipment properly. Ms. Smith asked if the systems were working well for the teachers. Mr. S. Campbell said teachers are at the higher end. He said we met with principals and are teaching people how to handle and not handle the laptops. He said they are just not made to throw around, and that is what is happening. He said we do have a three-year warranty with Dell and they will replace the broken equipment. Ms. Phillips asked how many are being replaced. Mr. S. Campbell said they were doing three or four per week. He said that Dell provides the option to repair but there is a 10-day turnaround. Mr. Barrett asked if we send one in, do we have a replacement. Mr. S. Campbell said that is the problem, we do not. Mr. Anderson reminded the Board that we did not anticipate the number of new students we had in the budget last year.

Mr. Anderson said the next item is classroom printers. He said right now there is one for every two classrooms. He said we put in eight new classroom printers to have enough to get us through. He explained that access points are where the laptops connect to the Internet, and that right now, we have one access point per two classrooms. He said we were looking at one per classroom, but the cost was so much we took that out. Although, he said the more technology is added, the more we will need the access points. Mr. Campbell asked if teachers or principals could buy whatever printers they wanted. Mr. Anderson said the district does not support cheap printers and cartridges. Ms. Smith asked about a line item for ink. Mr. Anderson said each school pays for the own. Ms. Rainier said, that in listening to things Lisa and Scott have said about technology, it may be time to revisit the board policy on technology.

Fund Balance

Mr. Anderson reported that some districts are only presenting their boards with expenditures because the state has not given us any idea of [revenue] monies we will receive. He said the focus of this budget notebook is on the expenditure side until we get a truer picture of the revenue side. Dr. Gilbert said that she is prepared to come back to the Board with cuts if needed. Mr. Campbell asked if this budget does have the four percent raises. Dr. Gilbert said that it does.

Staffing Standards

Mr. Anderson advised the blue line represents last year, the yellow line is what is proposed, and the green line is the difference. He said he is prepared to answer any questions the Board may have. Ms. Rainier asked about the speech and language pathologist. Dr. Gilbert said it is a total of one, and that is spread across the district. Mr. Marlin said it is in two different places, and walk-in speech for the private schools. Ms. Rainier asked about service to private schools. Mr. Marlin advised that we have to provide services per federal requirements to private schools, and services are being provided to Middle Tennessee Christian School, and St. Rose. Ms. Rainier asked how many children were serviced. Mr. Marlin said that right now, 25 or 26. He added that this year, MTCS has a new principal who decided not to participate in services. Mr. Marlin said we are also using teletherapy to provide services. Mr. Campbell asked if that is paid for through federal dollars. Mr. Marlin said that it is explaining it as not a part of our budget but flow-through money.

Ms. Rainier asked if the MDAs are grouped with the EAs. Mr. Anderson said they are.

Salary Schedule

Mr. Anderson explained that years ago, we had for support areas all of these different schedules for all these different years bases; last year we had entry through seven. He said the goal is to get it anywhere from 10-15 steps along the way. Year eight has been added on this chart; technology (middle of page) is new on the chart; custodial services are new on this chart; substitute teacher has changed; and second page are the sub nurses. Mr. Anderson said rather than sub-contracting nurses, this year, we decided to find our own. This is the pay grid including four percent adding one extra column on year eight. Mr. Campbell said if we hire a nurse for a field trip, that's where we are looking at sub nurses. Mr. Anderson said that would also be if a nurse were out sick. Mr. Campbell asked Dr. Brown how that compares with what they are getting in the medical field. Dr. Brown said it is less, much less. He said hospitals pay \$45-\$50 hour for traveling nurses. Mr. Anderson advised the next page is the teacher pay scale, which reflects a four percent raise. Ms. Rainier said she knows they will definitely appreciate this especially with what the governor said on television, and with the City getting their raises.

ESP Budget

Mr. Anderson said this is school by school, and is a self-funded budget. Dr. Brown asked about the negative balance. Mr. Anderson said this number is before grants are added in and the grants well exceed that. He added that this is the general-purpose part.

FEDERAL AND STATE PROJECT REVENUES

Mr. Anderson said we are hoping for additional title monies and IDEA monies.

FOOD SERVICE BUDGET

Mr. Anderson reminded the Board there is no charge to students for breakfast and lunch. Dr. Gilbert said she would very much like to see a raise there - \$5,000 for Sandy. She said the money is there, and we can afford it. She said this is self-funded and does not come out of GP budget. Ms. Smith asked Ms. Scheele to talk about the suppers. Dr. Gilbert said with USDA and Community Eligibility that breakfast and lunches are served and we are expanding to suppers. She said that Wenlon and Franklin Heights are two locations being added this summer. Ms. Scheele said there were 18 sites last year and seven have been added. Mr. Lyles said that Olive Branch Church would be one, Key United Methodist, and Mt. Zion on Maple Street. Dr. Gilbert said that word is getting out that we are feeding kids. She said they call and say we are starting a program at such-and-so location, and ask if we can help. She said when there is a need in the community, all it takes is a call and Sandy is there. Dr. Gilbert thanked the Board. She said that Ms. Hopkins called saying she wanted to start a tutoring program at Wenlon. She said where Bellaire was feeding one night per week has been expanded to four nights per week. Dr. Gilbert said Greg and Sandy work closely together, and that over spring break 1100 lunches and 800 breakfasts were served. Ms. Rainier asked when the second chow bus would be ready. Ms. Scheele said it would be ready this summer. Ms. Rainier asked if it is just for kids in this program. Ms. Scheele stated it is for anyone 18 and under. Dr. Gilbert said that what we are seeing is more school districts coming to see what this looks like, and why would you not, if it is not coming out of our money. Ms. Scheele thanked the Board for allowing this. Ms. Phillips asked how the Chow bus works. For instance, is it at one place at 4 o'clock and another at 5 o'clock. Ms. Scheele said, yes, that is how it works. Mr. Barrett asked if there were any requirements to qualify. Ms. Scheele said no, there are none. Dr. Brown said national statistics show that children are going hungry in this country and in this state. Ms. Scheele agreed there is no reason for a child to go hungry in Tennessee.

APPENDIX

Enrollment projections

Next page is cost of various raises

Mr. Campbell said he would like to make a recommendation to this Board. He said the Director is 14 months out of an ending contract and he recommended giving her a three-year extension with the same four percent being given to teachers.

Dr. Brown moved to add a three-year extension onto Dr. Gilbert's contract along with the four percent raise. Mr. King seconds the motion. Chair Campbell called for a roll call vote.

Jared Barrett Yes Andy Brown Yes Phil King Yes Nancy Phillips Yes
Nancy Rainier Yes Collier Smith Yes Butch Campbell Yes

The motion passed unanimously.

Ms. Phillips clarified that this is not contingent on the budget being passed. Mr. Campbell confirmed that this is regardless of the budget. Dr. Gilbert stated that this district has become a model for this state because of everyone in this room. She added that the innovative things being done would not be if this board did not support them.

Dr. Brown thanked Mr. Anderson and Dr. Gilbert for preparing the budget, especially the PowerPoint presentation. He noted that looking at growth, four of our city schools have among the most diverse populations in the state. He also noted of interest that 38 percent of teachers have less than five years experience. He said there are things we have implemented that have allowed us to be ahead of the curve. Dr. Brown said that last year, he left the budget process not feeling good about himself. He said he asked Mr. Anderson to look at the proposed budget starting in 2010-2011 to this year, and then look at the number of students served with that budget. Dr. Brown said that, in that time frame, we have increased 6.6 percent, which is basically about 1 percent per year. He said this year, per pupil, that is only 1 percent increase and when you look at textbooks and technology that is handling things pretty responsibly. He said the 2011-2012 per student expenditures increased 7.6 percent, in 2013-2014 increased 8.4 percent. He said that if per-pupil expenditures weren't increased then there would have to be catch-up years. He said he would rather fund a budget that does not force them to come back in a couple of years to spend more money to catch up. He said his philosophy this year is going to be different than last year, and that is to do what is best for teachers and students instead of passing an arbitrary number.

Ms. Phillips she believes wholeheartedly in the professionalism of the staff, and she does not see anything in this budget that would not enhance MCS. She said she does have serious concerns about approving an unbalanced budget, because if approved, it would put us out of compliance with state law. She said she understands that if that money does not come in that Dr. Gilbert is ready to make proposed cuts, but she also represents taxpayers. She said she does not think there is any fluff, but she would rather have a balanced budget presented to the board.

Mr. Anderson said getting the revenue number is problematic. He said we are going to be pushing to get an April estimated number across the state. He reminded the board they do not have to vote on this until the end of April. He said it has to be to the City by May 1. He said other districts are in the same boat, and some are not giving their board revenue numbers-only expenditure numbers because of this. Ms. Rainier asked about the City's preference. Dr. Gilbert said they have a meeting with Rob Lyons on Tuesday, and will be taking the budget and explaining to him that very thing. She said they would get a feel for what he thinks then.

Ms. Smith said this is a very good time for the board to talk to assigned city council members. She said she had a very positive conversation with hers, and the one-on-one conversation was very beneficial. Mr. Campbell said the board would recess until April 21st. Ms. Rainier moved to adjourn. Dr. Brown seconded. All approved, and the meeting adjourned at approximately 7:47 p.m.