

Board of Education Regular Meeting

May 10, 2022 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Roseann Barton, Becky Goff, Amanda Moore, and Jimmy Richardson. Mr. Ballard and Vice Chair David Settles were absent.</p> <p>Staff: Dr. Trey Duke, Amy Jackson, Jennifer Whitlow, Heather Knox, Michelle Grande, Joe Marlin, Kim Williams, Kandy Powers, Ralph Ringstaff, Sheri Arnette, Angela Fairchild, Charlotte Young, Nicole Dyke, Marina Dupes, Sydney Fabbri, Ashley Mangold, Emily Spencer, Cindy Cliche , Marrie Lassiter, Mani Pasley, Emily Thomas, Lisa Trail, Demi Wehby, Mary Anderson, Jean Davis</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	<p>Chair Butch Campbell</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Elizabeth Thomas, a 2nd grade student, and Elise Thomas, a 4th grade student, sisters at Erma Siegel Elementary and Anneliese Lamb, a 4th grade student at Northfield Elementary.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item</p>	<p>Chair Butch Campbell</p>
<p>III. COMMUNICATIONS Information Item Mitchell Neilson Primary would like to thank our community partner, First Baptist Church on Castle Street, for their generous donation of travel coffee mugs to our staff.</p> <p>Mitchell-Neilson Schools would like to thank our community partner, Parks Realty, for providing lunch for our entire staff during Teacher Appreciation Week!</p> <p>Reeves-Rogers would like to thank:</p> <ol style="list-style-type: none">1. First Baptist on Castle St. for the "I'm a Story Changer" Tumblers for Teacher Appreciation Week. Also, we would like to thank them for providing snacks for our teachers during TCAP.2. Redstone Federal Credit Union for donating time and food for Teacher Appreciation. Also, we would like to thank them for providing behavior rewards for our RTI2B program.3. Middle TN Electric for providing food for Teacher Appreciation Week.4. St. Marks for donating snacks for teachers during TCAP. <p>Congratulations to Hobgood Elementary teacher Ashlee Barnes and Salem Elementary teacher Lori Chew, on receiving the Mentor Teacher of Excellence</p>	<p>Mrs. Lisa Trail</p>

<p>Award from MTSU.</p> <p>Congratulations to Overall Creek teacher Anita Spann, on being selected to be a part of the 2022 - 2023 Tennessee Educators of Color (TEC) Fellowship.</p> <p>Murfreesboro City has been awarded a \$4,600 Refuel grant to support its book bus program this summer through the Governor's Early Literacy Foundation.</p> <p>MTSU held the Special Olympics today. Students from seven of our schools participated. Congratulations to all of our students for a job well done!</p>	
<p>A. Spotlight on Education Project Optimal Procedural Item Mrs. Cindy Cliche presented a PowerPoint highlighting the Project Optimal program between MCS and MTSU.</p>	Mrs. Sheri Arnette
<p>B. Best of MCS-Ms. Marrie Lasater Procedural Item</p>	Dr. Trey Duke
<p>C. Special Recognition-Gifted Academy Graduates Procedural Item</p>	Dr. Trey Duke/Dr. Heather Knox
<p>IV. CONSENT ITEMS Consent Agenda</p>	Chair Butch Campbell
<p>A. Approval of 4-26-22 Board Minutes Consent Item</p>	
<p>B. Approval of School Fees Consent Item</p>	
<p>C. Minor Change to Board Policy Consent Item</p>	
<p>i. Approval of Board Policy 6.403 Student Communicable Diseases Consent Item</p>	
<p>D. Second Reading of Board Policies Consent Item</p>	
<p>i. Approval of Charter School Policies Board Policy 1.900 Charter School Authorizing Principles on Second Reading Board Policy 1.902 Charter School Agreements on Second Reading Board Policy 1.904 Charter School Intervention on Second Reading Board Policy 1.905 Charter School Renewal on Second Reading Board Policy 1.906 Charter School Revocation on Second Reading Consent Item</p>	
<p>ii. Approval of Board Policy 5.600 Staff Rights and Responsibilities on Second Reading Consent Item</p>	
<p>iii. Approval of Board Policy 6.202 Homeschools on Second Reading Consent Item</p>	
<p>iv. Approval of Repealing Board Policy 6.206 Transfers Within the System on Second Reading Consent Item</p>	
<p>v. Approval of Board Policy 6.304 Anti-Harassment, Intimidation, Bullying, and Cyber-bullying of a Student on Second Reading</p>	

Consent Item	
vi. Approval of Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support on Second Reading Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Board Policy 1.903 Charter School Oversight on Second Reading Action Item	Dr. Trey Duke
B. Approval of Board Policy 5.106 Application and Employment on First Reading Action Item	Dr. Trey Duke
C. Approval of Board Policy 6.205 Assignment of Students to Schools and Classes on Second Reading Action Item	Dr. Trey Duke
D. Approval of Board Policy 6.413 Prevention and Treatment of Sports-related Concussions on Second Reading Action Item	Dr. Trey Duke
E. Approval of ESP Grant Action Item Dr. Duke explained that this grant was awarded from the Department of Health and Human Services (HHS) in the amount of \$2,519,317.00. Amanda Moore was impressed with such a large grant. She asked if this was a one-time grant or could we apply for it again. Ms. Powers, Supervisor of ESP, was in the audience, and she responded that it was a one-time COVID-related grant.	Dr. Trey Duke
F. Approval of Letter to Charter School Applicants in Rutherford County Action Item Dr. Duke explained that these letters being presented for approval was a proactive way of alerting the schools and Commission of where we, as a district, stand, and that we will be the appropriate board to notify. Amanda Moore said that she feels that this is the right step to take and that, as a board, this is something that needs to be done. She added that the purpose of a charter school was to respond to the need of a community, and the fact that the board has to send a letter to the applicants tells her that this is not filling any kind of void that the community has and is just absurd.	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Butch Campbell
A. Director's Update Information Item Dr. Duke thanked our community sponsors for all of the wonderful things they did for our teachers during Teacher Appreciation Week. Dr. Duke gave the board an update on the Capital Improvement Plan items that were currently being completed in our schools. He said that they are adding sidewalks and ramps to Northfield and Discovery, water bottle filling stations have been installed at all schools, and later this month the ELC grant will provide funding to sealcoat and strip school parking lots, beginning with Mitchell Neilson.	Dr. Trey Duke

<p>Dr. Duke told the board that he would be presenting the budget to City Council on Thursday, at 4:00 p.m.</p> <p>Finally, Dr. Duke was proud to announce that Black Fox, Salem, and Hobgood received the honor to be recognized as STEM schools in the state of Tennessee. He congratulated the teachers and administrative staff that worked so hard to receive this great accomplishment. Dr. Duke added that eight of our thirteen schools are now STEM accredited. He told the board that we have the largest amount of schools accredited in the state. There are only 88 schools in the state that have this designation. He added that each of these three schools received a check in the amount of \$30,000.00, and the five existing schools will receive \$20,000.00.</p>	
<p>VII. OTHER BUSINESS Information Item</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item The meeting adjourned at 6:39 p.m.</p>	<p>Chair Butch Campbell</p>

MINUTES

Board of Education Regular Meeting

April 26, 2022 6:00 PM

City Hall Council Chambers

<p>I. CALL TO ORDER Procedural Item In attendance: Chair Butch Campbell, Vice Chair David Settles, Wes Ballard, Roseann Barton, Becky Goff, Amanda Moore, and Jimmy Richardson.</p> <p>Staff: Dr. Trey Duke, Sheri Arnette, Ralph Ringstaff, Lisa Trail, Greg Lyles, Kim Williams, DeeDee Potter, Joe Marlin, April Zavis, Beth Prater, Sandy Scheele, Tiffany Strevel, Tori Carr, Natalie Hardiman, and Sia Phillips</p> <p>Assistant City Attorney Elizabeth Taylor and City Liaison Bill Shacklett</p>	<p>Chair Butch Campbell</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Sofia Perez, a 4th grade student at Reeves Rogers Elementary and Marissa King, a 5th grade student at Salem Elementary.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Chair Butch Campbell</p>
<p>III. COMMUNICATIONS Information Item Mitchell-Neilson would like to thank the fine folks at First Baptist Church on Castle Street for continuously blessing us with snacks, school supplies, prayers, and other much needed and greatly appreciated items. They also provided donuts and juice to staff on the Monday before spring break! We are so proud to call them our Community Partners.</p> <p>Bradley Academy’s Math and Literacy Family Night will be held on Thursday, April 28 from 5-7 p.m. Bradley thanks their community partners for helping to make this night a success - First Baptist Church, World Outreach, University Barber Shop and Wilson Bank.</p> <p>Earth Day: Congratulations to the Earth Day Poster Contest Elementary division winners: 1st Place: Victoria Guevara, 1st grade, Bradley Academy 2nd Place: Adrian Lewis, 1st grade, Discovery School 3rd Place: Audrey Johnson, 4th grade, Discovery School Additional MCS Winners include: Most Unique Poster Material: Shaylyn Buzille, 4th grade, Scales Elementary Best Family Bonding: Lucy Jordan, 4th grade, Discovery School Most Creative: Madelyn Bassham, 4th grade, John Pittard Most Likely to Make You Smile: Kai Owusu, 1st grade, Discovery School And a huge shout out to the Scales Steel de Boro students for a fabulous performance at Earth Day.</p> <p>April is Volunteer Appreciation Month - MCS is better because of the numerous faith based,</p>	<p>Mrs. Lisa Trail</p>

<p>business, parents and community partners who share their time and resources with our students. Thank you to the many who volunteer.</p> <p>The City Schools Foundation has added three members to our Foundation Board. New board members include Essence Brisco, Kevin Pascoe and Jim Calder. Our Executive Board for the upcoming year will be: David Scott, Chair, Dr. Joe Faiz, Vice Chair, Justin Burriss, Treasurer and Stephanie Roach, Secretary.</p> <p>Congratulations to Sarah Gooding Bransford (Scales Elementary). She was recently inducted into the 10th Region Girls Basketball Hall of Fame as a member of the Class of 2021.</p> <p>Congratulations to Dee Dee Potter, an art teacher at Hobgood, who was chosen to serve on the Cheekwood Advisory Board.</p>	
A. Spotlight on Education-Art Students Procedural Item	Dr. Trey Duke
B. Best of MCS-Ms. Darlene Harris Procedural Item	Dr. Trey Duke
C. Recognition of Milken Educator Award-Mrs. Raeven Brooks Procedural Item	Dr. Trey Duke
IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda.. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)	Chair Butch Campbell
A. Approval of 3-22-22 Board Meeting Minutes and 4-12-22 and 4-19-22 Board Budget Discussion Minutes Consent Item	
B. Approval of School Fees Consent Item	
C. Minor Changes to Board Policies Consent Item	
i. Approval of Board Policy 6.311 Care of School Property Consent Item	
ii. Approval of Board Policy 6.405 Medicines Consent Item	
D. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 5.700 Interim Faculty Positions on Second Reading Consent Item	
ii. Approval of Board Policy 6.200 Attendance on Second Reading Consent Item	
iii. Approval of Board Policy 6.309 Zero-Tolerance Offenses on Second Reading Consent Item	
V. ACTION ITEMS Action Item	Chair Butch Campbell
A. Approval of Charter School Policies Action Item There was much discussion regarding these policies. Mr. Wes Ballard asked if these policies are endorsed by TSBA. Ms. Taylor said yes.	Dr. Trey Duke

<p>Ms. Barton said that several other systems around us that were being proactive, and she felt that we need to be ready and know what our standards are going to be.</p> <p>Becky Goff mentioned that she knew that we had to adopt these policies because it was state law, but she had several concerns. She was concerned with the terminology as far as who qualifies for charter schools. Also, Board Policy 1.903 states that the board would have one visit per year to the charter school. Mrs. Goff felt that it should be more than one visit per year. Ms. Taylor said that the policy could be adjusted.</p> <p>Chair Campbell asked if this would be a full board visit or just individual board members. Ms. Taylor said that they may allow individual board members, but the purpose of the visit would be to collect data and make sure that things align with what we expect.</p> <p>Chair Campbell asked if the charter school could deny students enrollment. Ms. Taylor said that the charter school should be open to all MCS students. Ms. Taylor explained that if the charter school was in Rutherford County, they are a separate LEA and would control that. If the student is dual zoned, they would possibly be able to attend a charter school within the county.</p> <p>Jimmy Richardson stated that by adopting these policies we will have a baseline of what we expect and can amend or change these policies at any time. He said that if we aren't proactive, then we will have to react when the charter schools arrive in our area.</p> <p>David Settles asked if we have a group formed that is developing what our standards would be. Ms. Taylor explained that we have several policies and best practices from the State that we could consult and she is in the process of developing an agreement.</p> <p>Dr. Duke said that he and his staff are having conversations regarding the steps that our district would take once we receive an application. He said that there is a lot of legwork that must be done first. He also added that a committee would be discussed and approved tonight.</p> <p>Motion to approve the list of Charter School Policies 1.900, 1.902, 1.903, 1.904, 1.905, and 1.906 as a group. This motion, made by Jimmy Richardson III and seconded by Ms. Roseann Barton, passed. (7-0)</p>	
<p>i. Approval of Board Policy 1.900 Charter School Authorizing Principles on First Reading Action Item</p>	<p>Dr. Trey Duke</p>
<p>ii. Approval of Board Policy 1.902 Charter School Agreements on First Reading Action Item</p>	<p>Dr. Trey Duke</p>
<p>iii. Approval of Board Policy 1.903 Charter School Oversight on First Reading Action Item</p>	<p>Dr. Trey Duke</p>
<p>iv. Approval of Board Policy 1.904 Charter School Intervention on First Reading Action Item</p>	<p>Dr. Trey Duke</p>
<p>v. Approval of Board Policy 1.905 Charter School Renewal on First Reading Action Item</p>	<p>Dr. Trey Duke</p>
<p>vi. Approval of Board Policy 1.906 Charter School Revocation on First Reading Action Item</p>	<p>Dr. Trey Duke</p>

<p>B. Approval of Board Policy 5.600 Staff Rights and Responsibilities on First Reading Action Item Motion to approve Board Policy 5.600 Staff Rights and Responsibilities on First Reading. This motion, made by Ms. Roseann Barton and seconded by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>C. Approval of Board Policy 6.202 Homeschools on First Reading Action Item Motion to approve Board Policy 6.202 Homeschools on First Reading. This motion, made by Ms. Roseann Barton and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>D. Approval of Board Policy 6.205 Assignment of Students to Schools and Classes on First Reading Action Item Amanda Moore asked that for the second reading of this policy if Ms. Taylor could clarify the part in line 1 of the policy regarding whether a child can always go to their zoned school. Ms. Taylor said that she would have a revised version of the policy clarifying that point at the next meeting. Motion to approve Board Policy 6.205 Assignment of Students to Schools and Classes on First Reading with suggested change. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed.(7-0)</p>	<p>Dr. Trey Duke</p>
<p>E. Approval of Repealing Board Policy 6.206 Transfers Within the System on First Reading Action Item Motion to repeal Board Policy 6.206 Transfers Within the System on First Reading. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>F. Approval of Board Policy 6.304 Anti-Harassment, Intimidation, Bullying, and Cyber-bullying of a Student on First Reading Action Item Motion to approve Board Policy 6.304 Anti-Harassment, Intimidation, Bullying, and Cyber-bullying of a Student on First Reading. This motion, made by Ms. Amanda Moore and seconded by Ms. Roseann Barton, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>G. Approval of Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support on First Reading Action Item Motion to approve Board Policy 6.3131 Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support on First Reading. This motion, made by Ms. Becky Goff and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>H. Approval of Board Policy 6.413 Prevention and Treatment of Sports-related Concussions on First Reading Action Item Amanda Moore asked for more clarification on the second reading of this policy to direct parents to a URL of where courses can be found. Ms. Taylor said that she would revise that portion of the policy for the second reading. Motion to approve Board Policy 6.413 Prevention and Treatment of Sports-related Concussions on First Reading with suggested change. This motion, made by Mr. David Settles, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>I. Approval of Charter School Review Team Action Item Dr. Duke discussed the members of the proposed charter school review team with the board.</p>	<p>Dr. Trey Duke</p>

<p>He said that this team would be reviewed each December with the board.</p> <p>Motion to approve the Charter School Review Team. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (7-0)</p>	
<p>J. Approval of Zone Waiver Appeal Committee Action Item Dr. Duke discussed the members of this committee with the board. Chair Campbell asked if this is the same number of members as in the past. He said that with the non-voting members being four, he wondered what would happen in the case of a tie. Dr. Duke said that he could add someone to the committee if that was the wishes of the board, but we would vote on the side of the family if there was a tie. Motion to approve the Zone Waiver Appeal Committee. This motion, made by Ms. Amanda Moore and seconded by Jimmy Richardson III, passed. (7-0)</p>	Dr. Trey Duke
<p>K. Approval of Summer School Grant Action Item Motion to approve Summer School Grant. This motion, made by Mr. David Settles and seconded by Ms. Roseann Barton, passed. (7-0)</p>	Dr. Trey Duke
<p>L. Approval of the 2022-2023 General Purpose Budget Action Item Dr. Duke explained that although this was the first time for the budget to be discussed on city tv, he wanted the public to understand that the board had worked 8 hours over two nights to study this budget in depth. Dr. Duke presented a PowerPoint explaining the budget to the public. Roseann Barton said that Dr. Duke and the staff did a fabulous job of explaining each section of the budget. She said that teachers and principals felt heard, and she appreciated all the hard work that was put into this budget. Motion to approve the 2022-2023 General Purpose Budget. This motion, made by Ms. Roseann Barton and seconded by Jimmy Richardson III, passed. (7-0)</p>	Dr. Trey Duke
<p>M. Approval of the 2022-2023 ESP Budget Action Item Motion to approve the 2022-2023 ESP Budget. This motion, made by Mr. Wesley Ballard and seconded by Jimmy Richardson III, passed. (7-0)</p>	Dr. Trey Duke
<p>N. Approval of the 2022-2023 Nutrition Budget Action Item Motion to approve the 2022-2023 Nutrition Budget. This motion, made by Ms. Becky Goff and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>O. Approval of the 2022-2023 Federal Consolidated Budget Action Item Motion to approve the 2022-2023 Federal Consolidated Budget. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	Dr. Trey Duke
<p>P. Approval of the 21st Century Grant Action Item Motion to approve the 21st Century Grant. This motion, made by Mr. David Settles and seconded by Ms. Amanda Moore, passed. (7-0)</p>	Dr. Trey Duke
<p>Q. Approval of FY23 School Debt Service Fund Action Item Motion to approve the 2022-2023 School Debt Service Fund. This motion, made by Ms. Roseann Barton and seconded by Mr. Wesley Ballard, passed. (7-0)</p>	Dr. Trey Duke
<p>R. Approval of Budget Amendments Action Item</p>	Dr. Trey Duke

<p>i. Approval of FY22 Federal Best for All Grant Amendment Action Item Motion to approve the FY22 Best for All Grant Amendment. This motion, made by Jimmy Richardson III and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>ii. Approval of FY22 Federal ARP IDEA B Amendment Action Item Motion to approve the FY22 Federal ARP IDEA B Amendment. This motion, made by Ms. Roseann Barton and seconded by Ms. Amanda Moore, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>iii. Approval of FY22 GPS Payroll Vacation Action Item Motion to approve the FY22 GPS Payroll Vacation Amendment. This motion, made by Mr. David Settles and seconded by Ms. Becky Goff, passed. (7-0)</p>	<p>Dr. Trey Duke</p>
<p>VI. REPORTS AND INFORMATION Information Item</p>	<p>Chair Butch Campbell</p>
<p>A. Capital Improvement Update Information Item Dr. Duke gave the board an update on the capital improvements that were planned for the district. He explained that the bleachers at Northfield and Black Fox would be first on the list to be done, with the flooring replacement at Mitchell Neilson Primary and Erma Siegel scheduled after that.</p> <p>He told the board that the district would be receiving 2 new school buses, which will be presented to city council on May 5.</p> <p>He explained that unfortunately the prices are coming in much higher than anticipated due to inflation and supply issues.</p> <p>Amanda Moore said that she was pleased to see the flooring being done at Erma Siegel. She has heard from several parents regarding old flooring. Dr. Duke said that floor replacements for other schools would be addressed over the next five years, but that these were the most critical.</p>	<p>Dr. Trey Duke</p>
<p>B. MCS Hall of Fame Information Item Lisa Trail explained a new program in the district that will launch next fall, the MCS Hall of Fame. She said that this program would recognize teachers and other staff that have had a major impact on Murfreesboro City Schools over the years. Mrs. Trail has met with several retired teachers to get things started. She said that there would be a committee with eligibility standards in place, and she is working on putting that committee together now. She informed the board that people would be nominated, and they would require two letters of recommendation. There would be twelve members in the Hall of Fame each year. There will be three categories: Legacy, Traditional, and Modern. She will work with local media to get this information out to the community. She will have a selection of inductees in August and recognize them in September.</p> <p>Chair Campbell thought this was a wonderful idea. Roseann Barton agreed.</p>	<p>Dr. Trey Duke</p>
<p>C. Revenue and Expenditure Report for March Information Item</p>	<p>Ms. Kim Williams</p>
<p>D. Personnel Report Information Item</p>	<p>Mr. Ralph Ringstaff</p>
<p>E. Enrollment (PTR) Report Information Item</p>	<p>Mr. Joe Marlin</p>
<p>F. Director's Update Information Item</p>	<p>Dr. Trey Duke</p>

<p>Dr. Duke thanked the board for all the hard work and hours that they put in to the budget process.</p> <p>He informed the board that TNReady testing is concluding this week. He said a special thank you to Chris George and Sheri Arnette's team for a smooth testing season.</p>	
<p>VII. OTHER BUSINESS Information Item</p>	<p>Chair Butch Campbell</p>
<p>VIII. ADJOURNMENT Action Item The meeting adjourned at 7:32 p.m. Motion to adjourn. This motion, made by Mr. Wesley Ballard and seconded by Mr. David Settles, passed.</p>	<p>Chair Butch Campbell</p>

Director of Schools

Murfreesboro City School Board

Monitoring: Review: Annually, in May	Descriptor Term: <h2 style="text-align: center;">Student Communicable Diseases</h2>	Descriptor Code: <h3 style="text-align: center;">6.403</h3>	Issued Date: Reviewed 05-26-20 05/28/19
		Rescinds: <h3 style="text-align: center;">STU 31</h3>	Issued: 06/01/12

- 1 No student shall be denied an education solely because of a communicable disease, and his/her educational
 2 program shall be restricted only to the extent necessary to minimize the risk of transmitting the disease.
- 3 Parents or guardians of infected students shall inform appropriate school officials of the infection so that proper
 4 precautions for the protection of other students, employees, and the infected student shall be taken.
- 5 No student with a communicable disease which may endanger the health of either himself/herself or other
 6 individuals shall enter or remain in the regular school setting.^{1,2} If a school principal has reason to believe a student
 7 has a communicable disease which may endanger the health of either himself/herself or other individuals in the regular
 school setting, the principal shall:
- 8 1. Assign the student to a setting which will protect other students, employees and the student himself; or
 - 9 2. Exclude the student from school until certification is obtained from a physician or the Rutherford County
 10 Health Department by either the parent or principal stating that the disease is no longer communicable.
- 11 If the principal has reason to believe that the student has a long-term communicable disease, the principal must
 12 require confirmation from a physician or the County Health Department as to the student's condition. If the student is
 13 confirmed to have a long-term communicable disease the principal shall refer the student for special
 education services.¹
- 14 The principal may request that further examinations be conducted by a physician or the Rutherford County Health
 15 Department and may request periodic re-examinations after the student has been readmitted to the school.²
- 16 The names of all students excluded from school under this policy shall be forwarded to the office of the director
 17 of schools.
 20

Legal References

1. ~~0520-01-13-.01TRR/MS-0520-01-03-.08(2)(e)~~
2. TCA 49-2-203(b)(2)

Cross References

- Special Education 4.202
 Special Programs 4.206

Murfreesboro City School Board

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Authorizing Principles	Descriptor Code: 1.900	Issued Date:
		Rescinds:	Issued:

1 The Murfreesboro City Board of Education shall ensure that only high-quality charter schools are
2 authorized to operate within the district and adhere to the State Board of Education’s quality charter
3 authorizing standards.¹ To accomplish this, the Board shall adopt the following authorizing principles
4 that require charter schools to maintain high standards, while upholding school autonomy and protecting
5 student and public interests.¹

6 MAINTAINING HIGH STANDARDS

7 Charter schools shall be held accountable for meeting the performance standards and targets set forth in
8 their charter agreement. The Board shall close any charter school that fails to meet the standards and
9 targets established in the charter agreement or set by state law.²

10 UPHOLDING SCHOOL AUTONOMY

11 Charter school governing boards shall be independent of the Board and have the authority to make
12 instructional programming, financial, personnel, school culture, and scheduling decisions.

13 The Board shall only impose requirements on charter schools in its portfolio when there is a legal basis
14 or compelling reason to do so.

15 PROTECTING STUDENT AND PUBLIC INTERESTS

16 The Board shall ensure clarity, consistency, and public transparency in authorizing policies, practices,
17 and decisions of any charter school. The Board shall hold charter school governing boards accountable
18 for being fiscally responsible and transparent.

19 Charter schools are part of the public education program and shall adhere to non-selective,
20 nondiscriminatory practices and ensure the fair treatment of all students. They shall provide appropriate
21 services to all enrolled students in accordance with state and federal laws.³ Charter school governing
22 boards shall ensure fiscal responsibility and transparency.

Legal References

1. TCA 49-13-108(f); State Board of Education Policy 6.111; TRR/MS 0520-14-01-.01
2. TCA 49-13-111, TCA 49-13-120, TCA 49-13-122
3. TCA 49-13-111

Murfreesboro City School Board

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Agreements	Descriptor Code: 1.902	Issued Date:
		Rescinds:	Issued:

Charter agreements shall articulate the rights and responsibilities of each party regarding school autonomy, funding, administration and oversight, outcomes, measures for evaluating success or failure, performance consequences, and other material terms. These agreements shall be separate from the application and contain terms and performance standards under which the school shall operate.¹

All charter agreements shall:¹

1. Clearly state the rights and responsibilities of the school and the authorizer;
2. State and respect the autonomies to which schools are entitled (e.g. programming, staffing, budgeting, and scheduling);
3. Define performance standards, criteria, and conditions for renewal, intervention, revocation, and non-renewal;
4. State when the authorizer fee will be collected;
5. Establish the consequences for meeting or not meeting standards;
6. State the statutory, regulatory, and procedural terms and conditions for the school's operation;
7. State reasonable pre-opening requirements or conditions for new schools to ensure that they meet all health, safety, and other legal requirements prior to opening;
8. State the responsibility and commitment of the school to adhere to essential public education obligations, including admitting and serving all eligible students so long as space is available, and not expelling or counseling out students except pursuant to a legal discipline policy approved by the Board; and
9. State the responsibilities of the school and the authorizer in the event of school closures.

Legal References

1. TCA 49-13-110; State Board of Education Policy 6.111

Murfreesboro City School Board

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Intervention	Descriptor Code: 1.904	Issued Date:
		Rescinds:	Issued:

1 General¹

2 The Board shall develop a clear plan for monitoring charter schools that shall be set forth in the charter
3 agreement. If the Board identifies a deficiency in charter school operations, the Director of
4 Schools/designee shall communicate the problem to the charter school. Any intervention shall be
5 proportionate to the identified problem and adhere to the provisions of the charter agreement.

6 **INTERVENTION¹**

7 The Director of Schools/designee shall give the charter school timely notice of any charter agreement
8 violations or performance deficiencies requiring intervention. Notices shall state the:

9 1. Deficiency;

10
11 2. Applicable regulatory, performance, or contractual provision(s) not achieved;

12
13 3. Expected remedy; and

14
15 4. Timeframe by which the Board expects the deficiency to be remedied or a corrective action
16 plan to be submitted.

17 The Director of Schools shall provide charter schools with reasonable time and opportunity to remedy
18 the deficiency or to submit a corrective action plan.

19 **REMEDIES¹**

20 Charter schools shall be responsible for notifying the Board:

21 1. When a deficiency has been remedied;

22
23 2. If the charter school requires an extension of time to remedy a deficiency; or

24
25 3. If the charter school requests a modification to its corrective action plan.

Legal References

1. State Board of Education Policy 6.111

Murfreesboro City School Board

Monitoring: Review: Annually, in September	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date:
		Rescinds:	Issued:

1 **CUMULATIVE PERFORMANCE REPORT**

2 Three (3) months prior to the date on which a charter school is required to submit a renewal
3 application, the Director of Schools/designee shall submit a performance report to the charter school.¹

4 **APPLICATION AND EVALUATION**

5 No later than April 1st of the year prior to the year in which the charter school agreement expires, the
6 governing body of a charter school shall submit a renewal application to the Board.¹

7 The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school
8 that submits a charter school renewal application.¹

9 The Board will make renewal decisions by February 1st in the year the charter school agreement
10 expires.

11 **RENEWAL CRITERIA**

12 The Board shall make its renewal decision based on the renewal application, annual progress reports,
13 and renewal performance report.

Legal References

1. TCA 49-13-120; State Board of Education Policy
6.111; TCA 49-13-121

Murfreesboro City School Board

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Revocation	Descriptor Code: 1.906	Issued Date:
		Rescinds:	Issued:

1 General

2 The Board shall revoke a charter school agreement if the charter school:¹

3 1. Failed to meet the minimum performance requirements set forth in the charter school
4 agreement;

5
6 2. Committed a material violation of any of the conditions, standards, or procedures set forth in
7 the charter school agreement;

8
9 3. Failed to meet generally accepted standards of fiscal management; or

10
11 4. Performed any of the acts that are conditions for non-approval of charter schools under state
12 law.

13 **NOTICE**

14 The Director of Schools/designee shall notify the charter school of the Board's intent to revoke the
15 charter school agreement in writing at least thirty (30) days prior to the revocation.²

16 Within ten (10) days of the Board voting to renew, not renew, or revoke a charter school agreement,
17 the Director of Schools/designee shall report the Board's decision to the Department of Education. The
18 Director of Schools/designee shall also provide a copy of the Board's resolution setting forth the
19 decision and the reasons for the decisions.³

20 **REVOCATION DUE TO PRIORITY STATUS**

21 The Board may revoke a charter school agreement if the charter school is identified as a priority school
22 under state law. Revocation shall take effect immediately following the close of the school year in
23 which the charter school is identified as a priority school.⁴

24 The Board shall revoke a charter school agreement if the charter school is identified as a priority
25 school for two consecutive cycles (beginning in 2017). Revocation shall occur immediately after the
26 close of the school year in which the charter school is identified as a priority school for the second
27 consecutive cycle.

28 **PROCEDURES FOR CLOSURE**

29 The Director of Schools shall develop administrative procedures regarding charter school closures
30 prior to the Board denying renewal or revoking a charter school agreement.⁵

Legal References

1. TCA 49-13-122(b); State Board of Education Policy 6.111
2. TCA 49-13-122(c)
3. TCA 49-13-122(e)
4. TCA 49-13-122(a); State Board of Education Policy 6.110
5. TCA 49-13-130

Murfreesboro City School Board

Monitoring: Review: Annually, in March	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 03/12/19 09/26/17
		Rescinds: PER 6	Issued: 04/01/12

Each employee serves as a representative of the school district. The district is judged by its employees. All employees should strive to maintain standards of ethical behavior which will not detract from the educational process.

Employees are expected to have the ability to abide by the following minimum standards of ethical behavior:

1. To maintain a two-way communication with pupils, parents, staff members, and community.
2. To solve problems which arise in a just and equitable manner.
3. To grow in skill and understanding in the job assigned.
4. To interpret the system's goals and operations to the public.
5. To refrain from any activities or dealings which would personally enhance the employee to the detriment of the system.
6. To abide by established procedures for airing complaints and grievances.

In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their actual duties.

Each staff member has the right to a work environment free from sexual, racial, ethnic and religious discrimination/harassment.¹:

~~1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.~~¹

Educators have the right to:²

1. Academic freedom within the confines of state law and board policy in order to create an atmosphere of freedom in the classroom.
2. Be treated with civility and respect as well as having his/her professional judgement and discretion respected;
3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;
4. Provide students with a safe environment;
5. Defend themselves and their students from physical violence or harm;³
6. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;⁴
7. Review all instructional material or curriculum before being utilized by students; and

8. Not be required to use his/her personal money to appropriately equip a classroom.

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the policies of the Board and the procedures designed to implement them.²
2. To adhere to the Teacher Code of Ethics, to the extent possible.⁵³
3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know.
4. Be courteous and helpful in interacting and responding to parents, visitors and members of the public.
5. Keep all records and prepare and submit promptly all reports that may be required by state law, state board regulations, board policy and administrative procedures.
6. Wear appropriate dress for work according to board guidelines and local school rules.

Legal References

1. 42 USCS § 2000e-2(a), (b); TCA 49-6-8002—8006, Title VII of the Civil Rights Act of 1964
2. TCA 49-5-~~20~~209
1. 3. TCA 49-6-4008; Public Acts of 2021, Chapter No. 77
- 49-5-1001—et.seq
4. 20 USCA § 1232g
5. TCA 49-5-1001 et seq.

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="text-align: center;">Home Schools</h2>	Descriptor Code: <h3 style="text-align: center;">6.202</h3>	Issued Date: <h3 style="text-align: center;">4/28/20 01/23/18; Reviewed 8/24/21</h3>
		Rescinds: <h3 style="text-align: center;">BO 52</h3>	Issued: <h3 style="text-align: center;">04/22/14</h3>

- 1 A "home school" is a school conducted or directed by a parent or parents or legal guardian or guardians
 2 for their own children. Home schools which teach K-12 where the parents are associated with an
 3 organization that conducts church-related schools (as defined by T.C.A. §49-50-801) are exempt from
 4 the following provisions, but must follow procedures issued by the State Department of Education.
- 5 A parent wishing to conduct a home school shall meet the following requirements:¹
- 6 1. Provide annual notice to the Director of Schools before the commencement of each school year of
 7 the intent to conduct a home school;
 - 8 2. Submit to the Director of Schools the name, number, age, grade level of children involved, location
 9 of the school, curriculum to be offered, proposed hours of instruction, qualifications of the
 10 parent/teacher;
 - 11 3. Maintain attendance records, subject to inspection of the local Director of Schools;
 - 12 4. Submit attendance records to the Director of Schools at the end of each school year;
 - 13 5. Provide instruction for at least four (4) hours per day for the same number of instructional days as
 14 are required by state law for public schools;²
 - 15 6. Possess a high school diploma, GED, or HiSET;³
 - 16 7. Cooperate in the administration to home school students of appropriate tests by the Commissioner
 17 of Education, his/her designee or by a professional testing service in grades five (5), seven (7), and
 18 nine (9);
 - 19 8. Take actions according to state law if home school student falls behind appropriate grade level;
 - 20 9. Submit proof to the Director of Schools that the home school student has been vaccinated as required
 21 by law;⁴
 - 22 10. Submit proof to the Director of Schools that other health services and examinations as required by
 23 law have been received by the home school student; and
 - 24 11. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject,
 25 employ a tutor having the same qualifications as required of parent/teacher.

26 If one or more of these requirements are not met, the Board authorizes the Director of Schools to take
 27 formal action to bring the child into compliance with the compulsory attendance law (until the child has
 28 reached age 17), either in the home school or in a public, private, or church-related school.

29

30 **FACILITIES USE**

31 It shall be the policy of this Board that public school facilities shall be available for home school
 32 instruction only when all of the following conditions exist:

- 33 1. Special needs courses are being taught which require services unavailable to the home school
 34 student;
- 35 2. These services cannot be provided through any means other than the public schools;
- 36 3. Requests for services are made known by the home school parent when notice is given to the
 37 Director of Schools of the intent to conduct a home school;
- 38 4. The Director of Schools investigates request and make recommendations to the Board;
- 39 5. No overcrowding, additional expenses, including providing transportation, or other special
 40 situations which interfere with the normal operation of the school system shall be incurred; and
- 41 6. Approval by the Board on a case-by-case basis.

RECORD ACCESS⁵

~~42—The Director of Schools, through the attendance supervisor, shall have the attendance records of the
 home school submitted annually each school year in order to provide assistance in implementing the
 Compulsory Attendance Law. However, the LEA may request to inspect attendance records at the end
 of each semester. The Director of Schools, through the attendance supervisor, shall have the
 attendance records of the
 43—home school inspected at least two (2) times each school year in order to provide assistance in
 44—implementing the Compulsory Attendance Law.~~

4542 **STUDENT PERFORMANCE⁶⁵**

4643 If a home school student falls more than one (1) year behind his/her appropriate grade level in his/her
4744 comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have
4845 taught the child at his/her grade level determines through appropriate means that the student is not
4946 learning disabled, the Director of Schools shall require the parents to enroll the child in a public,
5047 private or church-related school.

48

Legal References

1. TCA 49-6-3050
2. TCA 49-6-3004(a)
3. Public Acts of 2021, Chapter No. 493
4. TCA 49-6-5001
5. TCA 49-6-3050(b)(2)
- ~~56.~~ TCA 49-6-3050(b)(6)

Click here to choose a school board.

Monitoring: Review: Annually, in March	Descriptor Term: Transfers Within the System	Descriptor Code: 6.206	Issued Date:
		Rescinds:	Issued:

1 *General*¹

2 ~~Each year, the Director of Schools/designee shall review the number of spaces available in each school~~
3 ~~by grade, class, and program levels. This information shall be posted on the district's website along with~~
4 ~~the dates of the district's open enrollment period. The open enrollment period shall last for thirty (30)~~
5 ~~days and information about the number of seats available shall be posted for at least fourteen (14) days~~
6 ~~prior. The Director of Schools/designee shall reserve a reasonable number of enrollment spaces at each~~
7 ~~school to account for the enrollment of zoned students, siblings of students, and students who have a~~
8 ~~parent/guardian employed at the school.²~~

9 ~~During the district's open enrollment period each year, a parent/guardian may request that his/her child~~
10 ~~attend a school within the district other than the one to which the child is zoned. The Director of~~
11 ~~Schools/designee shall review such requests, and if adequate space is available, grant such transfers. If~~
12 ~~the number of requests exceeds the number of available spaces, the Director of Schools/designee shall~~
13 ~~implement a lottery to fill the available spaces.~~

14 ~~The open enrollment process shall be completed before other nonresident transfers are approved.~~

15 **POST ENROLLMENT**¹

16 ~~Once accepted, the student shall provide his/her own transportation to and from the school. The student~~
17 ~~must maintain satisfactory attendance, behavior, and effort to remain in the new school.~~

18 **CHANGE IN RESIDENCE**¹

19 ~~Students whose families transfer their residence to another school area after the first month of school~~
20 ~~may complete the school year at their former school. Students who present evidence that they will move~~
21 ~~during the school year and who desire to enroll in a new school in the new area may do so with prior~~
22 ~~written request for a change of school area.~~

23 ~~[NOTE: Not effective in the event of a federally mandated desegregation order.³]~~

Legal References

- 1. TCA 49-2-128
- 2. TCA 49-6-3113
- 3. 34 C.F.R. § 100.4

Cross-References

- Student Assignments—6.205
- Homeless Students 6.503
- Students in Foster Care 6.505

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Anti-Harassment, Intimidation, Bullying, Cyber-bullying, and Hazing of Students	Descriptor Code: 6.304	Issued Date: 4/28/20 5/22/18
		Rescinds: STU 53	Issued: 01/06; 04/06; 07/11; 06/16

1 Harassment, intimidation, bullying, cyber-bullying, and hazing, like other disruptive or violent
 2 behavior, is conduct that disrupts a student’s ability to learn and a school’s ability to educate its
 3 students in a safe environment. Students learn by example, and school administrators, faculty,
 4 staff and volunteers shall demonstrate appropriate behavior, treating others with civility and
 5 respect and refuse to tolerate harassment, intimidation, bullying, cyber-bullying, or hazing and
 6 encourage others to do so as well. Students shall be provided a safe and civil environment in
 7 which to learn and achieve high academic standards.¹ It shall be a violation of this policy for
 8 any student, school employee, volunteer, or any other person to harass, intimidate, bully, cyber-
 9 bully or haze a student.

10 This policy shall be disseminated annually to all school staff, students, and parents. This policy
 11 shall cover employees, employees' behaviors, students and students' behaviors while on school
 12 property, at any school-sponsored activity, on school-provided equipment or transportation, or at
 13 any official school bus stop.

14 Principals are responsible for insuring this policy is implemented and are responsible for
 15 educating and training the respective staff and students as to the definition and recognition of
 16 harassment, intimidation, bullying, cyber-bullying, and/or hazing.

17 DEFINITIONS

- 18 1. “Cyber-bullying” means bullying undertaken through the use of electronic devices;
- 19 2. “Electronic devices” include, but are not limited to, telephones, cellular phones or other
 20 wireless telecommunication devices, personal digital assistants (PDAs), computers,
 21 electronic mail, instant messaging, text messaging, and web sites;
- 22 3. “Harassment, intimidation, or bullying” means any act that substantially interferes with a
 23 student’s educational benefits, opportunities or performance; and:
 - 24 a. If the act takes place on school grounds, at any school sponsored activity, on
 25 school-provided equipment or transportation or at any official school bus stop, the act
 26 has the effect of:
 - 27 i. Physically harming a student or damaging a student’s property;
 - 28 ii. Knowingly placing a student or students in reasonable fear of physical harm to the
 29 student or damage to the student’s property;
 - 30 iii. Causing emotional distress to a student or students; or
 - 31 iv. Creating a hostile educational environment; or

- 32 i. The Conduct is aimed at defining a student in a sexual manner or the conduct is
33 impugning the character of a student based on allegations of sexual promiscuity;
34 or
35 b. If the act takes place off school property or outside of a school-sponsored activity, it is
36 directed specifically at a student or students and has the effect of creating a hostile
37 educational environment or otherwise creating a substantial disruption to the
38 education environment or learning process.
- 39 4. “Hazing” means an intentional or reckless act by a student or group of students that is
40 directed against any other student(s) that endangers the mental or physical health or
41 safety of the student(s) or that induces or coerces a student to endanger his/her mental or
42 physical health or safety. Coaches and other employees of the school district shall not
43 encourage, permit, condone, or tolerate hazing activities.

44 “Hazing” does not include customary athletic events or similar contests or competitions
45 and is limited to those actions taken and situations created in connection with initiation
46 into or affiliation with any organizations.

47 **EXPECTATIONS**

48 Murfreesboro City Schools students are expected to:

- 49 1. Demonstrate appropriate behavior.
50 2. Treat others with civility and respect.
51 3. Refuse to tolerate harassment, intimidation, bullying, or cyber-bullying and encourage
52 others to do so as well.

53 **FILING A COMPLAINT**

54 Alleged victims of harassment, intimidation, bullying, cyber-bullying, or hazing or their
55 parents/guardians shall report such incidents immediately to a teacher, school counselor or
56 school principal or any adult employed by the school system.² All school employees are
57 required to report alleged violations of this policy to the principal/designee. All other members
58 of the school community, including students, parents, volunteers, and visitors, are encouraged to
59 report any act that may be a violation of this policy.

60 Such reports may be made anonymously by the student by letting a teacher, principal, school
61 counselor or adult employed in the building know of the situation. However, nothing in this
62 policy shall be construed to permit formal disciplinary action solely on the basis of an
63 anonymous report. In addition, while reports may be made anonymously, an individual’s need
64 for confidentiality must be balanced with obligations to cooperate with police investigations or
65 legal proceedings, to provide due process to the accused, to conduct a thorough investigation or
66 to take necessary actions to resolve a complaint, and the identity of parties and witnesses may be
67 disclosed in appropriate circumstances to individuals with a need to know.

68 **INVESTIGATION**

69 The principal/designee at each school shall be responsible for investigating and resolving
70 complaints. The principal/designee is responsible for determining whether an alleged act
71 constitutes a violation of this policy, and such act shall be held to violate this policy when it
72 meets one of the following conditions:

- 73 • It places the student in reasonable fear or harm for the student’s person or property;

- 74 • It has a substantially detrimental effect on the student’s physical or mental health;
75 • It has the effect of substantially interfering with the student’s academic performance; or
76 • It has the effect of substantially interfering with the student’s ability to participate in or
77 benefit from the services, activities, or privileges provided by a school.

78 Once a complaint is received, the principal/designee shall initiate an investigation within forty-
79 eight (48) hours of receipt of the report.³ If the report is not initiated within forty-eight (48)
80 hours, the principal/designee shall provide the Director of Schools with appropriate
81 documentation detailing the reasons why the investigation was not initiated within the forty-eight
82 (48) hours timeframe.⁴

83 The principal/designee shall notify the parent/legal guardian when a student is involved in an act
84 of harassment, intimidation, bullying, cyber-bullying, or hazing. The principal/ designee shall
85 provide information on district counseling and support services. Students involved in an act of
86 harassment, intimidation, bullying, cyber-bullying, or hazing shall be referred to the appropriate
87 school counselor by the principal/designee when deemed necessary.⁵

88 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough,
89 and complete investigation of each alleged incident. All investigations shall be completed and
90 appropriate intervention taken within twenty (20) calendar days from the receipt of the initial
91 report.⁶ If the investigation is not complete or intervention has not taken place within twenty
92 (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate
93 documentation detailing the reasons why the investigation has not been completed or the
94 appropriate intervention has not taken place.⁷ Within the parameters of the federal Family
95 Educational Rights and Privacy Act (FERPA) at 20 U.S.C. § 1232g, a written report on the
96 investigation will be given to the parents of the complainant, parents of the accused student, and
97 to the Director of Schools.

98 The investigation should include:

- 99 • Interview of the alleged offender
100 • Interview of the complainant and/or victim if different person
101 • Interview of possible witnesses

102 **RETALIATION AND REPORTING**

103 Reprisal or retaliation against any person who reports any act of harassment, intimidation,
104 bullying, or cyber-bullying is strictly prohibited under this policy. Anyone who engages in such
105 reprisals or relation or refuses to cooperate or gives false information during the course of an
106 investigation may be subject to disciplinary action. The willful filing of a false report will itself
107 be considered harassment and will be treated as such. A school employee, student, or volunteer
108 shall not engage in reprisal or retaliation against a victim of, witness to, or person with reliable
109 information about an act of harassment, intimidation, bullying, cyber-bullying, or hazing. A
110 school employee, student, or volunteer who witnesses or has reliable information that a student
111 has been subjected to an act of harassment, intimidation, bullying, cyber-bullying, or hazing is
112 encouraged to report the act to the principal of the school. Pursuant to T.C.A. §49-6-4505(c), a
113 school employee who promptly reports an act of harassment, intimidation, bullying, cyber-
114 bullying, or hazing to the principal in compliance with this policy is immune from a cause of
115 action for damages arising from any failure to remedy the reported act.

116 A school employee, student or volunteer who witnesses or possesses reliable information that a
117 student has transmitted by an electronic device any communication containing a credible threat
118 to cause bodily injury or death to another student or school employee, as prohibited by T.C.A.
119 §49-6-4216, shall report such information to the principal. Such school official shall make a
120 determination regarding the administration of the report.⁸

121 False accusations accusing another person of having committed an act prohibited under this
122 policy are prohibited. The consequences and appropriate remedial action for a person found to
123 have falsely accused another may range from positive behavioral interventions up to and
124 including suspension and expulsion.

125 **RESPONSE AND PREVENTION**

126 School administrators shall consider the nature and circumstances of the incident, the age of the
127 violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as
128 appropriate to properly respond to each situation.

129 A substantiated charge against an employee may result in disciplinary action up to and including
130 termination. A substantiated charge against a student may result in corrective or disciplinary
131 action up to and including suspension.

132 A student who commits an act of harassment, intimidation, bullying, or cyber-bullying shall be
133 subject to the appropriate consequences and remedial actions as listed in Board Policy 6.313
134 “Discipline Procedures.” The level of remedial action as identified in Board Policy 6.313
135 “Discipline Procedures” will depend on the severity of the act, the age of the offender, the facts
136 of the particular situation, and prior violation of this policy.

137 An employee who commits an act of harassment, intimidation, bullying or cyber-bullying shall
138 be subject to appropriate consequences and remedial actions.

139 **APPEAL**

140 A student disciplined for violation of this policy may appeal the decision as set forth in
141 accordance with Board Policy 6.313 “Discipline Procedures.” An employee disciplined for
142 violation of this policy may appeal the decision by contacting the Human Resource Department
143 for Murfreesboro City Schools in accordance with MCS employee discipline policies.

144 **REPORTS**

145 This policy shall be published in the parent/student handbook distributed annually to every
146 student.

~~147 When a complaint is filed alleging a violation of this policy where there is physical harm or the
148 threat of physical harm to a student or a student's property, the principal/designee of each middle
149 school, junior high school, or high school shall report the findings and any disciplinary actions
150 taken to the director of schools and the chair of the board of education.~~

~~151~~147 By June 1 of each year, the Director of Schools/designee shall prepare a report of all of the
~~152~~148 bullying cases brought to the attention of school officials during the prior academic year. The
~~153~~149 report shall also indicate how the cases were resolved and/or the reasons they are still pending.

~~154~~150 This report shall be presented to the board of education at its regular June meeting, and it shall be ~~155~~151 submitted to the state department of education by August 1.⁹

~~156~~152 The Director of Schools shall develop forms and procedures to ensure compliance with the ~~157~~153 requirements of this policy and TCA 49-6-4503.

Legal References:

¹ T.C.A. §§ 49-6-4501 through 49-6-4506

² 20 USCS §§ 1681 to 1686

³ 2016 Tenn. Pub. Acts 783

⁴ 2016 Tenn. Pub. Acts 783

⁵ TCA 49-6-4503; 2016 Tenn. Pub. Acts 783

⁶ 2016 Tenn. Pub. Acts 783

⁷ 2016 Tenn. Pub. Acts 783

⁸ T.C.A. §49-6-4505 (d)

⁹ T.C.A. § 49-6-4503 (c)(2)(B)

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Discipline Foundation Policy School-wide Positive Behavior of Intervention and Support	Descriptor Code: 6.3131	Issued Date: 4/28/20 08/27/19
		Rescinds: STU 22	Issued: 04//79

1 The mission of the Murfreesboro City School System is to assure academic and personal success for
2 each child.

3 The purpose of the Discipline Foundation Policy of the Murfreesboro City School District is to support
4 that mission by maintaining safe classrooms and healthy environments conducive to learning and free
5 from disruption for all students.

6 **ADMINISTRATION, IMPLEMENTATION, AND POSTING OF THE POLICY**

7 The Director of Schools shall be responsible for the overall implementation and supervision of the
8 Board's Discipline Foundation Policy and shall ensure that students at all schools are subject to a
9 uniform and fair application of the policy.

10 The principal of each school shall be responsible for implementation and administration in their school
11 and shall apply the policy uniformly and fairly to each student in the school without partiality or
12 discrimination. This authority shall extend to all activities of the school, including all games and
13 public performances of athletic or extracurricular teams, trips, excursions, transportation to and from
14 school, and other school activities and groups.

15 In accordance with T.C.A. §49-6-4007, a copy of the Discipline Foundation Policy shall be posted at
16 each school, and school counselors shall be supplied copies for discussion with students. The
17 Discipline Foundation Policy shall be referenced in all school handbooks. All teachers, administrative
18 staff, and parents shall be provided copies annually.

19 **A CULTURE OF DISCIPLINE**

20 All stakeholders (students, parents, teachers, and school staff) share responsibility for creating a culture
21 of discipline. All students, parents, and staff are expected to model appropriate behaviors necessary
22 for creating and maintaining a positive school climate. Creating a school-wide positive behavior
23 intervention and support system provides the foundation to prevent inappropriate behavior from
24 occurring. It is only through cooperation from students, parents, teachers, and school staff that
25 learning environments can be created that lead to optimum academic achievement for all students.

26 This policy provides guidelines and procedures for a consistent framework for developing,
27 implementing, and maintaining a culture of discipline built on positive behavior support and
28 interventions. Positive behavior support is a systems approach for establishing the social culture and

29 individualized behavioral supports needed for schools to achieve both social and academic success for
30 all. It is based on research that indicates the most effective discipline systems use proactive strategies
31 designed to prevent discipline problems. Before consequences are given, students must first be
32 supported in learning the skills necessary to enhance a positive school climate and avoid inappropriate
33 behavior.

34 In the event of misconduct, there are appropriate consequences. Ongoing monitoring shall be used to
35 ensure that equitable schools-based practices are implemented in a fair, not-discriminatory, and
36 culturally responsive manner.

37 **RESPONSIBILITIES**

38 **It shall be the responsibility of all Murfreesboro City Schools to:**

- 39 • Maintain a safe environment for all children and staff;
- 40 • Establish, post, and actively teach clear and positively stated behavioral/social school-wide
41 expectations to all students;
- 42 • Establish and implement a clear system to recognize students for meeting these expectations;
- 43 • Establish and implement a clear system to correct student misconduct;
- 44 • Provide additional behavioral/social support and intervention to students who demonstrate and/or
45 are at risk of developing a pattern of inappropriate behavioral/social development;
- 46 • Communicate with parents concerning the child's conduct and progress; and
- 47 • Inform students, parents, and staff of the Murfreesboro Discipline Foundation Policy.

48 **It shall be the responsibility of all Murfreesboro City School teachers to:**

- 49 • Know and adhere to reasonable rules and regulations established by the Board and administrators;
- 50 • Demonstrate respect for all adults and students on school premises;
- 51 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 52 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
53 educational process;
- 54 • Maintain an orderly, planned, and varied instructional climate that includes materials and activities
55 of interest to students;
- 56 • Establish, post, and actively teach clear and positively stated class rules that are consistent with the
57 school-wide behavioral/social expectations;
- 58 • Establish and implement a clear system to recognize students for complying with class rules and
59 procedures;
- 60 • Establish and implement a clear system to correct student misconduct;
- 61 • Maintain open communication with parents; and
- 62 • Assist the principal in maintaining school-wide discipline.

63 **It shall be the responsibility of all Murfreesboro City School students to:**

- 64 • Learn and follow school-wide expectations and classroom rules;
- 65 • Demonstrate respect for all adults and students on school premises;

- 66 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 67 • Maintain the school environment, preserve school and private property, and exercise care while
- 68 using school facilities;
- 69 • Refrain from behavior which would lead to physical or emotional harm or disrupt the educational
- 70 process;
- 71 • Respect the authority of school administrators, teachers, and other authorized personnel in
- 72 maintaining discipline in the school and at school-sponsored activities;
- 73 • Learn and comply with rules regarding the ~~Olweus~~-MCS Bullying Prevention Program; i.e.,
- 74 o We will not bully others
- 75 o We will try to help students who are bullied
- 76 o We will try to include students who are left out
- 77 o If we know that somebody is being bullied, we will tell an adult at school and an adult at
- 78 home;
- 79 • Attend school on time, have necessary materials, and be ready to learn;
- 80 • Possess on school grounds only those materials which are acceptable under the law; and
- 81 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
- 82 educational process.

83 It shall be the responsibility of all Murfreesboro City School parents to:

- 84 • Know and adhere to reasonable rules and regulations established by the Board and school officials;
- 85 • Demonstrate respect for all adults and students on school premises;
- 86 • Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 87 • Maintain the school environment, preserve school and private property, and exercise care while
- 88 using school facilities;
- 89 • Refrain from behavior which would lead to physical or emotional harm or disrupt the educational
- 90 process;
- 91 • Dress and groom in a manner that is not distracting to the classroom atmosphere or to the
- 92 educational process;
- 93 • Obey the law and school rules as to the possession or use of alcohol, illegal drugs, and other
- 94 unauthorized materials;
- 95 • Respect the authority of school administrators, teachers, and other authorized personnel in
- 96 maintaining discipline in the school and at school-sponsored activities;
- 97 • Ensure their child attends school every day, on time, and is ready to learn;
- 98 • Encourage their child to comply with all school-wide and classroom behavioral/social expectations
- 99 and rules;
- 100 • Monitor and guide their child's academic progress by supervising homework, conferencing with
- 101 teachers, and advocating for their child's education and the school's well-being.

To: Board of Education

RE: Policy 1.903

Board Meeting Date: May 10, 2022

At the last board meeting, we recommend adopting TSBA model policy 1.903, Charter School Oversight, as a new policy. Based on board feedback, an amendment has been made on second reading adding language to allow the board to visit charter schools more than once per year.

Murfreesboro City School Board

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Oversight	Descriptor Code: 1.903	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*

2 The Board shall oversee and annually evaluate charter schools to ensure they meet the performance
3 standards and targets set forth in the charter school agreement.¹ The Board shall create a comprehensive
4 performance, accountability, and compliance monitoring system based on the charter school agreement
5 and communicate the results to each charter school. At a minimum, the monitoring system shall address
6 academic, financial, and organizational performance standards as outlined in the charter school
7 agreement and required by the State Board of Education.¹ The Board shall utilize the results when
8 making renewal, revocation, and intervention decisions.

9 The Board shall communicate with the charter schools in its portfolio as needed, including both the
10 charter school leader and governing board, and provide timely notice of any material charter school
11 agreement violations and performance deficiencies.

12 The Board shall articulate and enforce stated consequences for failing to meet performance expectations
13 or compliance requirements.

14 **SITE VISITS**

15 A site visit to each charter school shall be conducted **at least** annually. The purpose shall be to collect
16 data and other qualitative information that cannot be obtained otherwise. The Director of Schools shall
17 develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after
18 the site visit, including review of the documents and data, classroom observations, and interviews. These
19 visits shall minimize operational interference.

20 The Board shall provide the charter school with a report that summarizes the charter school's
21 performance. The report shall provide an analysis of relevant data and include general recommendations,
22 if applicable.²

23 **CHARTER SCHOOL REPORTING**

24 Charter schools shall provide the information required by the charter school agreement and state law to
25 the Board. The Director of Schools shall develop a reporting calendar that defines and communicates
26 the process, methods, and timing of gathering and reporting data to the Board.²

27 By September 1st, the governing body of an approved charter school shall make a written report to the
28 Board.³ The annual report shall include:

- 1 1. A report on the progress of the charter school in achieving the goals outlined in the charter school
2 agreement;
- 3
- 4 2. A financial statement disclosing the financial health of the charter school, including the costs of
5 the administration, instruction, and other spending categories of the charter school; and
6
- 7 3. A detailed accounting, including the amounts and sources, of all funds received by the charter
8 school, other than the funds received per state law.⁴

9 This reporting requirement shall begin in the year after the year in which the charter school begins
10 operation.

11 Multiple charter schools overseen by a single governing board shall report their performance as separate,
12 individual charter schools. Each charter school shall be independently accountable for its performance.

13 Each charter school governing body shall submit an annual audit of all accounts and records, to include
14 internal school activity and cafeteria funds, to the Board as soon as practical after June 30th.⁵

15 **AUTHORIZER REPORTING AND REVIEW**

16 By December 1st, the Board shall report to the Department of Education detailing the authorizer fees
17 collected in the previous school year and the authorizing obligations fulfilled using the fee.⁶ By January
18 1st, the Board shall submit an annual authorizer report to the Department of Education and the State
19 Board of Education.⁷ The Director of Schools shall prepare the reports and provide the information to
20 the Board prior to submission.

Legal References

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. TCA 49-13-120; Tennessee Public Charter School Commission Policy 3.300
3. TCA 49-13-120(a), (b)
4. TCA 49-13-112(a), (f)
5. TCA 49-13-127
6. TCA 49-13-128(f)
7. TCA 49-13-120(c)

To: Board of Education

RE: Policy 5.106

Board Meeting Date: May 10, 2022

This amendment to Policy 5.106, Application and Employment. Current policy states that employees must have additional degrees added to their licenses by the state department before they notify the district's HR office regarding any degree related pay increase. The amendment removes this requirement and allows employees to immediately notify the district's HR office once the required coursework has been completed or degrees have been awarded. This change was prompted by a request from the TDOE.

We recommend that this amendment be adopted on first reading.

Murfreesboro City School Board			
Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Reviewed Date: 08/28/2018; 01/15/19 01/28/20 Reviewed 8/24/21
		Rescinds: PER 8, PER 11, PER 14	Issued: 09/12/17

APPLICATION

An individual desiring a position shall make application to the Director of Schools on forms developed by his/her office. To ensure the safety and welfare of students and staff, the district shall require criminal history background checks and fingerprinting of applicants for teaching positions and any other positions that require proximity to children.¹ If applying for a teaching position, the Director of Schools shall also check the applicant’s license status in the Tennessee Department of Education’s database to determine if there is a hold on that applicant’s license, and if so, the reasoning behind the hold.²

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which must be reported to the District Attorney General for prosecution.³ The Board shall pay any costs incurred to perform these background checks and fingerprinting.

Professional Employees

The application shall include a transcript of credits earned at the colleges or universities attended along with references from persons such as previous employers, college professors, and supervisors of student teachers. Other information shall include whether such applicant has been dismissed for cause from a school system.⁵ If previously employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the Tennessee Board of Education;⁶
2. Who has been identified by the Department of Children’s Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state’s abuse of vulnerable persons registry maintained by the Department of Health;⁷
4. Who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children;⁸
5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;⁹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

Support Employees

No person shall be employed:

1. Without the appropriate qualifications listed in the job description and/or stated in law;
2. Who has any contagious or communicable disease in such form that might endanger the health of the children;⁸
3. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;⁷
4. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
5. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰

EMPLOYMENT

Professional Employees

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Upon initial employment, the Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.¹² From the date of the written acceptance, such person is considered to be under employment with the system and is subject to all rights, privileges, and duties.

Support Employees

After checking references and receiving written recommendations from principals and/or supervisors, the Director of Schools shall hire and assign qualified applicants. The Employment at Will Agreement of each support employee shall contain a statement regarding the required ninety (90) day probationary period.

Anticipation of Advanced Degree or Academic Credentials

The teacher shall be responsible for securing a license or certificate, verifying its accuracy, maintaining its validity, registering it with the Murfreesboro City Schools Human Resources Department, and meeting the requirements of T.C.A. 49-5-101. Initial salary shall reflect the established degree shown on the Tennessee Department of Education certificate presented at the time of employment.

For budgetary purposes, all licensed employees who anticipate receiving an advanced degree or additional graduate hours to meet the MA+30 requirement shall report this to the Director of Schools no later than March 1.

The licensed employee shall be responsible for filing an official copy of the transcripts with the Murfreesboro City Schools' Human Resources Department once the required coursework has been completed or the degrees have been awarded. The employee may but is not required to complete the necessary process to have their school/university send official transcripts directly to the state certification office in order to add the degree to their license in TNCompass.

~~The licensed employee shall be responsible for filing the necessary application papers and the supporting college transcripts with the state certification office once the required coursework has been completed or degrees have been awarded. This requires the licensed employee to complete the Add a Degree transaction in TNCompass and have their school /university send official transcripts directly to the state certification office. Once the state certification office has added the new degree to the license, the employee shall email Murfreesboro City Schools' Human Resources Department, notifying them that a new degree has been added.~~

If the new degree/coursework is earned in May or August, the employee has until December 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the first half of the school year. If all documentation is provided on or before December 1st, the new pay rate will be effective the date the degree was earned.

If the new degree/coursework is earned in December, the employee has until April 1st to add the degree to their license and notify Human Resources by email in order to receive retroactive pay for the second half of the school year. If all documentation is provided on or before April 1st, the new pay rate will be effective the date the degree was earned.

Legal References

1. TCA 49-5-406
2. State Board of Education Policy 5.501
3. TCA 49-5-406 (a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; Public Acts of 2021, Chapter No. 211
7. TCA 49-5-413(e)
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413 (a), (f)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 et seq.
12. TCA 49-5-406(b)

Cross References

- Orientation and Probation 5.107
- Compensation Guides & Contracts 5.110
- Background Investigations 5.118
- Recommendations and File Transfers 5.203
- Qualifications and Duties of the Director of Schools 5.802

To: Board of Education

RE: Policy 6.205

Board Meeting Date: May 10, 2022

Policy 6.205 governs the Assignment of Students to Schools and Classes. On first reading, amendments were made to consolidate all assignment and zoning policies into one. As presented on second reading, this policy incorporates the changes from first reading with added language to clarify that if a student on a zone waiver wishes to return to their regular zoned school, they may do so. We recommend adopting this policy on second reading.

Murfreesboro City School Board

Monitoring: Review: Annually, in September	Descriptor Term: Assignment of Students to Schools and Classes	Descriptor Code: 6.205	Issued Date: 09/24/19 Revised 10/12/21
		Rescinds: STU 5	Issued: 4/79; 7/01;5/12;4/14 6/16; 9/18

SCHOOL ASSIGNMENT

Pupils entering the Murfreesboro City School System will be assigned to the school which services their respective school zone unless the student has been accepted for attendance at a “controlled choice” or open-zoned school.¹ The boundaries of these zones may be adjusted from year to year. An exception made to the above is: Students living outside the city limits may be assigned to schools where space is available pursuant to Board Policy 6.203.

“Controlled choice” or open-zoned school includes a school with a designated zone but other students may attend if space is deemed available.

Each year, the Director of Schools/designee shall review the number of spaces available in each school by grade, class, and program levels. This information shall be posted on the district’s website along with the dates of the district’s open enrollment period. The open enrollment period shall last for thirty (30) days and information about the number of seats available shall be posted for at least fourteen (14) days prior. The Director of Schools/designee shall reserve a reasonable number of enrollment spaces at each school to account for the enrollment of zoned students, siblings of students, and students who have a parent/guardian employed at the school.²

During the district’s open enrollment period each year, a parent/guardian may request that his/her child attend a school within the district other than the one to which the child is zoned. The Director of Schools/designee shall review such requests, and if adequate space is available, grant such transfers. If the number of requests exceeds the number of available spaces, the Director of Schools/designee shall implement a lottery to fill the available spaces.

The open enrollment process shall be completed before other nonresident transfers are approved.

Once accepted, the student shall provide his/her own transportation to and from the school. The student must maintain satisfactory attendance, behavior, and effort to remain in the new school.

APPEALS

Parents who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment make application to the Board for a hearing requesting a transfer to another school.² Any appeal for exception to this policy or determination of the proper application of the policy shall be reviewed by a special committee, including at least one (1) Board member, appointed by the Board. The committee shall consider appeals based on a student’s specific curricular and/or documented needs. Principals shall review all specific curricular exceptions annually; when the conditions upon which the exception was granted are not adhered to, the out-of-zone approval shall be revoked. The decision of the special committee regarding appeals is final.

ZONE WAIVERS

Applications for waivers on school zone requirements must be submitted in writing to the Director of Schools or designee. Zone waiver applications must be completed on a yearly basis and are applicable to one school year only depending on school enrollment and capacity. The Director of Schools or designee may, in hardship cases, grant waivers on school zone requirements. Students on zone waivers cannot be sent back to their zoned school without approval of the Director of Schools or the Director’s designee.

48 In the event the Board decides to close a school's zone where a student has been attending as a zoned or a zone
49 waived student, the student's right to attend the school will be forfeited if the student resides outside of the
50 designated school zone or if the student moves to a new residence not listed on the zone waiver form.

51
52 Should the Board need to rezone the district or a school for any reason, the newly designated school zones
53 supersede any zone waiver(s) from prior years.

54
55 **TRANSFERS WITHIN SYSTEM**

56 After a student has enrolled in one (1) school within the system, they shall not be permitted to transfer to another
57 school other than their zoned school unless there is a change in residence of the student's parent(s) or guardian(s)
58 outside the area in which the student enrolled. Any exception to this policy must be brought before the Director
59 of Schools for evaluation and decision. Students whose families transfer their residence to another school area
60 after the first month of school may complete the school year at their former school.

61
62 Students who present evidence that they will move during the school year and who desire to enroll in a new
63 school in the new area may do so with prior written request for a change of school area. The Director of Schools
64 or designee may grant other exceptions to this policy for good and sufficient reasons.

65
66 **OPEN ZONING**

67 Upon recommendation of the Director, each year the Board will approve which schools will be available for
68 open zoning.³ That decision will be based on current and future available space for students, principal
69 recommendation, and any other appropriate consideration needed at that time. If the transfer is granted, the
70 parents or guardians are responsible for transportation of the student to the new school. The student shall
71 maintain satisfactory attendance, behavior and effort to remain in the new school. All out-of-zone transfer
72 requests must be completed on an annual basis and submitted for approval by May 15th. Approval to attend an
73 open-zoned school is valid for one year and is based on school capacity and the information submitted with the
74 open zone application.

75
76 **CLASSROOM ASSIGNMENT**

77
78 Principals have the authority and responsibility for assigning students to the individual classrooms within the
79 school.

80
81 Students who enter the system from another school system are to be placed by the principal in the grade and/or
82 level as indicated by records from the former school. If the student's placement is inappropriate in the grade or
83 level assigned, the student may be reassigned by the principal to another grade level. Parents shall be kept
84 advised.

85
86 The principal shall separate an alleged victim of child sexual abuse from an alleged perpetrator if the abuse
87 allegedly occurred while the child was under the supervision or care of the school.⁴ If available and appropriate,
88 a child shall be reassigned if a request is made by the child's parent or custodian and the perpetrator has been (1)
89 substantiated by the department of children's services; (2) adjudicated by a juvenile court to have committed the
90 child sexual abuse; or (3) criminally charged.⁵

Legal References:

1. T.C.A. §§ 49-6-3102, 3103
2. T.C.A. §49-6-3201
3. T.C.A. §49-2-128
4. T.C.A. §49-6-3102(h)
5. T.C.A. §49-6-3102(i)

To: Board of Education

RE: Policy 6.413

Board Meeting Date: May 10, 2022

Policy 6.413 addresses the prevention and treatment of sports-related concussions. At the last meeting, an amendment was recommended to replace the reference to a specific course and replaces it with a general reference to the Tennessee Department of Health's concussion training website. This amendment on second reading removes the specific link to the website so that the policy will not have to be amended in the Department changes its URL. We recommend adopting this policy on second reading.

Murfreesboro City School Board

Monitoring: Review: Annually, in April	Descriptor Term: Prevention and Treatment of Sports- Related Concussions	Descriptor Code: 6.413	Issued Date: 4/28/20 09/24/19
		Rescinds: STU 63	Issued:

A concussion is a traumatic brain injury caused by a direct or indirect blow to the head or body. In order to ensure the safety of students that participate in interscholastic athletics, it is imperative that student athletes, coaches, and parent(s)/guardian(s) are educated about the nature and treatment of sports related concussions. The Board recognizes that concussions can be a serious health issue and should be treated as such.

The Board adopts the guidelines and other pertinent information and forms developed by the Tennessee Department of Health to inform and educate coaches, school administrators, student athletes, and parent(s)/guardian(s) of the nature, risk, and symptoms of concussions and head injuries. These guidelines and materials may be viewed on the Department of Health's website and shall be made available to interested parties through the Central Office.

This policy shall govern all activities and those individuals involved in those activities which constitute an organized athletic game or competition against another team or in practice or preparation for an organized game or competition. It does not govern those activities or individuals involved in those activities which are entered into for instructional purposes only or those that are incidental to a nonathletic program or lesson.

REQUIRED TRAINING¹

The Director of Schools shall ensure that each school's athletic director and coaches, employed or volunteer, annually complete a concussion recognition and head injury safety education course program approved by the Tennessee Department of Health. These courses may be accessed [on the Tennessee Department of Health's Sports Concussion website. —at—https://www.tn.gov/health/health-program-areas/fhw/vipp/tbi/tn-sports-concussion.html.—](https://www.tn.gov/health/health-program-areas/fhw/vipp/tbi/tn-sports-concussion.html)

Prior to the annual initiation of practice or competition, the following persons must review and sign a concussion and head injury information sheet approved by the Tennessee Department of Health: The Director of Schools, licensed healthcare professionals (if appointed), each school athletic director, and each coach, employed or volunteer.

In addition, prior to the annual initiation of practice or competition, all student athletes and their parent(s)/guardian(s) shall review the concussion and head injury information sheet approved by the Tennessee Department of Health. A form confirming this review shall be signed and returned by the student athlete, if the athlete is eighteen (18) years of age or older, or by the student athlete's parent(s)/guardian(s), if the athlete is younger than eighteen (18) years of age.

All documentation of the completion of a concussion recognition and head injury safety education course program and signed concussion and head injury information sheets shall be maintained by the Director of Schools/designee for a period of three (3) years.

Removal from Athletics¹

Any student athlete who shows signs, symptoms, and/or behaviors consistent with a concussion during an athletic activity or competition shall be immediately removed for evaluation by a licensed healthcare professional, if available, and if not, by the coach or other designated individuals.

No student athlete who has been removed from an athletic activity or competition due to a concussion or suspected concussion shall be allowed to return to any supervised team activities involving physical exertion, including games, competitions, or practices, until the student athlete has been evaluated by and received written clearance on forms approved by the Department of Health from a licensed health care provider for a full or graduated return. "Health care provider" means a Tennessee licensed medical doctor (M.D.), osteopathic physician (D.O.), a clinical neuropsychologist with concussion training, or a physician's assistant (P.A.) with concussion training who is a member of a health care team supervised by a Tennessee licensed medical doctor or osteopathic physician.²

This requirement for clearance prior to a student athlete returning to an athletic activity shall not apply if there is a legitimate explanation other than a concussion for the signs, symptoms, and/or behaviors observed.

The Director of Schools/designee shall ensure that all protocols approved by the Tennessee Department of Health or required by law relative to the provisions of this policy are followed and implemented within each school.

Legal References

1. TCA 68-55-502(b)(1)(F)
2. TCA 68-55-501

To: Board of Education

RE: Approval of ARA Childcare Stabilization Grant (ESP)

Board Meeting Date: May 10, 2022

Murfreesboro City Schools Extended School Program has applied and been awarded grant funding from the Department of Health and Human Services (HHS) in the amount of \$2,519,317.85.

A portion of the award (\$321,000) must be utilized to pay bonuses for full-time and part-time childcare workers in ESP as a condition of receiving the grants.

In addition to the required bonuses for ESP workers, funds will be used to make upgrades to several of our schools' playgrounds, purchase instructional materials and supplies for ESP, and be used to cover worker compensation including benefits.

The ARA Childcare Stabilization terms require that funding is spent by September 30, 2023. Funds are expected to arrive within 30-45 days from date of award letters, or approximately mid to late May. This grant requires bonuses to be paid, without stipulations, within 30 days of receiving funds.

Murfreesboro City Schools Budget Amendment

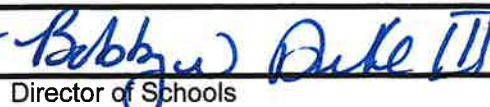
Extended School Program Fund 146
Fiscal Year 2021-2022

BOE Meeting Date: May 10, 2022

Account Number	Account Description	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>		
146 R 47804	COVID ARA Child Care Stabilization	2,519,318
Total Increase in Revenues		\$ 2,519,318
<u>Expenditures</u>		
146 E 73300 189	Community Services - ESP Salaries	750,000
146 E 73300 201	Community Services - Social Security	46,500
146 E 73300 204	Community Services - Retirement	35,000
146 E 73300 212	Community Services - Medicare	10,875
146 E 73300 499	Community Services - Materials & Supplies	176,943
146 E 73300 799	Community Services - Capital Outlay	1,500,000
Total Increase in Expenditures		\$ 2,519,318
CHANGE IN FUND BALANCE (CASH)		(0)

To budget the American Rescue Act Childcare Stabilization grant of \$2,519,318 in the Extended School Program (ESP) fund. This grant includes \$321,000 budgeted for bonuses to full-time and part-time ESP child care workers. The difference, \$2,198,318, is budgeted for new playground equipment at six schools, instructional materials and supplies, and an increase to the ESP Salary and benefits line-items.

 5.4.22
Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>		5.4.2022
		Director of Schools	Date
Declined	<input type="checkbox"/>		

To: Board of Education

RE: Letter to Charter Schools Seeking Authorization in Rutherford County

Board Meeting Date: May 10, 2022

Rutherford County Schools is currently reviewing two charter school applications for possible authorization to open new charter schools in the Fall of 2023.

Additionally, the TN Charter School Commission has previously approved an application for Rutherford Collegiate Prep after the Rutherford County Board of Education denied their application.

Tennessee Code Annotated section 49-13-106 authorizes public charter schools to form and provide quality educational options for all students residing within the jurisdiction of the authorizer.

Tennessee law also states that charter schools must “[o]pen and operate within the geographic boundaries of the authorizing local board of education [.]” *See* Tenn. Code. Ann. § 49-13-111.

The proposed letters state that because Rutherford Collegiate Prep, Springs Public Schools and American Classical Academy Rutherford have filed a charter school application to operate a school with grades K – 6th with the Rutherford County Board of Education as the authorizer, then they would not be authorized to select a school location within the jurisdictional boundaries of Murfreesboro City Schools.

It also reiterates that Murfreesboro City Schools is the appropriate authorizer for the portion of charter school applications seeking to serve Pre-K-6 students within the city limits.

Should the Board approve these letters, they would be mailed to each organization as well as copies sent to the Tennessee Charter Commission and the Rutherford County Board of Education.



2552 South Church Street, Suite 100
Murfreesboro, TN 37127-6342
615-893-2313 fax 615-893-2352
cityschools.net

May 10, 2022

American Classical Academy Rutherford
Attn: Michael H. Harner
2320 Ashe Te Wette Beach Dr.,
Hillsdale, MI 49242

Dear Mr. Harner:

The Murfreesboro City School Board is aware that American Classical Academy Rutherford has applied to the Rutherford County Board of Education seeking authorization to open a charter school to open in Fall 2023. From the application, we understand that the proposed school will be a K-8 school with a possible location being within the city of Murfreesboro. We also understand that a final location will not be chosen until after your organization receives authorization from either the Rutherford County Board of Education or the Tennessee Charter School Commission.

Rutherford County has two separate and distinct school districts operating within it. Through its charter, the City of Murfreesboro, has established the Murfreesboro City School District, which has the responsibility to serve students in grades Pre-K to 6th grade who live within the city limits. Except for Pre-K-6th grade students who live within the jurisdictional boundaries of Murfreesboro City Schools, Rutherford County Schools has the responsibility to serve students in grades K-12 who live within the county.

Tennessee Code Annotated section 49-13-106 authorizes public charter schools to form and provide quality educational options for all students residing within the jurisdiction of the authorizer. Tennessee law also states that charter schools must "[o]pen and operate within the geographic boundaries of the authorizing local board of education[.]" See Tenn. Code. Ann. § 49-13-111. Considering state law, the Murfreesboro City School Board believes that because American Classical Academy Rutherford has filed a charter school application to operate a school with grades K-6 with the Rutherford County Board of Education as the authorizer, then they would not be authorized to select a school location within the jurisdictional boundaries of Murfreesboro City Schools. Murfreesboro City Schools is the appropriate authorizer for the portion of charter school applications seeking to serve Pre-K-6 students within the city limits. We have attached Murfreesboro City School Board Policy 1.901, which governs charter school applications to this email for your reference.

If you have any questions regarding this letter, please contact our Director of Schools, Dr. Trey Duke.

Sincerely,

Butch Campbell, Chairman
Murfreesboro City School Board

Enclosure: Policy 1.901
cc: Rutherford County Board of Education
Tennessee Charter School Commission



2552 South Church Street, Suite 100
Murfreesboro, TN 37127-6342
615-893-2313 fax 615-893-2352
cityschools.net

May 10, 2022

Springs Public Schools Tennessee – Empower Academy
Attn: Jared McLeod
2018 Medical Center Pkwy
Suite 434
Murfreesboro, TN 37129

Dear Mr. McLeod:

The Murfreesboro City School Board is aware that Springs Public Schools has applied to the Rutherford County Board of Education seeking authorization to open a charter school to open in Fall 2023. From the application, we understand that the proposed school will be a K-8 school with a possible location being within the city of Murfreesboro. We also understand that a final location will not be chosen until after your organization receives authorization from either the Rutherford County Board of Education or the Tennessee Charter School Commission.

Rutherford County has two separate and distinct school districts operating within it. Through its charter, the City of Murfreesboro, has established the Murfreesboro City School District, which has the responsibility to serve students in grades Pre-K to 6th grade who live within the city limits. Except for Pre-K–6th grade students who live within the jurisdictional boundaries of Murfreesboro City Schools, Rutherford County Schools has the responsibility to serve students in grades K-12 who live within the county.

Tennessee Code Annotated section 49-13-106 authorizes public charter schools to form and provide quality educational options for all students residing within the jurisdiction of the authorizer. Tennessee law also states that charter schools must “[o]pen and operate within the geographic boundaries of the authorizing local board of education[.]” See Tenn. Code. Ann. § 49-13-111. Considering state law, the Murfreesboro City School Board believes that because Springs Public Schools has filed a charter school application to operate a school with grades K-6 with the Rutherford County Board of Education as the authorizer, then they would not be authorized to select a school location within the jurisdictional boundaries of Murfreesboro City Schools. Murfreesboro City Schools is the appropriate authorizer for the portion of charter school applications seeking to serve Pre-K-6 students within the city limits. We have attached Murfreesboro City School Board Policy 1.901, which governs charter school applications to this email for your reference.

If you have any questions regarding this letter, please contact our Director of Schools, Dr. Trey Duke.

Sincerely,

Butch Campbell, Chairman
Murfreesboro City School Board

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May 10, 2022

ReThink Forward
Attn: Thomas Lee
1831 12th Avenue South
Suite 188
Nashville, TN 37203

Dear Mr. Lee:

The Murfreesboro City School Board is aware that the Tennessee Charter School Commission has approved Rutherford Collegiate Prep's Charter School application to open a charter school in Fall 2023. We also understand that a final location has not been chosen at this time.

Rutherford County has two separate and distinct school districts operating within it. Through its charter, the City of Murfreesboro, has established the Murfreesboro City School District, which has the responsibility to serve students in grades Pre-K to 6th grade who live within the city limits. Except for Pre-K-6th grade students who live within the jurisdictional boundaries of Murfreesboro City Schools, Rutherford County Schools has the responsibility to serve students in grades K-12 who live within the county.

Tennessee Code Annotated section 49-13-106 authorizes public charter schools to form and provide quality educational options for all students residing within the jurisdiction of the authorizer. Tennessee law also states that charter schools must "[o]pen and operate within the geographic boundaries of the authorizing local board of education[.]" See Tenn. Code. Ann. § 49-13-111. Considering state law, the Murfreesboro City School Board believes that because Rutherford Collegiate Prep's Charter School has filed a charter school application to operate a school with grades K-6 with the Tennessee Charter School Commission as the authorizer, then they would not be authorized to select a school location within the jurisdictional boundaries of Murfreesboro City Schools. Murfreesboro City Schools would have been the appropriate authorizer for the portion of charter school applications seeking to serve Pre-K-6 students within the city limits. We have attached Murfreesboro City School Board Policy 1.901, which governs charter school applications to this email for your reference.

If you have any questions regarding this letter, please contact our Director of Schools, Dr. Trey Duke.

Sincerely,

Butch Campbell, Chairman
Murfreesboro City School Board

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