

RUTHERFORD COUNTY SCHOOL SYSTEM
Board of Education Meeting
2240 Southpark Drive
Murfreesboro, TN 37128

Minutes of March 17, 2016

Board Members Present

Wayne R. Blair, Chairman

Terry Hodge, Vice Chairman

Jim Estes

Aaron B. Holladay

Jeff Jordan

Lisa Moore

Coy Young

Marvin D. Odom, Director of Schools

1. CALL TO ORDER

The Board Chairman called the meeting to order at 5:00 P.M. Emma Kozimor led the Pledge of Allegiance.

2. MOMENT OF SILENCE

The Board Chairman called for a moment of silence and requested that we remember the family of Justin Goodhart, a junior at Central Magnet School, who passed away last week.

3. APPROVAL OF AGENDA

Motion made by Ms. Moore, seconded by Mr. Holladay, to approve the agenda as presented.

Vote: All Yes

4. APPROVAL OF CONSENT AGENDA

A. Minutes: March 3, 2016

B. Community Use of Facilities

C. Routine Bids:

Bid #3174 – Classroom Furniture

Bid #3175 – Floor Care Products
Bid #3176 – Replacement LED Sign Panels (Eagleville)

D. 25 Hour Title I Funded Extended Contract at Cedar Grove Elementary School

E. Transportation – Bus #174 Voluntary Contract Termination

F. School Salary Supplements and Contract Payments:

Name	Amount	School	Funded By	Description
Mark Kirksey *	350.00	Central Magnet	School Funds - Basketball	Middle School Basketball Tournament Director
Shawn Middleton	500.00	Smyrna High	School Funds - Cross Country	Bus Driver
Shawn Middleton	100.00	Smyrna High	School Funds - Freshman Cheerleaders	Bus Driver
Carl Anthony Febles	NTE 1,500.00	Blackman High	School Funds - Theatre	Teach Music
Jonathan Lingle	NTE 1,300.00	Eagleville	School Funds - Music/Drama/Graduation	Accompanist
Katiana Nicholson	NTE 10,000.00	Siegel High	Band Boosters	Private clarinet lessons
Wilson Sharpe	NTE 10,000.00	Siegel High	Band Boosters	Private double reed lessons
Jennifer Martinez	2,000.00	Smyrna High	School Funds - Softball	Assistant Softball Coach
William Kyle Mooney	2,000.00	Smyrna High	School Funds - Baseball	Assistant Baseball Coach
Jeff Shipley	700.00	Smyrna High	School Funds - Boys + Girls Basketball	Basketball Announcer
Daisy Shipley	500.00	Stewarts Creek Middle	School Funds - Softball	Assistant Softball Coach
Martha Ross **	Hourly	Stewarts Creek High	Various clubs + athletic groups	Additional Custodial work during the 2015/2016 school year

* approved previously for an amount \$500 or greater

** not less than regular rate – or overtime rate if over 40 hours during the week

*** anticipate amounts over \$500 this school year

**** amend prior approval

G. Non-Faculty Coaches:

According to Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty coaches to participate in the school athletic programs.

The following non-faculty coaches are for the 2015-2016 school year:

<u>Name</u>	<u>School</u>	<u>Sport</u>
Barry, Brett	Siegel Middle	Golf
Edens, Douglas	Siegel High	Band
Mastin, Quentin	Blackman Middle	Basketball
Ogg, Jane	Blackman High	Choir
Sharpe, Wilson	Siegel High	Band
Shea, Conner	Oakland High	Tennis
Crawford, Matt	LaVergne Middle	Baseball
McMahan, Larry	Siegel High	Baseball
Messick, Brian	Central Magnet	Baseball
Robinson, Dwight	Blackman High	Baseball
Nevar, Sue	Riverdale High	Softball
Piercey, Kellye	Rock Springs Middle	Softball

Motion made by Mr. Hodge, seconded by Ms. Moore, to add the six baseball and softball non-faculty coaches to the above list as presented.

Vote: All Yes

Motion made by Mr. Holladay, seconded by Mr. Estes, to approve the consent agenda items as presented.

Vote: All Yes

5. VISITORS – No visitors.

6. RECOGNITION OF WRESTLING STATE CHAMPIONS

Mr. Odom recognized Matthew Sells from Blackman High School as one of the Wrestling State Champions.

Nick Boykin, Riverdale High School, was not present due to a scheduling conflict.

7. REPORT FROM 2016 TENNESSEE SCHOOL BOARDS ASSOCIATION (TSBA) SCOPE STUDENT DELEGATES

The Tennessee School Board Association 2016 SCOPE (Student Congress on Policies in Education) conference was held at MTSU on Tuesday, March 8, 2016. The following student delegates attended:

Blackman High	Paige Holloway
Blackman High	Alyssa Wright
Central Magnet	Michael Chan
Central Magnet	Kirstin Taylor
Eagleville High	Jake Duke
Eagleville High	Mitchell Turner
Holloway High	Dakota Larkin
Holloway High	Phoebe Sanchez
LaVergne High	Nicholas Jones
LaVergne High	Alyssa Weakley
Oakland High	Micah McDowel
Oakland High	Deja Settles
Riverdale High	Ajaika McLemore
Riverdale High	Dustin Handrahan
Siegel High	AnnaLevi Chavis
Siegel High	Madeline Campbell
Smyrna High	Mariah Biggs
Smyrna High	Laura Rojas
Stewarts Creek High	Brandon Ruiz
Stewarts Creek High	Adaira Harrison

The chaperone for the SCOPE students was Jennifer Courtney, Holloway High School. Ms. Courtney introduced the students that attended the Board meeting and praised them for a great job and learning experience.

8. SPOTLIGHT ON EDUCATION

Student Art Showcase

Mrs. Barnes, Assistant Superintendent of Human Resources, announced March is National Youth Art Month, and student art work is on display at the Board of Education Central Office. The art work is representative of the forty-six schools and K-12 students in our school system. Selected student artists are recognized tonight for their accomplishments.

SCHOOL	STUDENT	GRADE
BARFIELD ELEMENTARY	MARIELA LOPEZ	4
BLACKMAN ELEMENTARY	LAUREN BIGELOW	2
BLACKMAN HIGH	SAMANTHA KOHL	11

BLACKMAN HIGH	MATTHEW NORTHRUP	12
BLACKMAN MIDDLE	HANNAH GALLAGHER	8
BLACKMAN MIDDLE	AUTUMN PARKER	6
BROWN'S CHAPEL ELEMENTARY	MCKENZIE STEPHENS	2
BUCHANAN ELEMENTARY	EMMA KOZIMOR	5
CEDAR GROVE ELEMENTARY	KEONDRA PEBBLES	1
CENTRAL MAGNET	SAMANTHA YORRO	11
CENTRAL MAGNET	RAIN MAXWELL	7
CHRISTIANA ELEMENTARY	MASON DILSAVER	5
CHRISTIANA MIDDLE	ROSEMARIE POPLIN	7
DAVID YOUREE ELEMENTARY	MEREDITH MURPHY	4
EAGLEVILLE SCHOOL	NOLAN PAYNE	8
EAGLEVILLE SCHOOL	CHASE SMITH	12
HP CAMPUS SCHOOL	ANNELISE GEORGE	K
JOHN COLEMON ELEMENTARY	MARIAMA CAMARA	K
KITTRELL ELEMENTARY	ALEXIS BRITTON	4
LASCASSAS ELEMENTARY	LILY DRAKE	2
LAVERGNE HIGH	EDUARDO CONTRERAS	12
LAVERGNE LAKE ELEMENTARY	AALIYAH JOHNSON	3
LAVERGNE MIDDLE	VANNESSA VILLEGAS	6
LAVERGNE PRIMARY	SOPHIA ROSS	K
MCFADDEN SCHOOL	CADE STAVNES	5
MCFADDEN SCHOOL	CHEYENNE HUGHES	K
OAKLAND HIGH	SYDNEY O'DONALD	10
OAKLAND HIGH	GAVIN MCGOLDRICK	12
OAKLAND MIDDLE	KALEE ALFORD	7
RIVERDALE HIGH	O'REILLY BACK	12
RIVERDALE HIGH	ISAIAH WALLACE	10
RIVERDALE HIGH	KATIE WILSON	12
RIVERDALE HIGH	JESSIKAH RILEY	10
RIVERDALE HIGH	HAILEY HANNAH	12
RIVERDALE HIGH	KAYLA SWEDBERG	12
ROCK SPRINGS ELEMENTARY	JAYDEN SOUKAVONG	3
ROCK SPRINGS MIDDLE	PRAGYA JHA	8
ROCK SPRINGS MIDDLE	BAKER KING	8
ROCKVALE ELEMENTARY	BALEIGH WADEL	3
ROCKVALE MIDDLE	SOPHIA BEASLEY	7
ROY WALDRON ELEMENTARY	SERRA KINCAID	2
SIEGEL HIGH	RAEGAN JACKSON	12
SIEGEL MIDDLE	SLOAN LEDFORD	6

SMYRNA ELEMENTARY	ABBY DOUGLAS	2
SMYRNA HIGH	CARLEIGH MOSELEY	10
SMYRNA HIGH	TASMEEN RAIDA	12
SMYRNA HIGH	TEIONNA EVERETT	12
SMYRNA MIDDLE	SUMMER JOHNSON	8
SMYRNA MIDDLE	SUMMER JOHNSON	8
SMYRNA PRIMARY	EVELYN ZARATE	5
STEWARTS CREEK ELEMENTARY	CAMERON FRAME	2
STEWARTS CREEK HIGH	HANNAH GRZEGORCZYK	12
STEWARTS CREEK HIGH	TEILEI HALL	12
STEWARTS CREEK MIDDLE	EMILY SANCHEZ RODAS	7
STEWARTSBORO ELEMENTARY	KAMIRRA BARBEE	2
THURMAN FRANCIS ACADEMY	EMMA SIMPSON	7
THURMAN FRANCIS ACADEMY	EMMA GREY	4
WALTER HILL ELEMENTARY	DEISI MARTINEZ	3
WHITWORTH-BUCHANAN MIDDLE	PRESLEY CHARLTON	8
WHITWORTH-BUCHANAN MIDDLE	JADYN NORMAN	7
WILSON ELEMENTARY	AUBREY LLOYD	5
WILSON ELEMENTARY	KATIE HODGE	4

The Board Chairman called for a brief recess and the meeting was back in session at 5:30 P.M.

9. TEXTBOOK ADOPTION REPORT ED-5099 AND TEXTBOOK CERTIFICATE OF ADOPTION REPORT ED-2153

School systems are required to submit textbook adoptions annually on forms provided by the Tennessee Department of Education. All textbooks are adopted on a 6-year cycle. The “Local Textbook Adoption Report” shows newly adopted textbooks for 2016. Textbook adoption includes K-12 Math. Rutherford County Schools adopted textbooks during the 2014-15 school year. The elementary, middle, and high school textbook committees are recommending the purchase of the mathematics textbooks listed below for use beginning 2016-2017 through 2020-2021 school years.

Motion made by Mr. Hodge, seconded by Mr. Young, to approve the elementary, middle, high, and CTE (Career & Technical Education) school textbook purchase of the following textbooks for use beginning 2016-2017 through 2020-2021 school years:

The elementary, middle, and high school textbook committees would like to recommend the purchase of the following mathematics textbooks for use beginning 2016-2017 through 2020-2021 school years.

Texts on the state approved list.

Course/Grade	Textbook	Publisher
K-5	TN Ready Mathematics	Curriculum Associates
6-8	TN Ready Mathematics	Curriculum Associates
Integrated Math I, II, III	Integrated Math I, II, III	Carnegie Learning
*Algebra II	Algebra II	Carnegie Learning
*Geometry	Geometry	Carnegie Learning
Statistics	The Practice of Statistics	Bedford Freeman & Worth (BFW)
Pre-Calculus	Pre-Calculus with Limits	Cengage

*Consumables to be used during the transition years to Integrated Math.

Texts not on the state adoption list.

Bridge Math	Math for Your World	Pearson
Finite Math	Thinking Mathematically	Pearson
Calculus	Calculus for AP	Cengage

There were no state approved texts for Bridge Math and Finite Math. This is a new Calculus text that was not completed prior to the deadline for state approval.

The Rutherford County Career & Technical Education (CTE) textbook committee would like to recommend the purchase of the following Career & Technical Education textbooks for use beginning 2016-2017 through 2021-2022 school years.

Texts on the State-Approved List:

Course	Textbook Title	Publisher
Principles of Machining	Machining Fundamentals	Goodheart- Willcox
Fundamentals of Education	Teaching	Goodheart- Willcox
Nutrition Across the Lifespan	iCEV Family & Consumer Online	CEV
Early Childhood Education I	Working With Young Children	Goodheart- Willcox
Intro. To Human Studies	Succeeding in Life & Career	Goodheart- Willcox
Lifespan Development	Lifespan Development	Goodheart- Willcox
Early Childhood Education II	Childcare Today	McGraw-Hill
Nutrition Across the Lifespan	Food for Today	McGraw-Hill
Computer Applications	MS Office 2013 Intro. 1 st Course	Cengage
Advanced Computer Apps	MS Office 2013 2 nd Course	Cengage
Career Exploration	Discovering Careers	Goodheart-Willcox
Programming & Logic I	Teen Coder: Windows Programming	Compusolar

Programming & Logic I	Teen Coder: Java Programming	Compusolar
Web Design Foundations	KidCoder: Web Design	Compusolar
AP Computer Science	TeenCoder Java Programming	Compusolar
Keyboarding	Cent. 21 Computer Apps w/ Keyboarding	Cengage
Keyboarding	Cent. 21 Computer Skills & Applications, Lessons 1-90	Cengage
Career Exploration	iCEV Career Exploration Site	CEV

Textbooks not on the State Approved List:

Course	Textbook Title	Publisher
Digital Electronics	Fundamentals of Logic Design	CL Engineering
Nutrition Science & Diet Ther.	Understanding Nutrition	Wadsworth Publishing
Nutrition Science & Diet Ther.	Nutrition & Diet	Cengage
Digital Electronics	PLTW Digital Electronics	Cengage
Networking	ComTIA Network+ Guide	Sybex
Computer Systems	CompTIA A+ Guide	Sybex
IT Foundations	CompTIA IT Fund. Guide	Sybex
Early Childhood Education II	Working with Young Children	Goodheart-Wilcox

There were no state-approved texts on the adoption lists for these courses, with the exception of Early Childhood Education II. This book was not completed prior to the deadline for state approval.

Vote: All Yes

10. FINANCIAL MATTERS

A. Valic 403(b) and 457(b) Change to Mutual Fund Investment Platform from Annuity

Valic has offered to change our 403(b) and 457(b) plans from their annuity platform to their mutual fund platform effective September 1, 2016. This change will decrease the fees our employees pay by an average of 36 basis points or 0.36%. This change would save our employees about \$44,000 per year in fees.

The mutual fund platform will offer 20 investment options plus target date retirement funds. This is fewer investment options than we have now but is in line with industry suggestions. Our employees who want more investment options will still be able to set up a self-directed Schwab PCRA account for their 403(b) and 457(b) accounts.

Our employees will have the option to move their balances as of August 31, 2016 to the mutual fund platform. If they choose to leave their existing balances in the annuity platform they will continue to pay the higher fees.

Valic has been our on-going 403(b) and now 457(b) provider since September 2008. Our participating employees and former employees have over \$12,500,000 in their accounts as of March 7, 2016.

Motion made by Mr. Young, seconded by Mr. Estes, to change Rutherford County Schools' 403(b) and 457(b) plans from Valic's annuity platform to their mutual fund platform effective September 1, 2016 as presented.

Vote: All Yes

B. Substitute Teacher Services Contract - RFP 16-01

Vendor proposals for Rutherford County Schools Substitute Teacher Services Contract - RFP 16-01 were due on February 24, 2016, and opened in the Board room. After reviewing the proposals, staff recommends that the contract for Substitute Teacher Services be awarded to PESG Educational Staffing Solutions as the lowest and best bidder. PESG's bid costs out at \$2,222,098.28 for the actual subs we used from February 23, 2015, through February 12, 2016. For comparison purposes, the Advantage proposal costs out at \$2,357,920.89.

Staff also recommended that PESG's Alternate Proposal for the Schoolhouse Plus option be adopted beginning with the 2016-2017 school year. The alternate proposal has a 97% fill rate guarantee and PESG will pay a bonus to subs who work at least 10, 15, or 20 days in Rutherford County Schools in a month. The bonus package works out to an extra \$5.00 to \$8.75 per day to the subs who work in our buildings on a consistent basis. The PESG Alternate Proposal costs out at \$2,415,958.78 for the same period. The PESG Alternate Proposal appears to be very close to fitting within the existing substitute 2015-2016 teacher budget. The budgetary contingency that we will need to cover is the additional cost if we are able to approach a 100% fill rate.

The final piece is that if we are able to add an additional \$5.00 per day raise to our subs for 2016-2017, that cost will be about \$200,000 under the PESG Alternate Proposal.

Motion made by Mr. Estes, seconded by Mr. Hodge, to award Rutherford County Schools Substitute Teacher Services Contract - RFP 16-01 to PESG Educational Staffing Solutions as the lowest and best bidder and to accept their Alternate Proposal for the Schoolhouse Plus Option.

Vote: All Yes

11. REVISED POLICIES

Policy 5.302 (Sick Leave): The revision provides employees with two bereavement leave days per qualifying event.

Policy 1.108 (Nepotism): The revision removes the requirement to “publicly” notify the Board prior to the employment of a relative of a Board member, Director of Schools, administrator, County Commissioner or any appointed or elected official. The revision is recommended by TSBA in order to comply with current state law.

Policy 5.305 (Family Medical Leave Act): The revision changes the word “or” to the word “and” in the first paragraph of the policy regarding eligibility for family and medical leave. The revision is recommended by TSBA in order to comply with current federal regulations.

Motion made by Mr. Holladay, seconded by Mr. Hodge, to approve the revisions to Policy 5.302, 1.108 and 5.305 on second and final reading as presented.

Vote: All Yes

Policy 3.206 (Community Use of School Facilities): The revision allows a one year approval for an initial request and annual renewals thereafter for a maximum of ten years. The revised policy also includes a detailed fee schedule.

Motion made by Mr. Young, seconded by Mr. Jordan, to approve the revisions to Policy 3.206 on second and final reading as presented.

Vote: All Yes

12. FOR INFORMATION ONLY

Board of Education Policy 1.108 states in part: “Members of an immediate family should not be assigned to the staff in the same school plant unless some unusual circumstance exists which makes it in the best interest of the educational program as approved by the Executive Committee. Any exception to this policy shall be reported to the Board at the next regularly scheduled board meeting.” The Executive Committee concurs with the Assistant Superintendent for Engineering and Construction that Austin Carpenter be offered employment as a warehouse clerk in our maintenance Department. His father, Don Carpenter, is a plumber in the Maintenance Department.

13. INSURANCE UPDATE – No report at this time. There is an Insurance Meeting next Thursday.

14. **TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE – No report at this time.**
15. **FEDERAL RELATIONS NETWORK (FRN) UPDATE – No report at this time.**
16. **GENERAL DISCUSSION BY BOARD MEMBERS**

Ms. Tyler, YMCA Fun Company, announced a Y Fun Company Showcase will be held on Tuesday, April 12, 2016, at Blackman Elementary School, 6:30 P.M. All Rutherford County Fun Company sites will be participating in the Showcase.

There being no further business, the meeting adjourned at approximately 5:55 P.M.


Wayne R. Blair, Board Chairman

4-16-16
Date


Marvin D. Odom, Director of Schools

4/16/2016
Date