

MINUTES

Board of Education Regular Meeting

June 9, 2026 6:00 PM

MCS Administrative Offices

CALL TO ORDER Procedural Item Present: Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mrs. Jeanette Price, Mr. Jimmy Richardson III, Mr. David Settles (6:18 p.m.). In attendance: Dr. Trey Duke, Sheri Arnette, Daniel Owens, Angela Fairchild, Don Bartch, Ken Rocha, Maria Johnson, Sonya Cox, Tiffany Strevel, Jaci Saunders, and April Zavis Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett	Chair Amanda Moore
Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Tiffany Strevel, principal at Black Fox Elementary, Sonya Cox, principal at Cason Lane Elementary, and Board Member Jimmy Richardson III.	
Moment of Silence Procedural Item	
APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
PUBLIC COMMENT Procedural Item	Chair Amanda Moore
CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Ms. Barbara Long and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
Approval of 5-26-26 Board Minutes Consent Item	
Approval of Surplus Property Disposal Consent Item	
ACTION ITEMS Action Item	Chair Amanda Moore
Approval of 2026-2027 Board of Education Annual Agenda Action Item Motion to approve 2026-2027 Board of Education Annual Agenda. This motion, made by Mr. Butch Campbell and seconded by Mrs. Jeanette Price, passed. Yea: 6, Nay: 0, Absent: 1	Dr. Trey Duke
Approval of Contract-Learning Partners Pathways Agreement Action Item Motion to approve Contract-Learning Partners Pathways Agreement. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1	Dr. Trey Duke
Approval of Contract-Genesis Academy Action Item	Dr. Trey Duke

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Recorded by L. VanCleave

<p>Motion to approve Contract-Genesis Academy. This motion, made by Ms. Karen Dodd and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1</p>	
<p>Approval of Contract-Project Play Therapy Professional Services Agreement Renewal Action Item Motion to approve Contract-Project Play Therapy Professional Services Agreement Renewal. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 6, Nay: 0, Absent: 1 Board Member Barbara Long asked whether Project Play provides personnel within school buildings. Dr. Duke confirmed that Project Play places staff directly in schools. He explained that, unlike some other contracts that provide access to external facilities and services, Project Play offers on-site support for students. Dr. Duke stated that the district utilizes Project Play as an initial intervention and, when additional support is needed, may seek services through outside facilities. He also noted that Project Play has been beneficial in addressing challenges related to securing student placements in other settings.</p>	Dr. Trey Duke
<p>Approval of Contract-School Bus Tires and Services-Wilks Commercial Tire & Service Action Item Motion to approve Contract-School Bus Tires and Services-Wilks Commercial Tire & Service. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>Approval of Contract-US Foods Renewal Action Item Motion to approve Contract-US Foods Renewal. This motion, made by Ms. Barbara Long and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>Approval of Read to Succeed Lease Amendment and Extension Agreement Action Item Motion to approve Read to Succeed Lease Amendment and Extension Agreement. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1 Board Member Jimmy Richardson commented that the partnership represents another productive use of the 910 facility and expressed appreciation to the City Council for providing the opportunity. Board Vice Chair Butch Campbell asked whether the rental payments from Read to Succeed are made to the district or the city and inquired about ownership of the building. Assistant City Attorney Lauren Bush explained that all school buildings are owned by the city and that any modifications to the facilities require both city and Board approval. She noted that, while the Board of Education is a separate legal entity, the city maintains ownership of the properties and carries insurance coverage on the buildings. Ms. Bush further stated that the city has assigned the district the right to receive lease payments from Read to Succeed and that there have been no issues with that arrangement. Dr. Duke added that the revenue generated from the Read to Succeed lease is reflected in the district's budget.</p>	Dr. Trey Duke
<p>Approval of Budget Amendment-FY26 Nutrition Interfund Action Item Motion to approve Budget Amendment-FY26 Nutrition Interfund. This motion, made by Mrs. Jeanette Price and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>Approval of Budget Amendment- FY26 General Purpose Interfund Action Item Motion to approve Budget Amendment- FY26 General Purpose Interfund. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed.</p>	Dr. Trey Duke

Yea: 6, Nay: 0, Absent: 1	
Approval of Budget Amendment-FY26 ESP Interfund Action Item Motion to approve Budget Amendment-FY26 ESP Interfund. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 7, Nay: 0	Dr. Trey Duke
Approval of Budget Amendment-Federal Program Consolidated Administration Amendment Action Item Motion to approve Budget Amendment-Federal Program Consolidated Administration Amendment. This motion, made by Mr. David Settles and seconded by Mrs. Jeanette Price, passed. Yea: 7, Nay: 0	Dr. Trey Duke
Approval of Budget Amendment-FY26 IDEA Part B and IDEA PreK Action Item Motion to approve Budget Amendment-FY26 IDEA Part B and IDEA PreK. This motion, made by Mr. Butch Campbell and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0	Dr. Trey Duke
Approval of Budget Amendment-FY26 Federal Projects Fund 142-Title IA Revision Action Item Motion to approve Budget Amendment-FY26 Federal Projects Fund 142-Title IA Revision. This motion, made by Ms. Karen Dodd and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0	Dr. Trey Duke
Approval of Budget Amendment-21st Century Community Learning Grant Action Item Motion to approve Budget Amendment-21st Century Community Learning Grant. This motion, made by Mr. David Settles and seconded by Mrs. Jeanette Price, passed. Yea: 7, Nay: 0	Dr. Trey Duke
Approval of United Way Resource Center Use Agreement Action Item Motion to approve United Way Resource Center Use Agreement. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 7, Nay: 0 Assistant City Attorney Lauren Bush reported that the agreement will be presented to the City Council for consideration on June 18. Board Member Barbara Long asked whether the initiative is intended to serve the entire community. Dr. Duke explained that the program will be located on the Mitchell-Neilson campus but will be open to families throughout the community. He noted that the portable building has a separate access drive, allowing community members to utilize the facility independently of the school campus. Dr. Duke added that the district will also work to ensure that Mitchell-Neilson families are aware of and able to access the services provided. Board Vice Chair Butch Campbell asked whether the portable building contains two classrooms. Dr. Duke confirmed that it does and stated that Principal Bryson plans to allocate one classroom to United Way. The second classroom will be used by support personnel who serve the school on a temporary basis, including providers such as Centerstone counselors and STAR therapists.	Dr. Trey Duke
Approval of Board Policy 1.400 <i>School Board Meetings</i> on First Reading Action Item Motion to approve Board Policy 1.400 School Board Meetings on First Reading. This motion, made by Mr. Butch Campbell and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0 Prior to the discussion of Board Policy 1.400, School Board Meetings, Assistant City Attorney Lauren Bush informed the Board that seven policy revisions were included on the agenda. She	Ms. Lauren Bush

<p>noted that the Tennessee School Boards Association (TSBA) had not yet released updated model policies.</p> <p>Ms. Bush also provided a preview of two additional policy revisions that will be required as a result of recent legislative changes and are expected to be presented for Board consideration on June 23.</p> <p>Ms. Bush explained that one policy will require parental notification when a classroom evacuation occurs. The second policy will address third-party behavioral services.</p> <p>Regarding Policy 1.400, School Board Meetings, Ms. Bush explained that under the proposed revisions, the Board may utilize virtual meeting participation no more than three times per year.</p>	
<p>Approval of Board Policy 1.402, <i>Notification of Meetings</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 1.402, Notification of Meetings, on First Reading. This motion, made by Ms. Barbara Long and seconded by Mr. Butch Campbell, passed.</p> <p>Yea: 7, Nay: 0</p>	Ms. Lauren Bush
<p>Approval of Board Policy 1.403, <i>Agendas</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 1.403, Agendas, on First Reading. This motion, made by Mr. David Settles and seconded by Mr. Butch Campbell, passed.</p> <p>Yea: 7, Nay: 0</p>	Ms. Lauren Bush
<p>Approval of Board Policy 4.204, <i>Instructional Use of Digital Devices</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 4.204, Instructional Use of Digital Devices, on First Reading. This motion, made by Mr. Jimmy Richardson III and seconded by Mrs. Jeanette Price, passed.</p> <p>Yea: 7, Nay: 0</p> <p>Assistant City Attorney Lauren Bush informed the Board that she has begun developing an Administrative Directive (AD) to accompany this policy and plans to provide it to the Board for review prior to the June 23 meeting.</p> <p>Dr. Duke added that the administration is hopeful the AD will be ready for Board review before June 23; however, if additional work is needed to ensure the directive is fully developed, the policy will be brought back for second reading on July 28.</p> <p>Dr. Duke further noted that he anticipates this topic will be discussed extensively at the upcoming Summer Law Conference in July.</p>	Ms. Lauren Bush
<p>Approval of Board Policy 5.302, <i>Sick and Bereavement Leave</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 5.302, Sick and Bereavement Leave, on First Reading. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed.</p> <p>Yea: 7, Nay: 0</p> <p>Assistant City Attorney Lauren Bush reviewed the proposed revisions to Board Policy 5.302, Personal and Professional Leave. She explained that recent state legislation increases personal leave for certified employees from two to four days and adjusts sick leave allotments to eight, nine, or ten days depending on the length of the employee's contract. Ms. Bush noted that staff is also recommending extending these same leave provisions to classified employees.</p> <p>Ms. Bush further explained that the policy contained a provision granting employees one religious leave day that was not reflected in the red-lined version of the policy. She recommended removing that provision and stated that any motion to approve the policy should include that amendment. She explained that sick leave for school district employees is governed by state law and State Board rules and cannot be used for purposes outside those parameters. She suggested that requests related to religious observances be handled through Human Resources on a case-by-case basis.</p> <p>Board Member Jimmy Richardson made a motion to approve the policy as presented. The motion was seconded by Board Member Karen Dodd.</p>	Ms. Lauren Bush

<p>Following additional discussion regarding the religious leave provision, Ms. Bush explained that the Board adopted the religious leave language in 2022, prior to her appointment as Assistant City Attorney. She stated that school boards are not legally authorized to provide such leave through policy.</p> <p>Mr. Richardson amended his motion to approve the policy with the removal of the religious leave provision. Board Member Barbara Long seconded the amended motion.</p> <p>Board Member David Settles commented that the change in state law converts some sick leave days to personal leave days, allowing employees greater flexibility in how those days may be used.</p> <p>Board Chair Amanda Moore expressed concern that the proposed removal of the religious leave provision had not been clearly communicated as part of the policy revisions.</p> <p>Board Member Jeanette Price stated that the proposed changes align with state law and suggested that, if desired, the Board could consider a separate policy regarding leave for religious observances at a future meeting.</p> <p>Mr. Settles made a motion to call the question. The motion failed for lack of a second.</p> <p>Chair Moore noted that several Muslim employees had expressed concerns to her regarding time off for religious observances. She emphasized the importance of communicating that employees will receive two additional personal leave days each year under the revised policy.</p> <p>Ms. Bush added that state law requires these changes only for certified employees; however, the district's recommendation is to extend the same benefits to all employees. She stated that this distinction should also be included in communications to staff.</p>	
<p>Approval of Board Policy 5.303, <i>Personal and Professional Leave</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 5.303, <i>Personal and Professional Leave</i>, on First Reading. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed.</p> <p>Yea: 7, Nay: 0</p> <p>Assistant City Attorney Lauren Bush reviewed the proposed revisions to the policy.</p> <p>Dr. Duke added that, during discussions regarding the policy, Board Chair Amanda Moore expressed concern that employees with 26 or more years of service might feel they were losing a leave day as a result of the changes. After reviewing the data, Dr. Duke found that more than 60 employees would be affected. As a result, the policy was written to allow certified employees with 26 or more years of service to retain up to five earned personal days during the 2026-2027 school year. Beginning with the 2027-2028 school year and thereafter, those employees will earn four personal days annually, with any unused personal days converting to sick leave at the end of the year.</p> <p>Dr. Duke thanked Chair Moore for bringing the issue to staff's attention.</p>	Ms. Lauren Bush
<p>Approval of Board Policy 6.3041, <i>Title IX and Sexual Harassment</i>, on First Reading Action Item</p> <p>Motion to approve Board Policy 6.3041, <i>Title IX and Sexual Harassment</i>, on First Reading. This motion, made by Ms. Barbara Long and seconded by Mr. David Settles, passed.</p> <p>Yea: 7, Nay: 0</p>	Ms. Lauren Bush
<p>Approval of Board Attendance at Conventions and Other Educational Meetings per Board Policy 2.804 Action Item</p> <p>Motion to approve Board Attendance at Conventions and Other Educational Meetings per Board Policy 2.804. This motion, made by Ms. Karen Dodd and seconded by Ms. Barbara Long, passed.</p> <p>Yea: 7, Nay: 0</p>	Dr. Trey Duke
<p>REPORTS AND INFORMATION Information Item</p>	Chair Amanda Moore
<p>Feedback Discussion of Strategic Plan and Strategy Explanation by Each Supervisor Information Item</p>	Dr. Trey Duke

<p>Dr. Duke provided the Board with an overview of the district’s Strategic Plan strategies. He explained that each supervisor would present the actions and initiatives that would be used to accomplish the work associated with each goal area.</p> <p>The following staff members presented information related to their respective goals:</p> <ul style="list-style-type: none"> • Goal 1 - Sheri Arnette • Goal 2 - Ken Rocha • Goal 3 - Maria Johnson <p>During the discussion of Goal 3, Board Member David Settles referenced a report indicating that Tennessee ranks among the lowest states in teacher retention. Dr. Duke stated that he had seen the report but had not yet had the opportunity to review it in detail. He said he would research the information further and provide the Board with specific data in his Friday update. Dr. Duke added that one factor contributing to Murfreesboro City Schools' teacher retention efforts is the district’s competitive salary structure. He also noted that he would share additional information provided to him by City Manager Darren Gore.</p> <p>The remaining goals were presented as follows:</p> <ul style="list-style-type: none"> • Goal 4 - Don Bartch • Goal 5 - Presented by Dr. Duke in the absence of Lisa Trail <p>The Board engaged in discussion regarding artificial intelligence (AI) programs and the types of AI tools that may or may not be utilized within the district. Dr. Duke explained that additional guidance would be addressed in the administrative procedures accompanying Board Policy 4.204, Digital Devices, and that the topic would be discussed in greater depth during the Board’s August retreat.</p> <p>Dr. Duke stated that the next step in the process would be to bring the Strategic Plan back to the Board for final approval. He encouraged Board members to provide any additional feedback prior to that time.</p> <p>Board Chair Amanda Moore expressed her appreciation for the work that had gone into developing the Strategic Plan. She commented that the plan appeared thoughtful, innovative, and reflective of a fresh approach rather than a revision of the district’s previous plan.</p>	
<p>2026-2027 Tentative Employee Assignment List Information Item</p> <p>Dr. Maria Johnson presented the Tentative Employee Assignment List to the Board and invited questions from Board members.</p> <p>Board Member Barbara Long asked whether employees who are promoted within the district participate in an onboarding process that explains changes in salary, benefits, and risk management coverage associated with their new positions.</p> <p>Dr. Johnson responded that onboarding and training are provided for employees transitioning into new roles. She explained that newly appointed principals participate in a dedicated day of training, while employees promoted to other positions, such as academic coach, receive position-specific information from Human Resources. Dr. Johnson stated that Human Resources reviews salary, benefits, and other employment-related changes with each employee, and that this information is also outlined in the offer letter provided to and signed by the employee.</p>	<p>Ms. Maria Johnson</p>
<p>Annual Bullying Report Information Item</p> <p>Mr. Ken Rocha presented the 2025-2026 Bullying Report and provided an overview of the data for the Board's review.</p> <p>Following the presentation, Board member David Settles asked whether bullying data is tracked on a school-by-school basis. Mr. Rocha confirmed that his department monitors the information by individual school and reviews the data monthly; however, school-specific data is not included in the reports presented to the Board.</p>	<p>Mr. Ken Rocha</p>
<p>Director's Update Information Item</p>	<p>Dr. Trey Duke</p>

Dr. Duke provided the Board with two updates.

First, he informed the Board that a budget amendment presented at the May 26 meeting contained an error in the reported total amount. He clarified that all individual line items within the amendment were accurate; however, the total presented to the Board was overstated by approximately \$4,000. Dr. Duke noted that the same amendment had also been submitted to City Council for approval.

Dr. Duke also reminded the Board that its next meeting would be held on June 23 and that the Board would not meet again until July 28. He explained that the roof replacement project at Scales Elementary School is currently out for bid, with bids scheduled to be opened on June 23. Because the bids will be received after the agenda is finalized, he requested permission to present the bid award to City Council for approval before bringing it to the Board at its July 28 meeting so that work on the roof could begin without delay. Dr. Duke noted that this would be an unusual circumstance. Board Chair Amanda Moore stated that she did not see any issue with City Council approving the project first under these circumstances.

Dr. Duke then referenced information he had previously emailed to the Board regarding the possibility of selling advertising space on school buses, an item Board Member Karen Dodd had requested staff investigate. He explained that staff had only gathered preliminary information and had not conducted an in-depth review but could do so if the Board wished to pursue the matter further.

Dr. Duke shared that Lebanon Special School District currently sells advertising space on its buses, utilizing two advertising spaces per bus. He explained that a third-party company would manage the advertising program and associated costs, while the Board would retain approval authority over advertisers through Board policy. Under the proposed arrangement, the district would receive 55 percent of advertising revenue through monthly payments. Advertisements would be limited to general education buses and would not appear on special education buses. Based on 31 buses operating for 10 months, the district could potentially generate approximately \$23,000 annually if all advertising spaces were sold.

The Board discussed various considerations related to bus advertising, including concerns about political affiliations and the need to carefully define which organizations and businesses would be eligible to advertise.

Assistant City Attorney Lauren Bush stated that the Tennessee School Boards Association (TSBA) has a model policy addressing advertising on school buses and offered to provide it to the Board for review.

Board Member Barbara Long asked how any revenue generated would be used. Dr. Duke explained that Lisa Trail had suggested dedicating the funds to a specific purpose rather than allowing them to be absorbed into the district's general fund. Board Member Karen Dodd expressed support for that approach and noted that it could provide funding for initiatives that would not otherwise be included in the budget.

Board Chair Amanda Moore asked whether districts that participate in advertising programs typically sell all available advertising space. Dr. Duke stated that he would research that question and provide additional information to the Board.

Dr. Duke encouraged Board members to submit any questions they may have so that staff could gather answers and provide further information.

Chair Moore asked whether the Board needed to provide any direction regarding the advertising proposal. Dr. Duke responded that he would welcome any guidance from the Board regarding how they wish staff to proceed.

Board Member David Settles requested that Ms. Bush obtain the TSBA model policy for Board review, stating that reviewing the policy would help Board members better understand the implications of permitting advertising on school buses.

Board Member Jimmy Richardson asked whether religious organizations would be permitted to advertise. Ms. Bush responded that the TSBA model policy prohibits advertising by religious

<p>organizations. She added that she would provide the model policy as an attachment to Dr. Duke's Friday Board Update.</p> <p>Chair Moore expressed hesitation about implementing a bus advertising program, stating that the issue appeared to involve several gray areas.</p> <p>Dr. Duke stated that he would also research how many school districts currently permit advertising on school buses. He noted that he was aware that Maury County, Manchester City, and Lebanon Special School Districts currently participate in such programs.</p> <p>Dr. Duke summarized the next steps, which included providing the TSBA model policy, determining typical advertising participation rates, and gathering information regarding nearby districts that allow bus advertising.</p> <p>Board Member Karen Dodd stated that, if the district were to move forward with a program, she would favor limiting advertisements to local businesses.</p> <p>Board Member Jimmy Richardson expressed concern that permitting advertisements on school buses could create additional issues for the district.</p>	
<p>OTHER BUSINESS Information Item</p>	<p>Chair Amanda Moore</p>
<p>ADJOURNMENT Action Item Motion to adjourn. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0 The meeting adjourned at 8:01 p.m.</p>	<p>Chair Amanda Moore</p>