

MINUTES

MURFREESBORO CITY SCHOOL BOARD

Tuesday, December 15, 2009

6:30 p.m.—Central Administration Building

ATTENDANCE

Board: Chair Mary Wade, Susan Andrews, Ray Butrum, Butch Campbell, Nancy Duggin, David Hopper, and Nancy Phillips. Absent: Council Liaison Ron Washington.

Staff: Interim Director Dr. Carolyn B. Tucker, Gary Anderson, Crystal Farris, Cheryl Harris, Michelle Hummel, Danielle Kaminsky, and Lee Wilkerson.

Others: City Staff Attorney Kelley Baker, *Daily News Journal* Reporter Chasity Gunn, principals, and others.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Mary Wade called the Murfreesboro City School Board meeting to order at approximately 6:35 p.m. Mr. Gary Anderson led the Board and audience in the Pledge of Allegiance followed by a moment of silence.

II. APPROVAL OF AGENDA

Chair Wade requested that approval of the agenda include placing the Chimerica report before the Race to the Top Grant report. Mr. Hopper moved to approve the agenda; Mr. Campbell seconded the motion. The motion carried by acclamation.

III. COMMUNICATIONS

- Dr. Tucker introduced newly selected Director of Schools: Dr. Linda A. Gilbert.
- Congratulations to Board Chair Mary Wade who will serve as an At-Large Member of TSBA's Board of Directors.
- Chamber of Commerce BEP Representative Lee Rennick and Nissan Representatives Susan Brennan and Stephanie Valdez-Streaty presented a \$50,000 check to Chair Wade and Dr. Tucker. Ms. Rennick provided a document to the Board detailing the BEP's financial support to MCS and programs provided by the BEP for children.
- Snow Report--Inclement Weather Communication; ESP has designated snow sites: Black Fox and Hobgood go to Bradley; The Discovery School, MNP, and MNE go to Northfield; CLA goes to Scales; John Pittard goes to Erma Siegel; and, Bellwood-Bowdoin Preschool stays open. Local City Cable 3, WGNS radio station, and major television stations (2, 4, 5, and 6) are called to announce a change in school hours. An AlertNow message will be sent out by central office to notify parents of school closings.

- Congratulations to Hobgood Elementary for recognition as a “National Title I Distinguished School.” Principal Sales and some of her staff will attend the National Title I Conference in January. The school will be awarded \$7,500 in conjunction with this honor. Each state nominates two schools for their success in closing the achievement gap. Mrs. Sales and staff attended the Board meeting relaying information about the award. Board members commended Ms. Sales and the teachers for the outstanding job they are doing.
- Kristy Mall, sixth grade teacher at The Discovery School, has been awarded a \$915 grant from the National Girls Collaborative Project to teach robotics to girls after school.
- Hobgood sixth-grade teacher Chick Knitter will participate in the NASA Explorer Schools Weather on Earth and Other Planets professional development activity at the National Science Teachers Association conference in Philadelphia in March of 2010 funded by NASA.
- MNP is proud to announce that Dr. Dedrick Messenger and Mr. Richard Alexander have been chosen as WGNS’s Good Neighbor of the Week for their work in establishing the Faculty basketball game that provided donated canned food for the Family Resource Center. Also, thanks to Principal Chad Fletcher and the staff at CLA for hosting the event.
- MCS has received a \$12,000 grant from The Second Harvest Food Bank for the “Backpack Program” which will provide food for over 100 students to take home for the weekends. The program has already begun.
- Outreach Coordinator Candy Clifford would like to thank Kohl’s Department Store for their \$1,000 donation to support the Santa Workshop and Holiday Give Away.

IV. CONSENT ITEMS (Tab 1)

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

- A. Minutes of the Special Called Board Meeting of November 17, 2009, Regularly Scheduled November 17, 2009 Board Meeting, Special Called Board Meeting of November 21, 2009, and Special Called Board Meeting of December 3, 2009

V. ACTION ITEMS

- A. Approval of Employment Contract with Newly Appointed Director of Schools, Dr. Linda A. Gilbert

Mrs. Baker asked that the Board review section by section the draft contract between the Board and Dr. Linda Gilbert. Dr. Gilbert had indicated she would like to begin on January 4, 2010.

Term of Contract: Mrs. Baker stated that by law the Board can offer up to a four-year contract. Dr. Andrews moved to offer Dr. Gilbert a one-year contract. Mrs. Phillips seconded the motion. After discussion, Dr. Andrews amended her motion that the Board enter into a 2.5-year contract, beginning January 4, 2010 and ending July 3, 2012. Mrs. Phillips as second agreed to the amendment. Mr. Hopper suggested that if at the end of the contract period, the system is meeting the state test requirements, he would be interested in paying a bonus to the Director of approximately \$15,000. Mr. Campbell, Mrs. Duggin, and Dr. Butrum suggested a longer contract, 3.5 years, with Dr. Butrum voicing a concern regarding the renewal of the contract falling in an election year regarding restrictions on a black-out period and the possibility of having four new board members. Mrs. Baker stated that the Board has an option to amend a contract at any time. On roll call, Andrews—yes; Butrum—no; Campbell—no; Duggin—no; Hopper—yes; Phillips—yes; Wade—yes. The motion carried.

After discussion, Dr. Butrum moved that the Board give the Director a 30-day notice if they wished to negotiate another contract; Mr. Hopper seconded the motion. In response to Mrs. Phillips, Mrs. Baker stated that the Board can amend the contract at any time except during the black-out time associated with a board election. On roll call: Butrum—yes; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Wade—yes. The motion carried.

1. **TERM OF CONTRACT**. The BOARD, in accordance with its action as found in the minutes of its meeting held on the 15th day of December, 2009, hereby employs, and the DIRECTOR hereby accepts, employment as the Director of Schools for the Murfreesboro City School System for a period commencing on January 4, 2010, and ending on July 3, 2012. The BOARD shall notify DIRECTOR on or before June 3, 2012 if it wishes to negotiate another employment contract with the DIRECTOR.

Duties: No recommended changes.

2. **DUTIES**. The DIRECTOR shall perform all duties and responsibilities incident to the office of Director of Schools, as set forth in the Board's Policies, the Director of Schools' Job Description and state statutes, as well as those mandated by applicable federal and local laws, and such other duties as from time to time may be prescribed by the BOARD. The DIRECTOR shall devote such time and energies as are necessary to perform these duties. The DIRECTOR shall follow all laws and Board policies applicable to the DIRECTOR's office and employment.

Compensation: Mrs. Baker explained that in the previous director's contract, the director would get not less than a \$2,500 salary increase in the years when licensed employees received a percentage increase on the local portion of their salary. Mr. Hopper suggested the director receive the same percentage; Mrs. Phillips suggested the director's salary not be tied to how negotiations went. Mrs. Duggin and Dr. Butrum asked that a possible increase be visited each budget year. Mrs. Duggin moved that the sentence "Also the DIRECTOR shall receive an annual salary increase of not less than _____ in each fiscal year during which the BOARD gives a percentage increase to licensed personnel on the local portion of their salary contingent on a favorable evaluation" be deleted, and

that language in the contract reflect that the Board will deal with an increase for the Director in each year's discussion of the budget. Dr. Butrum seconded the motion. On roll call: Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Butrum—yes; Wade—yes. The motion carried. Dr. Butrum moved that the base salary be increased by \$39 to reflect an even \$103,000. Dr. Andrews seconded the motion. The motion carried unanimously by acclamation. Mr. Hopper moved that after a two-year period of time, the Board offer a performance-based, one-time bonus of \$15,000 if the system is meeting the state test standards at that time. Mrs. Phillips seconded the motion. After discussion, on roll call: Butrum—no; Campbell—no; Duggin—no; Hopper—yes; Phillips—yes; Andrews—yes; Wade—no. The motion failed.

3. **COMPENSATION.** The BOARD shall pay the DIRECTOR an annual salary of \$103,000 through July 3, 2012. Said salary shall be paid by the BOARD in equal installments in accordance with the rules of the BOARD governing payments to other 12-month employees in the district. BOARD shall consider what if any salary increase shall be given to the DIRECTOR when considering the annual budget each fiscal year. The DIRECTOR shall also receive mileage reimbursement for work-related travel at the mileage rate utilized by Murfreesboro City Schools.

Deferred Compensation: No recommended changes.

4. **DEFERRED COMPENSATION.** The DIRECTOR may elect to defer amounts up to the maximum annual limit prescribed by the *Internal Revenue Code of 1986*, as amended, towards the purchase of a tax-sheltered annuity pursuant to Section 403(b) as amended. Such reduction shall annually be determined by the DIRECTOR, and would reduce the taxable compensation paid to the DIRECTOR as expressed in this contract.

Benefits: No recommended changes.

5. **BENEFITS.** The DIRECTOR shall be entitled to the same employee benefits as other twelve month, full-time employees. These shall include, but not be limited to, insurance (health, dental, life), paid leave days (vacation, sick, personnel/professional), and statutory benefits (workers' compensation). The Board shall provide the DIRECTOR with a laptop computer and cell phone for use in performing her duties as DIRECTOR.

Membership Dues: No recommended changes.

6. **MEMBERSHIP DUES.** The DIRECTOR, upon proper substantiation, will be reimbursed for all dues and membership fees for the Tennessee Organization for School Superintendents (TOSS).

Business Expenses: No recommended changes in the language of the contract, but a Board member can request from Mr. Anderson a report on expenses incurred by the Director.

7. **BUSINESS EXPENSES**. It is anticipated and agreed that the DIRECTOR shall be required to incur certain personal expenses for the official business of the Murfreesboro City School system. The BOARD shall reimburse the DIRECTOR for actual and necessary expenses incurred in attending professional conferences. The BOARD shall also reimburse the DIRECTOR on a monthly basis for any reasonable and proper business related expenses incurred by the DIRECTOR in the performance of the DIRECTOR's duties under this contract upon presentation of receipts.

Professional Liability:

Mrs. Baker noted that the City School System is part of the City's self-insured fund and that fund is what the system looks at to cover us if there are any lawsuits or liabilities. The clause covers the Director for any amount regardless of whether the City's self-insured fund will cover the full amount, which it sometimes does not. Mrs. Duggin stated that this is a concern as this does not cover special education issues, and she would like for this to be researched to determine if an additional policy can be acquired or if that could be included in the new budget. Mr. Hopper stated that this coverage is very expensive. Mrs. Baker stated that the two options are to go with the clause as it is written, or to limit the indemnification to the limit covered by the City's self-insured fund. In clarification, the purchase of an additional umbrella policy would be for coverage of all employees so it would be costly. Mr. Hopper stated that further research is needed.

8. **PROFESSIONAL LIABILITY**. To the extent permitted by law, the BOARD agrees that it shall defend, hold harmless, and indemnify the DIRECTOR from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR in the DIRECTOR's official capacity as an employee of the BOARD, provided the incident arose while the DIRECTOR was acting within the scope of the DIRECTOR's employment, and excluding criminal litigation and litigation regarding this employment contract. In no event will individual members of the BOARD be considered personally liable for defending or indemnifying the DIRECTOR.

Evaluation:

Dr. Butrum moved that the first evaluation of the Director be conducted in the spring of 2011 and look at TSBA to assist the Board in the evaluation at that time, and look at annual evaluations annually after that point. Mrs. Phillips seconded the motion. After discussion, on roll call: Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Butrum—yes; Wade—yes. The motion carried

9. **EVALUATION**. The Board shall conduct the first evaluation of the DIRECTOR in the Spring of 2011. Thereafter, the BOARD shall review the DIRECTOR'S performance at least annually through an evaluation and shall communicate the

substance of the review to the DIRECTOR. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals agreed upon by the BOARD and the DIRECTOR, administration of personnel, rapport with the School Board, staff and community and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the BOARD, or its designee, and given to the DIRECTOR. The parties may elect to meet and confer on the evaluation prior to the preparation of the written summary. Failure by the BOARD to complete an evaluation does not preclude the DIRECTOR's dismissal, or nonrenewal of this Contract.

Referrals: No recommended changes.

10. **REFERRALS TO DIRECTOR.** The BOARD, collectively or individually, shall promptly refer to the DIRECTOR all criticisms, complaints and suggestions called to their attention relative to the DIRECTOR or the school system for the Director's study and recommendation.

Loyalty: No recommended changes.

11. **LOYALTY.** The DIRECTOR shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Murfreesboro City School Board and the Murfreesboro City Schools. The DIRECTOR may, with prior approval of the Board, however undertake consulting work, speaking engagements, writing, teaching a college or university course, lecturing or other professional duties and obligations which do not interfere in a material and substantial manner with the discharge of the Director's duties and responsibilities hereunder. The BOARD agrees that the DIRECTOR may serve as an adjunct professor at MTSU pursuant to the stipulations set forth above. The determination of the BOARD as to whether such other work interferes with the discharge of the DIRECTOR's duties and responsibilities hereunder shall be conclusive.

Professional Activities: No recommended changes.

12. **PROFESSIONAL ACTIVITIES.** The DIRECTOR will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the BOARD, the costs of attendance will be paid by the BOARD.

Background Investigation: No recommended changes.

13. **BACKGROUND INVESTIGATION.** The BOARD is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal or drug offenses. If the required fingerprint-based criminal background investigation is not completed at the time this Contract is signed, and the subsequent investigation report reveals that there has been a prohibited conviction, this Contract and all other agreements the BOARD and the DIRECTOR (including, but not limited to, all other Director's Agreements) will immediately become null and void.

Tenure Rights: Mrs. Baker stated that Dr. Gilbert has asked that the Board waive the one-year probationary period as indicated below due to her previous employment in the system. She pointed out that in the state of Tennessee, tenure is granted as a teacher. The statute gives the person who attained tenure with the system during previous employment the right to request of the Director a waiver of the one-year probationary period if they become re-employed by the system. The Director would bring that request before the Board. Mrs. Wade moved that the Board waive the one-year probationary period for Dr. Gilbert; Mrs. Phillips seconded the motion. On roll call: Andrews—yes; Butrum—yes; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Wade—yes. The motion carried.

14. **TENURE RIGHTS.** Pursuant to T.C.A. §49-5-504(d), a teacher who has attained tenure status in a school system and later resigns from the system shall serve a one-year probationary period upon reemployment by the system, unless the probation period is waived by the board of education upon request of the director of schools. The BOARD hereby waives the one year probationary period set forth in T.C.A. §49-5-504(d). The DIRECTOR's right to tenure in the Murfreesboro City School system is hereby reinstated. The BOARD and the DIRECTOR agree that upon the termination of this contract the DIRECTOR may, provided that the contract was not terminated for cause, remain as an employee of the Murfreesboro City School system in a position suited to the DIRECTOR's skills and abilities at a salary at least equal to the average salary paid a principal in the Murfreesboro City School system.

Medical Evaluation: No recommended changes.

15. **MEDICAL EVALUATION.** Pursuant to T.C.A. 49-2-203(b)(2) and Board Policy PER 12, prior to January 4, 2010, the DIRECTOR shall present a certificate showing a satisfactory health record which shall consist of the results of a tuberculin test and a physician's statement indicating the individual is free of contagious and communicable diseases.

Miscellaneous: No recommended changes.

16. **MISCELLANEOUS.**
 - a. The BOARD is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the DIRECTOR receives, or a report reveals, a prohibited conviction, this Contract shall immediately become null and void.
 - b. This Contract has been executed in Tennessee, and shall be governed in accordance with the laws of the State of Tennessee in every respect. The venue of any cause of action shall be Rutherford County, Tennessee. If, during the term of this Contract, it is found that a specific clause of the Contract is illegal, the remainder of the Contract shall remain in force.
 - c. The BOARD's waiver of or failure to exercise any of its rights, or its failure to require the DIRECTOR to perform any duty, under this Contract

shall not be deemed a waiver of such right or duty in any future instance unless otherwise expressly so stated in writing by the BOARD.

- d. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- e. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument. It contains all the terms agreed upon by the parties with respect to its subject matter and supersedes all prior agreements, arrangements, and communications between them. No subsequent alteration, amendment, change or addition to this Contract shall be binding upon the parties unless reduced to writing, duly authorized and signed by each of them. The Contract shall not be construed for or against either party based upon its preparation by the BOARD.
- f. This Contract shall inure to the benefit of the parties, their successors, assigns, heirs, executors, and personal representatives, and shall be binding upon the BOARD, its successors and assigns.
- g. Both parties have had the opportunity to seek advice of counsel. The BOARD has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. The DIRECTOR has voluntarily decided to act without the advice of counsel, without threat or coercion.
- h. The BOARD retains the right to repeal, change or modify any policies or regulations it has adopted or may hereafter adopt, subject however to the restrictions contained in state statute and other applicable law.
- i. Any notice or communication permitted or required under this Contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at such addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

Contract Termination: No recommended changes.

17. **CONTRACT TERMINATION.** This Contract may be terminated by expiration; by mutual agreement of the parties; by retirement, disability or death of the DIRECTOR; by resignation, provided, however, the DIRECTOR is to give the BOARD at least ninety (90) days written notice of the proposed resignation; for failure to comply with the terms and conditions of the Contract or governing State or Federal laws; or, by termination by the BOARD for cause in accordance with the laws of the State of Tennessee. The DIRECTOR shall cooperate with the transition of the position to the DIRECTOR's successor.

Notice: No recommended changes.

18. **NOTICE.** Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

If to the BOARD, to: Board Chair
 Murfreesboro City School Board
 2552 South Church Street
 Murfreesboro, TN 37127

 xc: Kelley Blevins Baker
 Staff Attorney
 City of Murfreesboro
 P.O. Box 1044
 111 West Vine Street
 Murfreesboro, TN 37133-1044

If to the DIRECTOR, to: Director
 Murfreesboro City Schools
 2552 South Church Street
 Murfreesboro, TN 37127

Dr. Andrews moved to approve the contract as amended; Mr. Campbell seconded the motion. On roll call: Butrum—yes; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Wade—yes. The motion carried.

B. Approval of New Board Policy (Tab 2)

Mr. Hopper moved to approve new board policy BO 41—Registered Sex Offenders. Dr. Andrews seconded the motion. On roll call: Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Butrum—yes; Wade—yes. The motion carried. Mrs. Baker stated that if a parent violates this policy, law enforcement and that person’s probation officer would be contacted.

VI. REPORTS/INFORMATION

A. Race to the Top Report—Dr. Carolyn B. Tucker (Tab 3)

Dr. Tucker provided the Board a PowerPoint presentation detailing the Race to the Top grant (a copy is included in the official minutes notebook). She explained that there is a memorandum of agreement that must be signed by the school system’s director of schools, by the board chair, and by the local teacher’s union agreeing to fully participate in all parts of the grant application noted under Scope in order to qualify for RTTT funds. There are many components to the grant. This is a competition; ten states will be awarded funding through this grant. The system’s memorandum of understanding must

be signed by the appropriate individuals and be returned to the state by December 18. If a school district does not sign on, it will not be eligible for any funds beyond the basic formula. Tennessee's use of TVAAS and SAS puts them in good standing for the grant as do the rigorous standards adopted through the Tennessee Diploma Project.

The State Fiscal Stabilization Fund contains \$53.6 billion with \$4 billion being awarded to the Race to the Top grant. The plan commits the state to craft a plan that:

- ~commits the state to a rigorous set of expectations
- ~capitalizes on our strengths, addresses our challenges, and accelerates our ongoing work
- ~achieves the Tennessee Diploma Project vision
- ~focuses on our belief that great teachers and great leaders make the biggest difference in student performance
- ~builds capacity in school districts for accomplishing these goals
- ~asks for whatever amount of money it takes to accomplish this work: Half of our Race to the Top award will go to local school districts that fully commit to this new vision for Tennessee.

She pointed out that we must participate because President Obama has declared that status quo will no longer work. The four assurances that must be agreed to are:

- ~College and work ready standards and high-quality, valid, and reliable assessments;
- ~Pre-K to higher education data systems that meet the principles in the American COMPETES Act;
- ~Teacher effectiveness and equitable distribution of effective teachers;
- ~Intensive support and effective interventions for lowest-performing (high priority) schools.

The STEM Project will be a part of this. The point distribution is dictated. Tennessee's major selling points are: TVAAS, Tennessee Diploma Project, and Common Core Standards. Areas of commitment are in standards and assessment, data systems, great teachers and leaders, school turnaround.

Mr. Hopper asked if the system would have any financial obligations associated with this. Dr. Tucker stated that the details are not there, but the sure thing is if the system does not apply, they will not be eligible for any of the funding beyond the basic formula. Also, that this appears to mandate a restructuring of current funding. She has talked with Commissioner Webb and Assistant Commissioner Green. These are some things that will not be recurring under the current ARRA funding. The extended contract, family resource centers and Internet connectivity funding will not be available through the state, but if we receive this grant, that funding would be included there. If we do not join in the application process, we will eliminate our system from funding that would include these areas. Dr. Butrum stated that he is in support of the system participating.

Dr. Andrews moved that the Board sign on to the application process; Dr. Butrum seconded the motion. The motion carried by acclamation.

B. Report on “Chimerica” Program – Dr. Linda Clark and Mrs. Cindy Jones
(Tab 4)

Dr. Clark and Mrs. Jones presented a PowerPoint presentation in addition to the information provided behind Tab 4 regarding the Chimerica program (based on China’s Hanban program) that they wish the Board to approve for The Discovery School at Reeves-Rogers by which the school would host a teacher from China for at least a year. They noted that with the global economy, it is important to provide students with worldwide/international perspectives and opportunities as the Chinese language has been identified as a critical language. The initiative to host a teacher from China to provide instruction at The Discovery School involves a commitment from the Board/school system to provide some financial support (perhaps housing which has already been donated, a stipend, food, and transportation) and to help the teacher become comfortable and assist them to understand the unique and special aspects of Murfreesboro, learning about daily life. Other teachers at the school who have made the request will be included in this opportunity. Mrs. Jones will be the academic mentor, and parent Susan Lyons will be the cultural mentor.

Chinese and American teachers would develop activity-based educational activities and, outside the school, be proactive in including the teacher in events, games, dinners, etc. The program would be conducted in collaboration with MTSU and the local Chinese community. The Chinese teacher would provide:

- ~In-class instruction
- ~Special area assistance
- ~Whole-school instruction
- ~TV language programs
- ~Intensive, specialized language instruction
- ~After-school experiences
- ~Other MCS schools – presentations, etc.
- ~Collaboration with MTSU
- ~Collaboration with local Chinese community

The application deadline to apply for this opportunity is February 1. Dr. Clark explained that they are asking for approval to go to the next step which is to bring a teacher as a resident in the school as a host school for between one and three years. Dr. Tucker added that this is just for information at this point for the Board’s consideration, but they are not expected to make a decision tonight. Mrs. Jones explained that they should find out if the school has been selected by March/April, and with the extensive orientation procedures for the teacher from China, she would expect that person to arrive in the summer, 2010. Dr. Tucker added that Mr. Wilkerson would be involved to assure that policies and procedures regarding personnel are followed.

C. Reports Regarding Information Shared at TSBA Conference and Convention – Board Member Input

(Will be addressed at the January Board meeting.)

D. Discussion of Director's Transition

After discussion, Mrs. Duggin moved that Dr. Tucker remain for up to five days beginning January 4 to assist Dr. Gilbert; Mr. Hopper seconded the motion. In clarification, Mrs. Duggin stated that the days would not have to be consecutive. The motion carried by acclamation. Mrs. Wade stated that she is very appreciative of the role and leadership Dr. Tucker has provided during her term as interim.

Dr. Tucker thanked the Board, her leadership team, principals, teachers, and Mrs. Ridley for their receptiveness of her and support during this time.

E. Personnel Update (Tab 5)

1. Completion of Ninety Days:
Alicia Lewis Pre-K E.A. Bellwood-Bowdoin
2. New Teachers Hired for 2009-10

F. Monthly Revenue and Expenditure Report (Tab 6)

G. Discussion of Potential Retreat Dates

(Board members will be polled by Mrs. Ridley.)

H. Discussion of Board Self-Assessment

Mrs. Duggin asked that if anyone has not returned their self-assessment to TSBA to please do so. She also stated that she has talked with TSBA and they would be okay with someone else doing the roll-out of the data if the Board should choose to do so. There are individuals at MTSU who would be willing to do this.

VII. OTHER BUSINESS

Mrs. Baker stated that with the Board meetings being aired live, a video clip, shown at TSBA's conference and convention, that Mrs. Phillips had asked to be aired at this meeting will not be aired. Mrs. Phillips will email it to Board members for viewing.

VIII. ADJOURNMENT

There being no further business, Chair Wade adjourned the Murfreesboro City School Board meeting at approximately 9:50 p.m.

Director of Schools

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