

MINUTES

MURFREESBORO CITY BOARD OF EDUCATION

March 17, 2009

6:30 p.m.—Central Administration Building

ATTENDANCE

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

Staff: Director Marilyn Mathis, Gary Anderson, Cheryl Harris, Michelle Hummel, Danielle Kaminsky, Crystal Roshon, Priscilla Van Tries, and Lee Wilkerson.

Others: City Staff Attorney Kelley Baker, 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 6:30 p.m. Principal Greg Lyles led the Board and audience in the Pledge of Allegiance followed by a moment of silence.

II. APPROVAL OF AGENDA

Mr. Hopper moved for approval of the agenda; Mrs. Phillips seconded the motion. The motion carried.

III. COMMUNICATIONS

- MCS will provide bottled water and breakfast free to every child in the district on TCAP testing days (April 13-17).
- Hobgood students raised \$215.51 for Pennies for Peace and \$964.47 for Jump Rope for Heart. The school will receive an additional \$3,179 for the Fresh Fruit and Vegetable Program.
- Bradley received \$5,616.88 to support the fifth-grade trip to Memphis from Doug Hughes of TRX Alliance/A Tax Refund Express, LLC Company. Teachers raised \$3,301.08 for the trip.
- Mitchell-Neilson Primary received \$8,500 from State Farm's Good Neighbor Grant Program.
- The Community Foundation of Middle Tennessee made financial contributions to the following schools to support student attendance at the listed events: Hobgood—American Roots Music Education; John Pittard Elementary—Educational Touring Theater; Mitchell-Neilson Primary—Nashville Opera Association.

- Scales Elementary received grants of \$750 from Verizon Wireless and \$500 from State Farm.
- Cason Lane received \$900 from The Great Smokey Mountains Institute at Tremont for their sixth grade and a \$27,390 service-learning grant from the State Farm Youth Advisory Board.
- Daughters of the American Revolution first-place winners -- Discovery School: *Sixth Grade* Marilyn Kelley—Poetry; Nathan Seiger—State Short Story; Asfah Mohammed—Poster; *Fifth Grade* Sarah Addison Smith—State Stamp. Scales: *First Grade* Emma Bartch—Poster. John Pittard Elementary: *Sixth Grade* Berat Arik—Essay. First place winners will compete in Southeast Regional competition.
- Congratulations to Discovery School third grade teacher Teresa McCarthy who was recently named “Teacher of the Month” by radio station WKDF.
- Thanks to Board member Nancy Duggin who purchased bookmarks for all MCS students in support of Read to Succeed’s “Literacy Matters” campaign.
- First Budget Study Session: March 31, 6 p.m. With no information from the Governor or from the stimulus package, there may be a possibility that this meeting would be delayed until the April 8 date.
- Mrs. Mathis congratulated Cheryl Harris on the successful Foundation’s Celebration in Education held on March 13. Mrs. Harris will report on this event and the Foundation’s February Fashion Show at the April board meeting.

IV. CONSENT ITEMS (Tab 1)

Dr. Andrews moved to approve the consent agenda items. Mrs. Duggin seconded the motion.

Dr. Butrum: I have a question on one of the items. For the negotiation team, do they negotiate for the Board?

Dr. Andrews: Do we need to remove it from the consent agenda?

Mrs. Wade: Yes. Is there a motion to remove it and we’ll bring it down to discuss it as an action item?

Dr. Butrum: Is that where I would need to move it to just ask a question?

Mrs. Baker: It would need to be moved to the action items since it will require a vote, but we already have a motion and a second on the floor for the consent agenda so you can withdraw those.

Mrs. Wade: Can I get the motion withdrawn? Mrs. Baker, if the person making the motion has no desire to withdraw the motion and there has been a second, do we have to continue to vote and call the roll?

Mrs. Baker: You can vote on the motion that is on the table and then we would need to move with the initial motion on the table.

Mrs. Wade: Mrs. Ridley, call the roll.

Mr. Campbell: Under what procedure do we have to vote on this? I understand there is a motion for the consent agenda. But why do we have to have a motion to move what Dr. Butrum is asking to the action items?

Mrs. Baker: If a Board member wants to remove something from the consent agenda, then they make that request.

Dr. Butrum: I didn't want to remove it; I wanted to ask a question.

Dr. Andrews: The consent agenda is set up so there is no discussion; it's just yes or no. And if you want to remove something from it, there is an allowance to do that. That is what the consent agenda is.

Mr. Campbell: Is that board policy? We don't follow *Roberts Rules of Order* so we can do it the way we want to.

Mrs. Wade: Mrs. Baker, for clarification, there is a motion on the floor. They did not rescind the motion. We have to vote on the motion on the floor.

Dr. Andrews: I will go ahead and rescind it. I don't know because we have never had it happen before, do we need to vote to have something moved off the consent agenda or does it automatically go off of it if somebody wants it to?

Mrs. Baker: If someone wants to move an item off of the consent agenda, a Board member would just need to make that request so it could be removed and then be discussed. Because like you said, the consent agenda is for items that do not require discussion.

Dr. Andrews: So if he wants to move it, we move it and talk about it there.

Mrs. Wade: Do you want to move the item for discussion?

Dr. Butrum: Yes.

A. Minutes of the regularly scheduled board meeting of February 24, 2009

Dr. Andrews: I move that we approve the minutes of the regularly scheduled board meeting of February 24, 2009; Dr. Butrum seconded the motion.

On roll call: Butrum—yes; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Wade—yes. The motion carried.

V. ACTION ITEMS

A. Approval of Licensed Employees Recommended for Tenure (Tab 2)

Mrs. Mathis read aloud the names of 36 individuals listed behind Tab 2 recommending they be awarded tenure in the Murfreesboro City School System effective June 1, 2009.

Mrs. Mathis: Please note that I refer to these people as teachers. The law describes or defines as teachers: teachers, supervisors, principals, directors of schools, and all other certificated personnel. So you will note that there is a principal on this list and three central office members. They would by definition of law be considered as teachers because the law goes on and says administrative and supervisory personnel shall have tenure as teachers and not necessarily tenured in the specific type of position they may be employed. So I am recommending to you these 36 individuals to be awarded tenure as teachers in the Murfreesboro City Schools.

Mrs. Wade: Thank you, Mrs. Mathis. This is certainly a milestone in these teachers or personnel's lives. Can I get a motion?

Mrs. Phillips: So moved.

Dr. Andrews: Second.

Dr. Butrum: I would like to have the three names of the central office personnel removed from the tenure list for further discussion and that is not anything personal to them. I would like to discuss their positions.

Mrs. Baker: I would need that in the form of a motion.

Dr. Butrum: I wasn't aware that it needed to be a motion. I thought we just requested and then we had the discussion.

Mrs. Baker: The law requires that the Director makes a recommendation, and you vote on the recommendation. If part of the discussion is that you want to make a motion to remove certain people, then that is a separate motion. If you want to discuss certain people, then you would move to remove them and then have the discussion.

Dr. Butrum: Okay.

Mr. Campbell: But you don't want to remove by name, am I correct?

Mrs. Baker: Right. Well if a list of individuals to approve for tenure is presented, and if there are some of the individuals on the list that the Board does want to discuss before they vote on the recommendation, then they would need to make a motion.

Dr. Butrum: I thought you said we just needed to request. I don't think you said that we needed to make a motion.

Mrs. Baker: There has been a motion that the entire panel be approved. In order to change that request, you would need to make a motion to remove those individuals from the panel if don't want to vote on them with the panel. However, you can discuss the issue you want to discuss based on the entire panel as part of the motion pending.

Dr. Butrum: Okay.

Mr. Campbell: Let's do that, Mrs. Wade.

Mrs. Wade: I have no problem with the discussion, I just want to make sure that I caution you as Board members, let's keep it just what it is--discussion. There are certain personnel matters we cannot discuss. The names have been read, but can they single out names and have a discussion or can discussion be without names?

Mrs. Baker: It is my understanding that the discussion is relative to positions.

Dr. Butrum: We have three central office management positions that people are filling that are being recommended for tenure. My question was that when these people were hired, was it required that they have a certificate?

Mrs. Baker: Yes, it was. Their job descriptions required that they have a Tennessee teacher's license.

Dr. Butrum: Mrs. Mathis, you said that it was preferred.

Mrs. Mathis: No, I said I was not sure without looking up the one that you asked me about. You asked me about Mr. Wilkerson. I said I knew positively in the case of Danielle Kaminsky and Crystal Roshon, but I said I would have to look up Mr. Wilkerson's because I didn't recall whether we said it might have been preferred. But I will tell you that past history on that job, it has always been that it required a certificate. I did not want to answer you inaccurately. I did not look it up at the time, you did not ask me to; but I have since looked it up, and it did require a certificate.

Board Meeting Minutes

Page 6

March 17, 2009

Dr. Butrum: The question is though are the positions involved--I think we set ourselves up for having future directors come in, and those are positions that they could possibly bring with them or possibly want to fill. And again I apologize to Mrs. Roshon, Mrs. Kaminsky, and Mr. Wilkerson as it is nothing personal to them, but I think our system should not hire into management positions and then tenure those positions because they may not be certified and some of them are not certified in those positions at the central office. But if we set the precedent to tenure those people, then if those positions are dissolved or those people are moved, there may not be a position to move them to. So again this does not affect the three people's jobs, they would still have jobs of course, but I don't think the positions should be tenured positions at that level.

Dr. Andrews: I would like to make a few comments. The precedent has been set for many years so it is not a matter of setting a precedent; there is a precedent set. The tenure is not for the positions that they hold. Their tenure is that they will be assured of a job as a teacher or of a higher position in our system unless they go through the process to deny them tenure or take their tenure away. So if someone came in from another system or we got a new director of schools and they decide they did not want to have a certain person, such as the director of instruction or whatever, then what they would do is find another spot in the school system. And there is always another spot in the system open. There is always a teaching position that comes open and that person can be moved there. They may not choose to be moved to that position, but that is the way it has been set up. I think that it's not tremendous job security. It is not like you have tenure to be principal for the rest of your life or until you retire, but it does give them a little bit of job security and the respect that they deserve as certificated teachers, and I think they are due that. These are people who have worked hard to get to the positions they are in.

Dr. Butrum: I am talking about the positions not the people.

Dr. Andrews: If anyone is in the position of working in the central office, they have worked hard to get there. I don't care who it is. And it would not be good for us when we hire people to put them in a situation where they knew they couldn't get tenure. I don't think that would be a benefit, so I don't quite see where the problem lies if you can move a person to a different position and bring whomever you want in. I don't see where the problem lies.

Mrs. Phillips: Mrs. Mathis, is the tenure recommendation as it stands originally, do any of those positions, does it depart in any way from our practices over the last two decades?

Mrs. Mathis: I have been with the school system for twenty-five years, and I do know a little of the history prior to that and absolutely not. We have always had a license required for our director of instruction; we now call that person the coordinator of instruction. I know when Dr. Klaus was our personnel director, it was required that he have a license. He was followed by Laurie Crowder; it was required that she have a

license. She was followed by Phil Huddleston; it was required that he have a license as personnel director. So I know this certainly is our past precedent.

Dr. Butrum: I would like to again make this statement. We tenure people as teachers; even if they are hired as a principal, we tenure them as teachers. So when you have people at central office, I don't know how they were evaluated so I don't know how they were given their tenure recommendation or how they would be or who was on the tenure committee that helped decide this. But I think we set ourselves up for some awkward situations in the future if we tenure positions that have not been evaluated as teachers since tenure can only be granted for as a teacher. That is all I have to say.

Mrs. Wade: Thank you so much. Any other comments?

Mr. Hopper: We have some staff in the central office that are tenured people?

Mrs. Mathis: Yes, Mrs. Priscilla Van Tries is on the management team, and she is tenured.

Mr. Hopper: So, Mrs. Mathis, under this arrangement we would have some people that were being treated one way and others that would be treated differently.

Mrs. Mathis: That is correct.

Dr. Andrews: And I would assume that we have also had teachers in the past who worked their way up through the system who had tenure and then they have moved into the central office and they retained their tenure.

Mrs. Mathis: I am sure that has happened; I can't remember...

Dr. Andrews: Linda Gilbert.

Mrs. Mathis: Thank you for that reminder. Linda Gilbert was a music teacher in our schools before coming to central office.

Dr. Butrum: But they were evaluated as teachers before they were given tenure, right.

Mrs. Mathis: She would have received tenure already before she came to the central office. The principals are required to have a performance contract. They are not even under the same regulations as the teachers are, and that would hold true for the job description. The job description would delineate or set out how you would evaluate a person. They can't be evaluated as a teacher because they are not teaching.

Mrs. Wade: Thank you for giving me the opportunity for trying to catch your hands if you want to speak. It has been brought to my attention that it would be better for the

audience and the Board if I recognize you before you speak so it would stop some of the other conversations going on and know that you have the floor.

Mrs. Wade: Thank you, Dr. Butrum, for your questions and for those who had questions and some who had comments. The issue, and this is strictly my spin on it, we are asked to look at this and either recommend tenure for these folks or deny tenure for these folks. There is a policy and Mrs. Mathis read that policy. If there are any questions from the Board that we need to change policies, the procedure for that is that you bring it in for this meeting and you are going to read through it for a few meetings. We have a motion and a second. Mrs. Ridley, call the roll.

On roll call: Andrews—yes; Butrum—abstain; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Wade—yes. The motion carried.

Mrs. Mathis pointed out that on the same document behind Tab 2, she is recommending that the Board reinstate the tenure for three teachers that left the system. By law, unless you make an exception, they must serve a probationary period of one year. Three teachers have served their probationary year in the 2008-09 school year ending June 1, 2009; they will achieve tenure if you vote to reinstate their tenure. Mrs. Mathis read aloud the names of the three teachers she does recommend for tenure. Mr. Campbell moved to approve Mrs. Mathis' recommendation; 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.

Mrs. Phillips and others congratulated those granted tenure in MCS.

B. Approval to Revise FY'09 Budget by a Net Amount of \$700,000 to Reroof Black Fox Elementary (Estimated Cost: \$800,000 of which \$100,000 will be an Add Alternate Pending State Approval of an Energy Grant for Roofing Insulation) (Tab 3)

Mrs. Mathis asked the Board to approve a revision to the budget of \$700,000 to reroof Black Fox Elementary School. The estimated cost is \$800,000 with \$100,000 being an "add alternate," as the system has applied for a \$100,000 energy grant for roofing insulation, and approval of that grant is pending. Mrs. Mathis introduced Mr. Lyle Lynch of Johnson & Bailey Architects to explain the procedure and timeline as listed behind Tab 3.

Mr. Lynch explained that Black Fox was built in 1990 with a roof that had a 15-year life but is now nineteen years old and has begun to fail. The roof has a lightweight insulating concrete roof deck and that type of deck has to have an underlayment board on top of the concrete before a roof can be put on it. The process appropriate for this is to use 1 ½ inch insulation board. Staff had indicated funds might be available to do this, as it would be

Board Meeting Minutes

Page 9

March 17, 2009

increasing the energy efficiency of the building. Work would begin on May 29th. To avoid interruption of academic classroom instruction as students return to school, the last area of the roof to be done would be over the gymnasium. The roof has been patched by the system's maintenance department but has not been replaced. The roofing and edging was torn off on one edge of the gym some years ago by a tornado.

In response to Dr. Butrum's question about when we would hear from the state on the request for the \$100,000 grant, Mr. Anderson stated that he has not received any information, but actually the system has begun to put together another package because the state has reopened it asking for more requests. They have not given us any timeline. Dr. Butrum asked if the grant is not received, would the Board then have to come back and add the \$100,000 so should the Board wait to vote until the state responds?

Mrs. Mathis stated that she feels pretty confident about the grant, but if it were not received, the Board would have to vote to take an additional \$100,000 from reserves. However, she pointed out that the \$800,000 cost is an estimate and the bid could come in under or over the estimate. Dr. Andrews stated that based on the timeline, the Board would need to move ahead in order not to disrupt classes in the fall. Mrs. Mathis stated that if the Board preferred, they could move the full amount of \$800,000 from reserves because if it were not needed, it would not be spent.

In response to Mr. Campbell's question, Mr. Lyles explained that the system's new schools have single membrane EPDM roofs, which is what is on Black Fox now. Years ago, Northfield was reroofed with a modified bitumen roof. There has been debate on which would be less expensive, so they have bid both ways to determine which would be least expensive.

In response to Mrs. Duggin, Mrs. Mathis stated that moving the full amount from reserves should have no impact on whether the grant would be approved.

Mrs. Phillips inquired about a roofing type that would not be less conducive to mold. Mr. Lyles stated that neither of these options has exhibited a problem with mold.

Mr. Campbell asked about the reserve money. Mrs. Mathis referred to the sheet behind Tab 3 entitled "Analysis of General Purpose Fund Balance" pointing out the impact of moving the \$700,000, a reduction in reserves from \$4.9 million to \$4.2 million (or \$4.1 million if you move the entire \$800,000) by the end of the fiscal year. In response to Mr. Campbell's question about where the money is, she stated that this is just a bookkeeping entry until all monies are received by the end of the year.

Mrs. Duggin moved that the entire \$800,000 be moved from reserves to avoid any delay in moving ahead with the project so to avoid any disturbance to the classrooms in the fall; Dr. Andrews seconded the motion.

Mrs. Phillips stated that she does remember a problem with mold at Northfield Elementary. Mrs. Mathis explained that there was a problem in the building but not on the roof itself. Mr. Lyles stated that there was a concern and tests were conducted on the roof and some of the areas came up positive for water, so they have put some one-way vents and a ventilating base sheet as part of the roofing operation to address those issues (which is how it was addressed at Northfield).

On roll call: Phillips—yes; Andrews—yes; Butrum—yes; Campbell—yes; Duggin—yes; Hopper—yes; Wade—yes. The motion carried.

C. The Negotiations Team for 2009-10: Lee Wilkerson, Chief Negotiator and Gary Anderson, Team Member (Moved to action item from consent agenda by request of Dr. Butrum.)

Mrs. Mathis: It is my responsibility to make a recommendation on all action items including consent agenda items. I want to read your board policy (BO 15—Responsibility, Authority and Rights of the Negotiating Team) regarding the negotiations team that I am asking you to approve.

The Murfreesboro City Board of Education recognizes the major responsibility of its negotiating team. It is the policy of the Board to grant full authority to said team appointed by the Director of Schools to represent the Board in the negotiations process.

Mrs. Mathis: It is not a requirement that I bring to you the names of the folks that would represent you but I felt like you would want to have some part in this, so I have for the last couple of years brought you the names of those people who would represent you in the negotiations.

The team, composed of professionals and employees, has a most important role in that it represents the legal government structure of a school system as it relates to law, rules, regulations, and the democratic and representative traditions of our American democracy. In essence, the team is representing the Board. The Board assures immunity to the negotiating team from professional or personal reprisals from the Board as it discharges the responsibilities of this assignment.

I do recommend that you appoint Lee Wilkerson as our chief negotiator with Gary Anderson as team member. They have done a fabulous job representing you in the past.

Dr. Butrum: I can say that I have seen Mr. Wilkerson and Mr. Anderson in action and they do a fabulous job for us and I so appreciate them. My question was if in the representation of us as the Board, when is it appropriate for the Board to be given

Board Meeting Minutes

Page 11

March 17, 2009

information that they are to take back with answers? For example, there was an item discussed in negotiations two weeks ago. We received minutes of the negotiation session, but then they went back to the Board with a recommendation on that article but we weren't given any input. So if they are representing us, at what point are we given input on those individual items that they are talking about every week or every session?

Mrs. Wade: I think that I was under the impression that as negotiators for this Board, and it is only my own definition, that anything that was discussed, we had entrusted those on the committee to take care of it. We get minutes.

Mrs. Mathis: You do get minutes, and you don't approve the contract until it is brought to you as a total contract. And from time to time as you read those minutes, you will find that typically you receive a proposal from MEA and then we respond back at the next meeting. I have received input from various Board members, so nothing prohibits you from giving me a call.

Dr. Butrum: So we can give input.

Mrs. Mathis: You would give it to me.

Dr. Butrum: But the answers that Mr. Wilkerson takes back to the teachers are actually your answers or our answers?

Mrs. Mathis: They would reflect whatever we have studied and reviewed in the law. Right now we are doing the entire contract. When it comes to salary, I think you all know that I call all of you to find out and get input on salary when that time comes. In fact, I think we went to mediation a year or so ago and certainly know that you were allowed to give input. I'm not sure I know what your question is.

Dr. Butrum: Say tomorrow they talk about an item that we feel maybe they should compromise with the teachers on, do we let you know that and then your answer to Lee will reflect...

Mrs. Mathis: It could reflect a single person's if I find that it is a very strong answer. I would call and ask for input from all of the Board if there is a differentiation of opinion as to what our typical answer might be on something. If you would like to call me privately and talk about this, I would like to do that. Typically, we don't discuss negotiations in a public forum. That is something that we try to...

Dr. Butrum: Well, I am not discussing the details of the negotiations but the process itself. I just think that the teachers think we are giving these answers back to them when we are really not. So I just want to make sure that if we are being represented that we have input on every single issue that you answer to Mr. Wilkerson.

Board Meeting Minutes

Page 12

March 17, 2009

Mrs. Mathis: Well, I think you have given us the authority to respond to them, and I think that is certainly delineated in your board policy.

Dr. Butrum: Given the authority to the negotiating team or to you?

Mrs. Mathis: To the negotiating team as appointed by me.

Dr. Butrum: Okay, you appoint them, but I think we should have input on what they are going back with the teachers.

Mrs. Mathis: You are certainly welcome to call me, and I will certainly listen.

Mr. Hopper: I believe that is the negotiations and negotiations team is a management function. I can't imagine of any corporation in the United States where the Board of Directors gets involved in the labor negotiations. So I think the Board should be informed of what is going on and be aware of that but the details be left to the management.

Mrs. Phillips: That was what my understanding was, that we empowered our negotiating team to work in the best interests of all parties of the system. I know that when I have had a strong feeling about a particular issue, I have just always picked up the phone and shared my opinion with Mrs. Mathis. There is that vehicle to communicate.

Mr. Campbell: I appreciate Mrs. Mathis because I really didn't know how we gave our thoughts to the negotiations team. I don't have a problem with Lee or Gary, either one as far as that goes. They know what they are doing. At the sessions that I have attended, I have felt like they have done very well professionally. I would encourage as the Tennessee School Board would encourage board members to attend negotiating sessions. For years it has been felt like with MCS Board members that board members should not attend, but that is not what TSBA says as they have indicated on two different occasions and one on email. The only thing that I would like to ask Mrs. Mathis or Gary or Lee, I don't like to be blindsided from somebody--well guess what they did to us or guess what we didn't get. There is nothing worse than someone blaming you for something you know nothing about, and I think the communication that you are talking about will alleviate that. But when the gentlemen are negotiating for all of us, I think that the communication that you send out has been good, and I appreciate that, so at least we have a little bit of an idea about what is going on when we cannot attend.

Dr. Andrews: I appreciate that we have a difference of opinion on whether or not we should attend negotiations, and I did see that the TSBA says legally it is acceptable for board members to be there. There have been sessions that recommended that we let staff do that and that we not be at negotiations. I know there are different feelings on the Board. I think it has worked well in the past without us hovering, but I appreciate that

Board Meeting Minutes

Page 13

March 17, 2009

there is a difference of opinion on that. We will each do what we think is best. It has been the philosophy of this Board to not be involved, but there may be a movement the other way. In my opinion, I think the way it was done makes sense and has worked well. I do appreciate all of the teachers that work hard on the negotiations team for MEA and what our negotiators do, and I think in the long run we all want is what is best for children which is generally what is going to be best for our children, too.

Mrs. Duggin: Being new on the Board and attending the training by TSBA, in the original training I received that was part of what was discussed negotiations and attendance there. They did share that they felt it was important that on occasion Board members attend a session, one to show support for the Board's team and to share support of the teachers and the process that goes on making it very clear that if you do attend that you are not to speak, that you are not to let on that you are even there really. You should sit back out of the way and not be an interference. Being on both sides of the coin, as a teacher in this district, many times I attended negotiation sessions one just to show interest to the Board's team and to show my fellow teachers that I was interested in what was going on. So I have attended once as a Board member. I spoke to people as they came in the door just to let them know that I am interested. It has nothing to do with not having faith in our own team because the team was there and on time and ready to get started. But I think TSBA has changed their stance on this and checked, but they did say they encourage Board members to attend to show support.

Dr. Butrum: Well, I was just going to add that just in support of the teachers. Also I would like them to know our positions as Board members so if we could just send something to the teachers from central office saying that the Board will be involved this way. We are here to hear from them if they need to talk to us. I just think the teachers should know how involved we want to be and can be.

Mrs. Wade: Well, let me say this. I appreciate the Board's comments and getting to discuss this. I think every teacher in this system is aware of how we feel. I don't want anything to undermine the process. I appreciate the Board members going. Those who want to go should go, and those that can't, that is still good. But let's not undermine the process. Let's let the process work. If the teachers have any comments, I think there is something in place for you to make comments. Let's let it work the way it is intended to work. And we are here for them; they know that. I don't see sending a message out as a broadcast. I think they listen. I am surprised how many of them listen to our meetings. So let's let our negotiating team, after we take our vote on it, work. Those who are going can continue to go. I am impressed with the communications we have gotten. And remember if you have any suggestions for the negotiating team, please send that to Mrs. Mathis and carbon Gary or Lee. I think you will get your message over. But let's do our job as Board members.

Dr. Andrews: I move that the Board approve the negotiations team for 2009-10, Gary Anderson and Lee Wilkerson.

Mrs. Duggin: I second the motion.

On roll call: Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Butrum—yes; Wade—yes. The motion carried.

VI. REPORTS/INFORMATION

A. School Reports: Erma Siegel Elementary, Principal Barbara Tuckson Scales Elementary, Principal Catherine Stephens

Mary Scales thanked all for the honor of having Scales Elementary School named after she and her late husband, Tee-Niny Scales. She stated that her husband, who served on City Council and the Tennessee Higher Education Commission, held education as the key to a better world. His frequent quote was: *It's always about the children*. She emphasized that when you walk into Scales Elementary, you find happy children learning. Having been on the Murfreesboro City School Board for eight years, she pointed out that she understands what it takes to serve in that capacity.

Assistant Principal Don Bartch shared that in the beginning, three to four campuses came together in 2005 to attend Scales Elementary, providing a diverse student population, that has now come together as one. Principal Catherine Stephens introduced the students, parents, grandparents, etc., that appeared in a video of activities taking place in the school including: science kids program, chorus, parent volunteers, the student banking program, student council, Community Super Stars, parent involvement, Five Star Friends, Step Up and Serve program, student newscast, etc. She also stressed that at Scales: *It's always about the children*.

Mrs. Mathis thanked Mrs. Scales for her eight years as a school board member and also her service to the community as a City Council member.

Principal Barbara Tuckson stated that Erma Siegel is the home of the Soaring Eagles. Their goal is to inspire children to reach their maximum potentials. She thanked Micky Brooks and City Cable 3's John Patton, Mr. Rich and Mrs. Dodd, for their assistance in developing the video portraying the educational activities taking place everyday at Erma Siegel. Erma Siegel students Caroline Taylor and John Nedrow assumed the role of narrators of the video which highlighted the following programs: Family Fun Night, morning news, student council, character education, Parent University, Heritage Month, outdoor classroom, book parade, an after-school math program, the Science Club, and the exercise program including the use of "exercise balls" instead of traditional chairs.

B. Discussion of Tuition Change for Out-of-County Students – Ray Butrum

Mrs. Mathis stated that information regarding this item has been provided to the Board.

Dr. Butrum: Well, I actually brought up this item because a citizen of Murfreesboro was talking to me and found out that there was some out-of-county students attending our schools. I told him that they had always been attending our schools and that we charge tuition for that, \$900 per family. We used to charge tuition for out-of-city students who live in Rutherford County, \$200, but we dissolved that. We still charge the \$900, and I noticed in our board policy that it is the Board's responsibility to review that amount and adjust it if they felt it needed to be. I believe this has not been changed in how long Mrs. Mathis?

Mrs. Mathis: Not since I have been with the school system, which is about twenty-five years.

Dr. Butrum: So for twenty-five years we have been charging the same amount, and I know that we realize the cost of educating children has gone up in the last twenty-five years. I don't know if \$900 is too low, but I do think that we need to look at that. We need to look at private schools. I do think that with our policy to admit students to our system that we stand the chance of possibly letting a lot of students come in, and I think that would be a good idea if we let them come, but still if we are going to use the money of Murfreesboro citizens to educate children who don't live in our county much less our city, I think it would be an excellent opportunity to even get input from our stakeholders who pay taxes about what they think we should charge as many don't even know that out-of-county students do attend our schools. I know there are some systems that don't allow out-of-county students to attend their schools. So I think we need to look at the amount, maybe talk to some other people, some entities outside our school district, maybe even speak to our Council, Mr. Washington, as it does bring revenue into our system. Another thing I wanted to warn us about was when we have schools that offer special services like our Discovery School that is almost like a private school itself when you think about the services offered to those children. Theoretically, now we could have that entire kindergarten class from that school filled up with students from out of our county at very little cost to attend this wonderful school. So that was my position on that, and it was brought up to me by several citizens who inquired about that. I know after that happened, I started asking other citizens and only one out of ten knew that we allowed those students to come in. So it may be something we want to put on our website. If you will remember, we talked about putting questions out there. Maybe it should be should we increase tuition for out-of-county students. I think that would be a wonderful way to communicate and share with our stakeholders.

Mrs. Wade: Are there any questions or comments from other Board members?

Dr. Andrews: I don't have the information in front of me right now, but it is a very small issue. I don't see a rush for people to bring their children from out of the county. How many do we have Mrs. Mathis?

Mrs. Mathis: We have twenty-one out-of-county, and six of those are teachers' children.

Dr. Andrews: I think that the net financial impact on the district was...

Mrs. Mathis: Mr. Anderson's best estimate when he computed this is that we do, because of the extra twenty-one children, do get extra revenue from the state in the amount of \$85,072 plus the revenue we get from the tuition which is \$11,700. We did deduct from that some of the direct expenses such as materials since we are not hiring extra teachers, paying extra utilities, or additional overhead, extra principals, librarians, etc. So the net amount is that we actually gain from having these children \$93,411 per year, and we did not include the actual weighted full-time equivalent ADA amount which would make our percent of the taxes go up that might be another \$5,000. We wanted to keep this at a very conservative amount. We do actually gain by having these students in our schools, about \$93,000. I do want to address Dr. Butrum's reference to The Discovery School. We have not filled up the kindergarten. Two of the out-of-county children at the Discovery School are in kindergarten, one in first, and one in fourth grade. I have reviewed to make sure they have not knocked anyone out of attending The Discovery School. We actually have three spots left this year in kindergarten because we did not have enough students meet the criteria we have set to actually fill up all of those slots, the same for first grade and my understanding the same for fourth grade. I do not want anyone to believe that we would deny a city child if they met the criteria at The Discovery School a spot and fill it with a county child.

Dr. Andrews: I wanted to comment that these are good children and good families with good scores that bring a lot to our school system, and I think they are a benefit to our school system. I wouldn't want to do a lot to discourage them from coming. I would not want to see all of those children come here from Lebanon, but I don't think that is going to happen.

Mrs. Phillips: First, I want to clarify for our audience at home listening, what you are saying is that a conservative estimate of what these children bring into our system is about \$93,000.

Mrs. Mathis: That is correct.

Mrs. Phillips: The next thing is it's about the suggestion that we put it on the website. I never have a problem with getting input from our constituents. My only concern is if there is ever going to be an online question, that it be set up so that a person cannot go in and repeatedly vote, vote, vote because that will not give you a clear idea of public sentiment. It's what I call the American Idol syndrome where they just call, call, call.

Board Meeting Minutes

Page 17

March 17, 2009

My feeling is that right now the population is so low, fifteen if you don't count the children of teachers who live outside of our county, and if it's not broken why fix it. If we see busloads of kids being carted in from out of county, we can look at. But if you taken into consideration that after expenses they bring \$93,000 to our system, and they are only 15 out of our population of 6,902. I think that as a public relations issue, I would not want it to backfire by charging more money. I think the percentage is so low at this time.

Dr. Butrum: I don't believe the point is moot because a citizen brought this up to me. And whether a citizen chooses to go online and vote one time or a hundred times, that is their right. And I don't think we cannot share information just because someone on the Board might be afraid of having an answer come back that they don't like. In reference to what Mrs. Mathis said earlier, it is not the Discovery school policy I was questioning, it was the policy of the Board to increase the tuition if they so choose.

Mrs. Phillips: I do believe I do need to clarify for you, Dr. Butrum, that I am never opposed to the public having information and nor am I afraid of any kind of information being shared with our school system that is accurate and true.

Mr. Campbell: Several years ago we did not or we did charge people from outside the city? Then that was increased to \$900.

Mrs. Mathis: No, there are two groups of people. We did charge the "out-of-city" families \$200 tuition but did away with that. We did not do away with the "out-of-county" tuition of \$900 per family.

Mrs. Wade: Certainly I am appreciative of the comments and questions that arose from this discussion.

Mr. Hopper: I may be wrong, but as I recall, I'm not sure if it was with you Mrs. Mathis or not, but I had a meeting with the Mayor and City Manager and out-of-county tuition was raised slightly at that time. At that time, I think the thought was that we would estimate what an average homeowner would pay in real estate taxes, and that is how we arrived at the \$900. If these out-of-county parents lived in Murfreesboro, they would be paying property taxes of approximately \$900. So I think that the taxpayers need to be aware that we have fifteen students that are not teachers' children that are attending the city schools: two at Black Fox, one at Bradley, four at Cason Lane, two at Erma Siegel, three at Hobgood, one at MNP, one at Northfield, four at The Discovery School, and three at Scales (including teachers' children). As far as I know there are seats available without overcrowding or taking children's places there, and with services already being provided. If you have a vacant seat, you are not getting the revenue; and, if we have a space for them, the system realizes extra revenue. So with that explanation, the Mayor and City Manager were comfortable. I have been to city hall on many occasions asking for money for the school board, and I assure you that they take all of this very seriously,

and I assure you that you don't want to go to ask for money. But I feel comfortable with what we are doing, I want people to know and understand what we are doing, and I am glad that we can answer the questions for people who might be asking that. It's nice for them to know.

Dr. Butrum: I like Mr. Hopper's idea to find out what the average tax homeowner pays, on the average what would be their property tax, and see how close we are.

Mrs. Mathis: The portion that goes toward education. Is that what you want?

Dr. Butrum: No, I think Mr. Hopper said, was it the average city tax that the taxpayer pays?

Mrs. Mathis: No, the study had been what portion goes toward education.

Mr. Hopper: I would have to recall specifically, but I don't recall it more definitely than that.

Mr. Campbell: It shouldn't be difficult to find out answers to both questions. What the average homeowner pays in taxes and then the percentage of that that goes to education.

Mr. Hopper: Well, there are other ramifications since we also receive money from the state.

Dr. Andrews: In the interest so that parents will know what to expect for next year, I would like to move that we leave tuition where it is for out-of-county students.

Mr. Hopper: I think they need to know. I'll second that.

Dr. Butrum: So, why wouldn't we wait to get the answer to these questions that might cause us to increase the tuition or to decrease it?

Dr. Andrews: It was on the agenda.

Dr. Butrum: Yes, but it is not an action item.

Mrs. Baker: It is not listed under as an action item, but the Board at any time can make a motion to decide items.

Dr. Butrum: Okay, earlier I thought Dr. Andrews said something about the agenda and not being able to do something.

Dr. Andrews: The consent agenda.

Board Meeting Minutes

Page 19

March 17, 2009

Mrs. Wade: I think we as Board members have big hearts; we are very concerned with the economy and what is happening to parents in the situation we are in right now. I hope that is why Dr. Andrews is making the motion and why Dr. Butrum is looking into the matter. I don't want any parents and teachers in this system listening tonight to feel that we are trying to shove another burden on them. That is not what we are doing; it is a wholesome discussion. There is a motion on the floor.

Mr. Campbell: I would like for us to wait. If parents know by April, it won't make that much difference. But I think that before we put something in writing tonight, one more month isn't going to make any difference. It will only take one phone call to the city government and tax people to find out what the average property tax is and if education is getting 75%, then if it's \$1,000 you know \$750 is going to education.

Mrs. Wade: I know we don't wait until the last minute to send out information to the parents on when the tuition is due or whether they are planning to return to the school system. Have we sent out anything or have we done anything for the parents at the schools that are affected with the tuition?

Mrs. Mathis: Yes, we have. And as you know, I have shared some minutes with you reflecting comments that Dr. Clark made, as far as that school, she had all her plans in place and you had asked then, Mrs. Wade, that we wait until the 2009-2010 school year to make any decision on any tuition changes because of plans the parents might have made. And we have included in the packet sent to you the list of enrollment events, and basically, we have put newspaper ads in for schools that would accept out-of-city or out-of-county students. Any assignment made is based on space available. We have announced our \$900 tuition charge for out-of-county students.

Mrs. Duggin: I would just like to ask if Dr. Andrews would consider amending her motion to say for the 2009-2010 school year, and then it can be addressed again next school year if we feel like it needs to be.

Dr. Andrews: We could do that. I feel like a month is a long time for a parent who hasn't been worried up to this point and may be worried now. I also feel like this is a low percentage of our budget, and we have spent a lot of time discussing it. I don't think what we are going to hear from the city...that may have been the way the decision was made back then, but when it comes down to it, we decide is this fair and is this reasonable? Are we getting too many children or are we getting enough? I feel like we are at a comfortable spot with it so I would rather not have to go through this again every year. I would like to spend our time talking about what is helping our teachers in the classroom, what is making our schools work, and where can we come up with money to get the programs going that will help us be a success. So I guess I would like to see us get this resolved so we can move on to things that I see as things that are quite important. But I can accept that, I would rather not, but if that will help us move along I could.

Mrs. Phillips: How much does it cost to purchase a bus?

Mrs. Mathis: About \$80,000.

Mrs. Phillips: So when I see that \$93,000 I see that pays for a bus. Not that we would purchase a bus but what would that \$93,000 purchase for our kids.

Dr. Andrews: But I am thinking about the difference of what we might charge say if we charge \$1,000. That won't make a big difference to our budget, but it could to those families. Doubling tuition will make a huge difference to some families. Were you my second?

Mr. Hopper: I was. I don't care to change my second.

Dr. Andrews: I guess I will just leave it where it is then. That was not a bad idea.

Dr. Butrum: Then next year, if we decided to, we could raise or lower the tuition. If we set it tonight, it is not set forever. I think it is the Board's responsibility to review their policies every year and make that decision. I wanted to make that clear.

Mrs. Wade: Dr. Andrews, please restate your motion.

Dr. Andrews: I move that we leave out-of-county tuition at \$900 per family per year.

On roll call: Butrum—no; Campbell—yes; Duggin—yes; Hopper—yes; Phillips—yes; Andrews—yes; Wade—yes. The motion carried.

C. Personnel Update (Tab 4)

Mrs. Mathis shared the following information with the Board noting that those recommended for professional licensure will attain this at the end of the 2008-09 school year. Dr. Andrews congratulated those teachers.

1. Completion of Ninety Days: None to Report
2. Licensed Employees Recommended for Advancement to a Professional License at the End of the 2008-09 School Year

D. Monthly Revenue and Expenditure Report (Tab 5)

Mrs. Mathis reported that the system has completed 67% of the budget year. We still show we are slightly behind in revenue over expenditures. The city is slightly behind on its allocation; if we had received the \$400,000, we would be in the black. We are doing quite well, and thanks to Gary and everyone working with him to make sure we keep our expenditures in check.

E. Attendance Report (Tab 6)

The sixth-month attendance report reflects a K-6 enrollment of 6,902 students, an increase of ten over last month. The system does continue to grow. We also serve 368 pre-k children for a grand total of 7,270 students.

VII. OTHER BUSINESS

Mr. Campbell: I would like to request the Jamison Subdivision item on the agenda as an action item for next month.

Mrs. Wade: I am going to make a special meeting with Mr. Campbell to talk about it. We have finished with rezoning. We have rezoned two schools. This is not one of the two areas we rezoned. Mr. Campbell, I just don't know whether we want to get back into rezoning again. I think we are through with rezoning unless we build another school. If we get back into rezoning we are going to have to reopen this to every neighborhood we rezoned in the past three or four years. I can't speak for anybody but myself, but I can't imagine revisiting those neighborhoods again. I would like for you to think about it because I can't imagine what more we could say or do other than we are just not into rezoning.

Mr. Campbell: Are you telling me we are not going to put it on the agenda.

Mrs. Wade: Put it down and I will talk to Mr. Campbell about this.

Mrs. Wade: Any other items to bring up under other business?

Mrs. Duggin: I would like to request that we go ahead and start looking at dates for maybe a day and a half retreat, because even like the rezoning issue, I know for one I wish we could have had more discussion with the rezoning. That is not to say--I know that Mr. Anderson did a great job with rezoning, preparing the plats and showing us that. But I would like for us to go ahead and be looking at some dates for a retreat.

Mrs. Wade: Would you please.

Dr. Butrum: I would like to have a report on our homeless population. I know we have identified several children. I know many of you may have heard this week that the federal government has offered a stimulus package especially for homeless children. I would like to know if we have applied for McKinney-Vento act monies. Just a report. Maybe have Candy Clifford come in and report on how we are serving those children. I think our citizens would like to see how we are working with them.

Mrs. Wade: So basically, you are asking for a report from Mrs. Clifford?

Board Meeting Minutes
Page 22
March 17, 2009

Dr. Butrum: From Mrs. Clifford on our homeless children and maybe possibly from Mrs. Kaminsky on the McKinney-Vento money and the stimulus money that is for this year actually depending on how many students have been identified.

VIII. ADJOURNMENT

Mr. Campbell moved to adjourn; Mr. Hopper seconded the motion. Mrs. Wade adjourned the Murfreesboro City School Board meeting at approximately 8:30 p.m.

Director of Schools

MISSION STATEMENT

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