

BOARD RETREAT MINUTES
Murfreesboro City School Board
5:30 p.m., Thursday, September 29, 2016
Murfreesboro City Schools Administrative Offices

ATTENDANCE:

Chair Butch Campbell, Vice Chair Nancy Rainier, Phil King, David Settles, Jared Barrett, Wesley Ballard, Collier Smith came in at 7:10 p.m.

Staff: Jenny Ortiz, Dr. Gene Loyd, Dr. Linda Gilbert, Gary Anderson, Joe Marlin, Ralph Ringstaff, Kristina Maddux

Assistant City Attorney Kelley Baker and Councilwoman Madelyn Scales-Harris

I. CALL TO ORDER BY BOARD CHAIR

Mr. Campbell mentioned that he had a good conversation with Jim Tracy today. They discussed insurance. He said that he should have asked about vouchers.

Mr. Ballard asked: How does the insurance apply to the retirees? Ralph Ringstaff explained that once they retire, the State pays 45% of the premium.

II. SOCIAL MEDIA AND COMMUNICATIONS

Lisa Trail discussed social media and communications with the Board. She wanted to make sure that they were all signed up to receive Peach Jar announcements. She explained that we send out flyers that way. David Settles said that he wasn't sure he was getting them. Lisa will check his account. She said that we have websites and webmasters at all schools. Kevin Jones is our webmaster for the district. We use Vimeo for videos. We use Twitter, not only for the district, but also for each school. We have a Linked In account. We use city TV, WGNS (Dr. Gilbert and Lisa Trail have a monthly show). Discussed whether or not the Board wanted our office to set up a Facebook account since it is in the board policy that we can use it. Dr. Gilbert asked if they had any concerns about it. She said that most PTA's have it. Business people said that we may be missing some opportunities since most everyone these days has a Facebook account. Lisa Trail and Essence Brisco will monitor it. Meltwater is also a monitoring system we use. David Settles said that if it's an organization or group, people can only like it. We will set it up as a government agency and it would only have likes. People can make comments, but we can monitor and take comments down.

David Settles also mentioned that he didn't understand why the Board received handouts and the same material was on the screen in front of them in the Council Chambers. Dr. Gilbert said that the screens had only recently become available, so we won't do handouts anymore.

Jared Barrett asked if individual schools would have a Facebook page and Lisa said yes, we will leave it up to the schools to set up and maintain their own page. Kelley Baker asked if the information will be on the website in case some families don't do social media. Lisa Trail said yes. Nancy Rainier asked what Hometown Huddle

is. Lisa Trail explained that it is a day when United Way works with businesses to adopt playgrounds across the district for cleaning, painting, etc.

III. FINANCE

Gary Anderson explained that there are only three districts in the state that are configured for prek-6. We are the 26th largest out of 146 districts in the state. He handed out a chart of enrollment for each district in Tennessee.

Mr. Anderson explained the Basic Education Program and Funding Program (BEP). He gave board members a handout called the BEP bluebook. This is what the state has defined as how much funding we need to run a school system. This is how we get our state funds. The State says BEP is fully funded, but actually it is not. It originated in 1992, and formulas haven't changed since then. There are things that we have to do but the state has provided no funds for it. When the state said that they were going to give us 11th month insurance, some school systems lost money. Now they say that they are giving us 12th month, but now the insurance increases. Title is a separate funding budget.

TN BEP Bluebook-Mr. Anderson gave a handout and explained pupil teacher ratio. He said that special ed has its own ratio. This is how the state funds. They say they fund at 70%. Wes Ballard asked if we have one art teacher for 525 students (like the BEP handout shows). Dr. Gilbert said that we have one per school, mainly because of scheduling. Mr. Anderson explained that BEP is a funding formula not a spending plan.

Mr. Campbell said assistant principals are funded from the state based on our total enrollment. Gary Anderson said that Mitchell Neilson is two schools but considered one, so we have two assistant principals. Nurses-BEP funds 1 to 3000 students. We have a nurse in every school. State's average teacher salary this year is \$44,000, two years ago our average teacher salary was \$49,000. Mr. Campbell asked if we are better than average on support personnel salaries. Mr. Anderson said that we are close on all of those positions.

Mr. Anderson gave the Board a handout from Chuck Cagle. He explained where the money comes from for education. We get a percentage of property tax and sales tax. We are right around 15%. Mr. Ballard asked if we split that with the county. Mr. Anderson said yes we do. There are three forms of schools in TN-county, city, and a special school district. They all get different kinds of monies. They get county and city funds. Franklin Special is the one district that is over funded because they determine their tax rate. They have \$4000 more per student than any school in TN. We have county and city taxes contributing to us.

BEP sends us information in July showing what funds they are going to give us. It's based on property values, business makeup, and how much the community can contribute to the school system.

Mr. Campbell stated the BEP requires us to have the positions but they fund us at \$11,000 less than the position. Mr. Anderson said that we have to watch enrollment daily at the beginning to make sure that we don't have too many teachers. We have 396 regular ed teachers, 252 K-3 teachers, and 144 4-6 teachers. We have 7872 regular ed students, 160 special ed students, and more CDC students.

Mr. Anderson also explained that the BEP bluebook says that it pays insurance for every teacher but it does not even fund us for enough teachers. The state requires us to have an RN to watch over the LPN's and we have two RN's.

Gary Anderson handed out the new state salary schedule. It showed what the state pays teachers for years 1-15. The State doesn't differentiate between the levels of graduate degrees. David Settles wanted clarification. A lot of systems moved toward differentiated pay. Mr. Anderson explained raises and steps in teacher's pay. The state stops at 15 years for steps and we go to 25. He then handed out the average salary for all counties in TN.

Mr. Anderson also handed out the enrollment report. David Settles asked when does the enrollment level off? Mr. Anderson said that it doesn't really ever level off. We budgeted for an increase of 300 students, but didn't hire teachers for that, so we are alright. Mr. Settles asked if we get money based on what is forecast for us or what we really have. Mr. Anderson said that it is based on what we actually have. The growth money doesn't come until the end of the year but we are serving those children right now. We receive two increments, one in January and one in July. Virtual schools get funds, but those kids are at home. They come to us so far behind. Mr. Anderson gave enrollment history dating back to 1988. We have grown 4289 students since 1988. Mr. Anderson also gave a report on how many of our students live in an apartment complex per school.

Gary Anderson handed out information on how much it costs to transport students from Discovery School in the afternoon (\$60,000). In the mornings, we pick up at different school sites and take those students to Discovery School; however in the afternoon, we deliver students of about 50 families to their homes. There was discussion from the Board and from attending principals about out-of-zone students at other schools and what transportation practices are. It was the consensus of the Board that additional discussions need to be held regarding transportation and choice/magnet schools.

IV. ENERGY EFFICIENCY

Gary Anderson discussed energy usage for MCS. He showed the group the live data. He also showed a comparison chart based on the school size and the energy savings per school. We are running 5.3% better than last year. Wes Ballard asked if we have plans to do make all schools energy efficient. Mr. Anderson said yes, but we don't have a target date as of yet. The Board was impressed with the live data and Nancy Rainier said that the credit needs to go to Gary Anderson for spearheading this.

V. LEGISLATIVE ISSUES

Dr. Gilbert went over instruction time for each grade. She gave the Board a handout with that information. Music, art, library, and PE are special areas and are 45 minutes a day (3.75 hours per week). Teachers use this time to do planning. They are required to have 2.5 hours a week for planning. We moved lunch to 35 minutes a day. Dr. Gilbert explained that there is a new physical activity law. We can count part of our PE in that. But that still leaves us 15 min that we have to add in. We have 420 minutes in a day. We are already out of time in 2nd grade. Legislators cannot continue to add time to the school day. We are not having time for science and social studies, but will be tested on those two areas. Mr. Joe Marlin said that students that have to go to intervention for special ed only have 30 minutes, and that's not enough time. The difference between unstructured physical activity and recess is that during recess, students do what they want, and in unstructured physical activity, students can do what they want, but it has to be physical activity.

Collier Smith asked if the time schedule for math at 75 minutes always been in place. Kristina Maddux said that it's not just sitting at a desk but very much active. The standards and tests have changed so we had to add time to math. Phil King asked what is enough? What is too much? Jenny Ortiz has never heard anyone say it's too much time. Dr. Gilbert said that it's hard when you are told how much time is needed. Ms. Maddux said that

teachers are asking for more time in reading and math. Phil King asked if we are still teaching cursive. Kristina Maddux said yes, in third grade. David Settles asked how teachers are integrating things in. Dr. Gilbert said that we have such good teachers that they do deep planning to know how to do that. Dr. Gilbert stated that she has a problem with the time being mandated.

VI. MASTER PLAN AND GROWTH

This will be discussed at a later time.

VII. INCREASING ACADEMIC SUCCESS

Dr. Gilbert said that Trudy Day did a report on increasing academic success. We will discuss this at a later time.

VIII. OTHER BUSINESS

SURVEY

Mr. Joe Marlin gave the Board a copy of a free student, parent, and teacher survey from the State. He mentioned that maybe we need to think about how we need to administer it. There is a time frame that we'd have to watch. Collier Smith said that she spoke with a friend, Terry Sterling, at Sterling Communications about a survey. She would be able to do a survey for about \$2000.00. She thought that was reasonable. We may discuss this again at the October 25th meeting.

MEETING WITH LEGISLATORS

Mr. Campbell mentioned that the Board will meet at Rutherford County Board of Education on December 5th or 12th with Legislators.

IX. ADJOURNMENT

Meeting adjourned at 8:17 p.m.

Director of Schools